

## TENNESSEE BOARD OF SOCIAL WORKER CERTIFICATION AND LICENSURE

**DATE:** February 1-2, 2007

**TIME:** 8:00 a.m., CST

**LOCATION:** Health Related Boards  
Bureau Conference Room  
220 Athens Way, Suite 104  
Nashville, TN 37243

### **BOARD MEMBERS**

**PRESENT:** Vickie Fleming, CMSW  
Beverly Esposito, LCSW  
Frances Mazzaferro, CMSW  
Teresa Housteau, LCSW  
Suzanne Vandiver, LCSW

### **BOARD MEMBERS**

**ABSENT:** Sheryl DeMott, CMSW  
Sheila Morris, Consumer Member

### **STAFF**

**PRESENT:** James Hill, Board Administrator  
Nicole Armstrong, Advisory Attorney  
Lakita Taylor, AARBI  
Jerry Kosten, Rules Coordinator

Ms. Fleming called the meeting to order at 8:05 a.m. A sufficient number of board members were present to constitute a quorum.

On behalf of the board, Ms. Fleming welcomed new board member Frances Mazzaferro.

Ms. Fleming stated she met and presented a plaque to Ms. Wolkhamer for her service to the board as she was unable to attend the meeting.

### **Review August 3, 2006 Minutes**

Upon review of the August 3, 2006 board meeting minutes, Ms. Vandiver made a motion, seconded by Ms. Esposito, to approve the minutes as written. The motion carried.

### **Conflict of Interest Policy Statement**

Ms. Armstrong reviewed the Conflict of Interest Policy with the board asking all board members to disclose any conflict of interest they may have prior to contested cases or any other legal

proceedings or matters to determine if there is a conflict of interest. Ms. Armstrong stated if a board member does have a conflict of interest they must recuse him/herself and leave the hearing room during the proceeding. Ms. Armstrong asked Ms. Mazzaferro to sign the conflict of interest statement and return to Mr. Hill following the meeting.

### **Office of General Counsel Report**

Ms. Armstrong said the rule amendment regarding screening panels, advertising, and use of titles became effective November 1, 2006.

Ms. Armstrong said the rule amendment regarding refundable licensure fees, petitions for stay and reconsideration were sent to the Office of the Attorney General on May 30, 2006 where they remain.

### **Report from Jerry Kosten, Regulations Manager**

Mr. Kosten stated Public Chapter No. 658, regarding temporary licensure, became effective May 12, 2006.

Mr. Kosten discussed amendments to Rule 1365-1-.04, regarding Qualification for Certification and Licensure, stating a Temporary Certified Master Social Worker must be a graduate with a master's or doctorate degree in social work, granted after April 2005 by a university, college, or school of social work, at the time of graduation, has applied for, but has not yet received, accreditation by the Council on Social Work Education.

Mr. Kosten discussed amendments to Rule 1365-1-.05, regarding Procedures for Certification and Licensure, stating an applicant must be granted a master's or doctorate degree in social work prior to the date of the application for temporary certification; a temporarily certified master social worker must submit an application for certified master social worker within sixty (60) days after his/her educational institution receives accreditation; an applicant must provide a photocopy of his/her diploma or official transcript, sent directly from the school to the board's administrative office, except for applicants who are currently certified, or has received a temporary certificate; a nonrefundable fee is to be paid by all applicants for temporary certification and must be paid each time an application for certification is filed.

Ms. Vandiver made a motion, seconded by Ms. Esposito, to send the rule amendments to rulemaking hearing. The motion carried.

Ms. Housteau made a motion, seconded by Ms. Esposito, to adopt the rules as amended. A roll call vote was conducted. The motion carried.

### **Investigative Report**

Ms. Armstrong reviewed the investigative report stating there are ten (10) complaints year-to-date against LCSW's. Ms. Armstrong stated seven (7) complaints have been closed, three (3)

with no action, two (2) with letters of concern, one (1) with a letter of warning, and one (1) referred to the Office of General Counsel.

Ms. Armstrong stated there are seven (7) complaints year-to-date against CMSW's. Ms. Armstrong stated three (3) complaints have been closed, two (2) with no action, and one (1) with a letter of warning.

### **Disciplinary Report**

Ms. Armstrong reviewed the disciplinary report which gives the names of all disciplined practitioners, their license number, date of action, expiration date, civil penalty costs, continuing education requirements, reporting, peer assistance, and comments. Ms. Armstrong stated all of the information in the disciplinary report is public information.

### **Financial Report**

Mr. Hill stated the board has a cumulative carryover of \$248, 877.67 as of June 30, 2006.

Mr. Hill stated the report includes administrative fees, renewal fees, the move, and the new computer system.

### **Administrative Report**

Mr. Hill stated as of December 31, 2006 there are currently 1512 active CMSW's, 2283 retired, 1396 failed to renew, 84 applications in process, and 60 deceased.

Mr. Hill stated as of December 31, 2006 there are currently 1842 active LCSW's, 303 retired, 350 failed to renew, 184 applications in process and 47 deceased.

Mr. Hill stated the benchmark for renewal processing is 10 days with CMSW's averaging 2.84 days and LCSW's averaging 2.44 days. Mr. Hill stated the benchmark for application processing is 100 days with CMSW's averaging 26.4 days and LCSW's averaging 171.68 days. Mr. Hill stated the benchmark is being missed because applicants are allotted a year to pass examination.

Mr. Hill discussed changes made to the application which included adding temporary certification to language regarding obtaining certification as a Master Social Worker, social security numbers, an affidavit of accreditation, and a verification form for licenses from other states.

### **Ratify newly licensed LCSW's**

Upon review Ms. Vandiver made a motion, seconded by Ms. Mazzaferro, to ratify the following newly licensed LCSW's:

**Tania Ades**  
**Jennie N. Ard**

**Joy Baldwin**  
**Allison W. Braswell**  
**Jane A. Burke**  
**Farlie P. L. Chastain**  
**Nancy J. Conley**  
**Sage H. Conner**  
**Peggy R. Copulsky**  
**Theresa D. Crotty**  
**Tracey A. Davis**  
**Sarah A. Dewolf**  
**Amy L. Doolittle**  
**Rachel B. Dorris**  
**Mary Louise R. Ecker**  
**Sandra Farbman**  
**Melissa P. Farrar**  
**Sue P. Frederick**  
**Alyson L. Garvey**  
**Jonathan M. Gish**  
**Jinny L. Glasco**  
**Amanda C. Godin**  
**Donna V. Goings**  
**Debrah K. Hagen**  
**Nancy L. Hall**  
**Jill A. Kelly**  
**Darryl I. Leis**  
**Katherine P. Mackay**  
**Mitzi S. McBride**  
**Michael V. McDonald**  
**Jean M. Miller**  
**Jennifer Morgan-Lambert**  
**Stephen M. Owens**  
**Tammy M. Patton**  
**Cara K. Peacock**  
**Carolyn D. Price**  
**Willard E. Radford**  
**Megan M. Rapien**  
**Steven Reda**  
**Karen P. Reed**  
**Geraldine Scheller**  
**Kristi L. Steel**  
**Shirley A. Talbott**  
**Michelle M. Thompson**  
**Catherine M. Webb**  
**Sarah L. Wiard**  
**Paula T. Williams**  
**Roxie K. Williams**

**Mona Williams-Hayes  
Connie M. Work  
Rebekah L. Yoder**

The motion carried.

**Ratify newly licensed CMSW's**

Upon review, Ms. Housteau made a motion, seconded by Ms. Mazzaferro, to ratify the following newly licensed CMSW's:

**Debbie Abrams-Cohen  
Lisa L. Anderson  
Katina R. Bandy  
Katie A. Barkley  
Abby R. Beagle  
Electra K. Beard  
Olivia K. Behrens  
Lisa K. Bloodworth  
Bewindi A. Bobb  
Carol Anne Brown  
Michael L. Burford  
Sandra M. Cambeilh  
Kathryn L. Clayton  
Renesa M. Clemons  
Jan Z. Clifton  
Tamie R. Counts  
Christine Crowder  
Patricia M. Curry  
Kimberly D. Decelle  
Ivan S. Deitch  
Jennifer M. Dunn  
Greg J. Eisinger  
Michelle P. Fillian  
Julie M. Fitzsimons  
Toney E. Ford  
Emily D. Frazier  
Melissa S. Friedman  
Brian T. Grant  
Bessie N. Grimaldi  
Kelly R. Guidroz  
Christopher Hargrove  
Clifford Hill, Jr.  
Jessica G. Hoke  
Lindsay Homesley  
Amanda F. Hoosier**

**Kimberly F. Huff**  
**Alicia S. Hutt**  
**Karen K. Ijames**  
**Athenia D. Ingram**  
**Yvonne M. Irving**  
**Rosiland D. James**  
**Leslie A. Jenkins**  
**Catherine E. Jessen**  
**Benetra M. Johnson**  
**Chivonne J. Johnson**  
**Sonja D. Johnson**  
**Amy P. Jones**  
**Bryan W. Jones**  
**Michael C. Jones**  
**Jennifer E. Kittinger**  
**Stanley V. Lee**  
**Doreen Leo-Huneke**  
**Anne M. Little**  
**Jennifer M. Macmaster**  
**Maria C. Marchante**  
**Alicia E. Maya**  
**Ilene A. McBride**  
**Korlu K. McCainster**  
**Adina F. Milligan**  
**Emily E. Moore**  
**Debra M. Moorehead**  
**Donald E. Nathe**  
**Lindsay B. Naylor**  
**Stephanie R. Nelson**  
**Phyllis A. Nobles**  
**Djuna L. Osborne**  
**Arti Pandya**  
**Shana L. Parker**  
**Joyce M. Payne**  
**Lilian Pencille**  
**Shelley G. Pier**  
**Leah N. Pierce**  
**Ann-Haley Poag**  
**Tamera B. Preece**  
**Berneita L. Primo**  
**Teresa A. Quance**  
**Octavio Ramirez**  
**Maria L. Randall**  
**Lisa J. Randles**  
**Joanne M. Reich**  
**Heather B. Renninger**

**Kimberly R. Richerson**  
**Crystal M. Roedler**  
**Mary E. Ross**  
**Harry J. Sartin, Sr.**  
**Anne M. Schmitt**  
**Jessica E. Six**  
**Karen M. Smith**  
**Ryan C. Smith**  
**Sheila R. Smith**  
**Sabrina D. Smith**  
**Xavier A. Spratts**  
**Corey S. Stielow**  
**Dulcy L. Stout**  
**Florence E. Sutton**  
**David M. Switzer**  
**Camille Taylor**  
**Kathryn Taylor**  
**William Taylor, Jr.**  
**Lashunda S. Thomas**  
**Angeline M. Toles**  
**Alisha D. Tyms**  
**Andrew M. Walen**  
**Jennifer S. Weigand**  
**Stephanie Y. Welch**  
**Deborah M. Wentworth**  
**Wade F. Wheeler**  
**Amy L. Williams**  
**Stephanie R. Williams**  
**Mackaria Williams-Lovett**  
**Tracy L. Zinanni**

The motion carried.

**Review/approve LCSW applications by examination and reciprocity**

Upon review, Ms. Esposito made a motion, seconded by Ms. Vandiver, to ratify the following newly licensed LCSW's:

Examination

**Angela Aderogba**  
**Renetta Albea**  
**Lucia B. Alder**  
**Diana L. Autry**  
**Cynthia Bailey**  
**Maggie E. Bible**

**Erika L. Bodin**  
**Philip R. Bridges**  
**Willie Mae Copeland**  
**Monica Causey**  
**Sharon L. Decker**  
**Sara L. DeYoung**  
**Shawn B. Foster**  
**Diana L. Frances**  
**Murff Galbreath**  
**Teri A. Green**  
**Cynthia L. Harmon**  
**James Hawkins**  
**Nikeshia Hennings**  
**Cecilia M. Hooks**  
**Bruce Johnson**  
**Joyce A. Kovacs**  
**Maria Marchante**  
**Andrea McCarter**  
**Merlanda Y. Powell**  
**Lina C. Roberts**  
**Pamela C. Session**  
**Thelma E. Sherrod**  
**Dabney T. Shurling**  
**Catherine A. Smith**  
**Walter O. Stockdale**  
**Rebecca L. Swift**  
**Helen Tarleton**  
**Trang Wadsworth**  
**Margaret N. Weth**  
**Bobbie M. Mezei**  
**Adriene B. Gallant**  
**Courtney P. Weiler**  
**Valerie Votaw**  
**Joy L. Tyree**  
**Robert B. Humphreys**  
**Amanda L. Perry**  
**Shawn D. Wright**  
**Joshua M. Chestnut**  
**Michael J. Radyko**  
**Frances L. Daniels**  
**Jennifer L. McCluskey**  
**Heather A. Olson**  
**Joshua B. Goldin**

Reciprocity

**Tania Ades**  
**Peggy R. Copulsky**  
**Tracey A. Davis**  
**Mary Louise R. Ecker**  
**Sue P. Frederick**  
**Debrah K. Hagen**  
**Jill A. Kelly**  
**Jean M. Miller**  
**Catherine M. Webb**  
**Jonathan H. Smith**  
**Gregory Washington**  
**Nita D. Byrne**  
**Joyce A. Mink**

The motion carried.

**Review/approve CMSW applications**

Upon review of the application of **Phillip Della Jacova**, indicating past convictions, Ms. Vandiver made a motion, seconded by Ms. Esposito, to deny licensure as a CMSW on the basis of criminal convictions. The motion carried.

Upon review of the application of **Amy Williams**, indicating a conviction of driving while impaired and underage consumption of alcohol, Ms. Fleming made a motion, seconded by Ms. Esposito, to approve Ms. Williams for licensure as a CMSW. The motion carried.

Upon review of the application of **Cynthia Wright**, indicating convictions of petty theft and drug addiction, Ms. Esposito made a motion, seconded by Ms. Mazzaferro, to approve Ms. Wright for licensure as a CMSW. The motion carried.

Upon review of the application of **James Pedrick**, indicating DUI convictions, Ms. Housteau made a motion, seconded by Ms. Esposito, to approve Mr. Pedrick for licensure as a CMSW. The motion carried.

Upon review of the application of **Christina Maclean**, indicating a conviction of disorderly conduct, Ms. Vandiver made a motion, seconded by Ms. Housteau, to approve Ms. Maclean for licensure as CMSW. The motion carried.

Upon review of the application of **Rebecca A. Quillen**, indicating graduation from East Tennessee State University, Ms. Fleming made a motion, seconded by Ms. Housteau, to deny Ms. Quillen for licensure as a CMSW on the basis that East Tennessee State University is not accredited. The motion carried.

Ms. Armstrong stated all ETSU applicants will be denied until accreditation approval.

Upon review of the application of **Monica Ferrelli-Lemon**, requesting licensure by examination using results taken in 1988 for the Ohio Board of Social Work, Ms. Housteau made a motion, seconded by Ms. Esposito, to deny Ms. Ferrelli-Lemon for licensure as a LCSW on the basis that Ms. Ferrelli-Lemon does not meet the requirements of licensure by the State of Tennessee. The motion carried.

### **Report from Karen Franklin, Executive Director, NASW**

Ms. Franklin reviewed the BSW study committee meeting held December 6, 2005, stating topics of discussion included concerns about the image of the Social Work profession, promotion of quality practice, and testing of CMSW's and LCSW's. Ms. Franklin stated the committee discussed an interest in improving the licensure process, which will facilitate in recognizing social workers as professionals and the State of Tennessee as a state to be recognized for professional practices.

### **Contested case for Kathleen McCracken, LCSW**

Administrative Law Judge, Ann Johnson, presided over the contested case hearing for **Kathleen McCracken, LCSW**. Raney Irwin, Assistant General Counsel, represented the State, and Ms. McCracken was not present.

Judge Johnson asked the board members to introduce themselves for the court reporter and asked everyone in the board meeting room to silence all cell phones.

Ms. Irwin said Ms. McCracken was disciplined on or about January 16, 2004 by the board for entering into a sexual relationship with a patient whom she had recently terminated therapy. Ms. Irwin stated the board placed Ms. McCracken's license on two (2) years probation, required her to secure a supervisor to monitor her practice, obtain evaluation from a peer assistance program and follow all recommendations of that program, submit quarterly reports to the Board during the probationary period, and pay \$5,000.00 in civil penalties.

Lea Phelps, Disciplinary Coordinator stated she was familiar with Ms. McCracken's order and has spoken with the respondent regarding the order to include payment of fines. Ms. Phelps stated Ms. McCracken owes \$2000 in civil penalties. Ms. Phelps said she has not had contact with Ms. McCracken since May 1, 2005 in which Ms. McCracken sent a letter regarding payments to be made. Ms. Phelps stated in August of 2005 she attempted to reach Ms. McCracken again by letter with no response.

Ms. Irwin concluded by stating the respondent is not in compliance with the order by not being in contact with the state in nearly two (2) years. Ms. Irwin stated the state would like to request revocation of licensure and satisfaction of civil penalties.

Upon conclusion of the findings of fact, Ms. Housteau made a motion, seconded by Ms. Esposito, to revoke Ms. McCracken's license for willfully violating the order by having no contact with the state and not paying civil penalties.

Upon discussion, Ms. Housteau made a motion, seconded by Ms. Vandiver, to agree with the proposed civil penalties and/or disciplinary action which include revocation of license for a period of no less than one (1) year, assessment of one (1) Type A Civil Penalty in the amount of one thousand dollars (\$1,000), and payment of all court costs.

Ms. Esposito made a motion, seconded by Ms. Vandiver, to re-open questioning regarding unpaid civil penalties. The motion carried.

Ms. Esposito made a motion, seconded by Ms. Mazzaferro, to amend the decision regarding civil penalties of which Ms. McCracken is order to pay all unpaid civil penalties. The motion carried.

The Board stated these actions were taken to protect the health and welfare of the persons living in, working in, or visiting the State of Tennessee.

### **Contested case for Sabrina Lepkofker, LCSW**

Administrative Law Judge, Ann Johnson, presided over the contested case hearing for Sabrina Lepkofker, LCSW. Raney Irwin, Assistant General Counsel, represented the State, and Ms. Lepkofker was represented by Attorney Dan Warlick.

Ms. Lepkofker began employment at Ridgeview Psychiatric Hospital, Oak Ridge, Tennessee on January 26, 2000 as a CMSW under the contingency she would receive an increase of salary upon obtaining licensure as a LCSW in the state of Tennessee. Ms. Lepkofker was granted licensure as a LCSW by the Commonwealth of Kentucky Board of Social Work on November 30, 2000 and later granted temporary licensure by reciprocity as a LCSW by the Tennessee Board of Social Worker Certification and Licensure on February 16, 2001. In an audit of mental health records by the Director of Quality Management, Ridgeview Psychiatric Hospital, records were found with the initials LCSW used after Ms. Lepkofker's name between November 30, 2000 and February 16, 2001, before she received a temporary license in Tennessee.

In Ms. Lepkofker's testimony, she affirmed that she had signed her name with the credentials LCSW to contact notes used by the Mobile Crisis Team (MCT).

According to the testimony of witness Sunny Day, Program Director, she was unaware that Ms. Lepkofker was signing her name as LCSW, never gave permission to Ms. Lepkofker to sign her name as LCSW, and was not aware if any other supervisors granted this permission. Ms. Day stated upon becoming aware that Ms. Lepkofker was signing LCSW to her name, she asked Ms. Lepkofker to discontinue doing so.

According to the testimony of witness Nancy White, Director of Quality Management, she conducted an audit of 523 MCT charts of which she found 303 of those charts being signed by Ms. Lepkofker as a LCSW.

Upon review of the findings of fact, Ms. Mazzaferro made a motion, seconded by Ms. Vandiver, to send a formal reprimand to Ms. Lepkofker. The motion carried.

Upon discussion, Ms. Vandiver made a motion, seconded by Ms. Esposito to require Ms. Lepkofker to attend twelve (12) hours of continuing education in ethics, in addition to the three (3) hours required by the state, and send in quarterly reports proving compliance within a twelve (12) month period. The motion carried.

Upon discussion of civil penalties, Ms. Housteau made a motion, seconded by Ms. Mazzaferro, to require Ms. Lepkofker to pay \$50 per 100 violations for the amount of \$5000 in civil penalties. The motion carried.

Upon discussion of court costs, Ms. Housteau made a motion, seconded by Ms. Esposito, to require Ms. Lepkofker to pay up to \$1000 in court cost. The motion carried.

The Board stated these actions were taken to protect the health and welfare of the persons living in, working in, or visiting the State of Tennessee.

### **Review/approve reinstated applications**

Upon review of the reinstated applications for LCSW's, Ms. Esposito made a motion, seconded by Ms. Vandiver, to approve the following practitioners for reinstatement:

#### **LCSW**

**Ellen Malone**  
**Susan Norton**

The motion carried.

Upon review of the reinstated applications for CMSW's, Ms. Housteau made a motion, seconded by Ms. Esposito, to approve the following practitioners for reinstatement:

#### **CMSW**

**Shannon Amor**  
**Laureal Barkley**  
**Donise Clemmer**  
**Melanie Copeland**  
**Daphne Crawford**  
**Ron Debord**  
**Amy Taylor**  
**Larry Hawkins**  
**Eva Ivy-Arnold**  
**Ruby Joyner**  
**Kristie King**  
**Leigh Lewis**  
**Sandra Madaris**

**Dwight Merritt  
Regina Nash  
Christina Sexton**

The motion carried.

**Ratify closed files**

Upon review of the closed files, Ms. Vandiver made a motion, seconded by Ms. Esposito, to approve the closed files for the following applicants:

**Carol Owen  
George Anderson, Jr.  
Renese Cavallero  
Vickie Fleming  
Regina Nash  
Susan Picart  
William Samuels  
Jennifer Jones  
Garrett Leech  
Scott Schuch  
Stanley Stevenson  
Doreen Leo-Huneke  
James Cecil  
Leanne Hernandez  
Nancy Hines  
Saraah Downtain  
Kristy Stephenson  
Mary Jenkins**

The motion carried.

**Correspondence**

Mr. Hill reviewed a letter from Mary Corbett, requesting a waiver of the required fees and continuing education required for reinstatement of her license as a CMSW. Upon discussion, Ms. Vandiver made a motion, seconded by Ms. Mazzaferro, to deny Ms. Corbett's request for a waiver of fees. The motion carried.

Upon further discussion, Ms. Mazzaferro made a motion, seconded by Ms. Esposito, to deny Ms. Corbett's request for a waiver of the required continuing education. The motion carried.

The Board requested Mr. Hill to send Ms. Corbett a letter explaining its decision based on Rule 1365-1-.09(2)(a).

Mr. Hill reviewed a letter from the Association of Social Work Boards (ASWB), requesting the Tennessee regulatory board to utilize its social work registry as a verification source for an applicant's primary source credentials. Upon discussion, the Board requested Mr. Hill to contact ASWB for additional information regarding its credentialing services and report findings at the next meeting.

### **Election of Officers**

Upon discussion, Ms. Housteau made a motion, seconded by Ms. Vandiver, to elect Ms. Fleming as Chair. The motion carried.

Upon discussion, Ms. Housteau made a motion, seconded by Ms. Vandiver, to elect Ms. Esposito as Secretary. The motion carried.

With no other board business to conduct, Ms. Fleming made a motion, seconded by Ms. Housteau to adjourn the meeting at 3:00 p.m. The motion carried.

Approved by the Board of Social Worker Certification and Licensure May 3, 2007.