



Virginia Department of

Health Professions

Board of Social Work

Virginia Board of Social Work
Quarterly Board Meeting Minutes
Friday, September 26, 2025, at 10:00 a.m.
9960 Mayland Drive, Henrico, VA 23233
Board Room 2

PRESIDING OFFICER: Teresa Reynold, MSW, LCSW, Board Chairperson

BOARD MEMBERS PRESENT: Elke Cox, MSW, LCSW, Vice-Chairperson
Kimberly Jackson, Citizen Member
Joan Landolt, MSW, LCSW
Martha Meadows, MA, LCSW
Marshall Pattie, PhD, Citizen Member
Denise Purgold, MSW, LCSW
Sherwood Randolph Jr., MSW, LCSW

BOARD MEMBERS ABSENT: Victoria Cartagena, MSW, LCSW

BOARD STAFF PRESENT: Krystal Blanton, Discipline & Compliance Case Specialist
Jaime Hoyle, JD, Executive Director
Jennifer Lang, Deputy Executive Director
Charlotte Lenart, Deputy Executive Director
Sharniece Vaughan, Licensing & Operations Supervisor
Rebecca Walker, Licensing Specialist

DHP STAFF PRESENT: Erin Barrett, JD, Director of Legislative and Regulatory Affairs, Department of Health Professions
Matt Novak, Agency Regulatory Coordinator, Department of Health Professions
Arne Owens, Agency Director, Department of Health Professions
Yetty Shobo, Ph.D., Director, DHP Healthcare Workforce Data Center

BOARD COUNSEL PRESENT: James Rutowski, Assistant Attorney General

PUBLIC ATTENDEES: Denise Daly Konrad, Virginia Health Care Foundation (VHCF)
Rebekah Glushefski, LMSW, Supervisee in Social Work
Rachel Mosunmade, LCSW, Bon Secours Mercy Health
Mark Smith, Greater Washington Society for Clinical Social Work (GWSCSW),
Virginia Society of Clinical Social Work (VSCSW)
Ophelia Von Ludwig, LCSW, (VSCSW)

CALL TO ORDER: Ms. Reynolds called the Board Meeting to order at 10:14 a.m.

ROLL CALL/ESTABLISHMENT OF A QUORUM: All Board members and staff were introduced. With eight members of the Board being present at roll call, a quorum was established.

MISSION STATEMENT: Ms. Reynolds read the mission statement of the Department of Health Professions, which was also the mission statement of the Board.

ADOPTION OF AGENDA: The Board reviewed the agenda for the September 26, 2025 meeting. The agenda was approved as presented.

PUBLIC COMMENT: None.

APPROVAL OF MINUTES: The Board reviewed the minutes from the last meeting held on June 6, 2025.

Motion: Ms. Cox moved to approve the minutes from the June 6, 2025 meeting as presented. The motion was properly seconded by Ms. Purgold and passed unanimously.

AGENCY REPORT:

Mr. Owens welcomed everyone back to Richmond. He reiterated that the goal of DHP is to remain focused on its regulatory responsibilities. He emphasized the importance of improving agency operations, particularly in relation to staffing, cost reduction, and overall efficiency.

Mr. Owens also highlighted several key upcoming events, including the General Assembly session in January 2026. He noted that DHP has submitted legislative proposals that are currently awaiting approval from the Secretary and the Governor's Office. In addition, he mentioned ongoing work on the biennial budget.

Lastly, Mr. Owens commended the Board for its efforts in increasing the number of Licensed Clinical Social Workers (LCSWs) across the state.

BOARD CHAIR REPORT:

Ms. Reynolds thanked the Board and DHP staff for their ongoing efforts and commitment to supporting the work of the Board.

LEGISLATION & REGULATORY REPORT:

Chart of Regulatory Actions

Mr. Novak reviewed the regulatory actions chart with the Board and noted that the music therapy regulations are in the final stage and will take effect on December 1, 2025.

Petition for Rulemaking

Mr. Novak directed the Board's attention to the two petitions that were submitted.

The first petition, submitted by Sara Pearce, recommended an amendment to 18VAC140-20-150 to include new subsections requiring the following:

- a. Up to three transitional sessions, delivered in-person or via synchronous telehealth, each lasting no less than 45 minutes.
- b. A written referral list of at least three outpatient providers that the licensee has confirmed are accepting new clients, to be included as part of a written crisis-response plan. This plan must also include 24/7 resources and instructions for emergency care.
- c. At the client's request, the licensee shall make one good-faith contact with the client's new therapist to provide a summary of care and current risk factors, consistent with confidentiality requirements.

Mr. Novak informed the Board that they have two options: to make a motion to accept and initiate a Notice of Intended Regulatory Action (NOIRA), or to take no action.

Motion: Mr. Randolph moved to recommend that the Board take no action, as the proposal has the potential to be limiting. Ms. Landolt properly seconded the motion. The motion passed unanimously.

Mr. Novak then discusses the second petition submitted by Natalie Both which was included in the agenda packet. This petition would allow Master of Social Work (MSW) students to apply for supervision up to 30 days prior to the conferral of their degree.

The Regulatory Committee recommended that the full Board take no action on the petition for rulemaking, as tracking the conferral of degrees after the application process has begun would be overly burdensome and could result in a license being issued to an individual whose degree was ultimately not conferred.

Motion: Ms. Purgold motioned to take no action on the petition for rulemaking as recommended by the Regulatory Committee. Ms. Meadows properly seconded the motion. The motion passed unanimously.

Music Therapy Regulations

Ms. Barrett reported that the music therapy regulations have been published and will take effect on December 1, 2025, with applications accepted beginning December 5, 2025. She informed the Board that the executive branch directed staff to develop a guidance document outlining actions that do not constitute the practice of music therapy. Ms. Barrett drafted the guidance document, which was reviewed and approved by the executive branch as meeting their requested clarification. She requested that the Board consider the guidance document as presented by staff.

Motion: Mr. Randolph motioned to adopt the Music Therapy Guidance Document 140-5 as presented. Ms. Cox properly seconded the motion. The motion passed unanimously.

PRESENTATION:

Dr. Shobo presented the LCSW Workforce Survey. She stated that over the past 12 years, the social work workforce has more than doubled. However, while more individuals are obtaining licenses in Virginia, many are not practicing within the state. She highlighted the following key points:

- The majority of the social work workforce (88%) is female.
- The median age was 54 in 2018; it has now decreased to 34.
- The population under 40 is more diverse.
- Currently, the diversity index stands at 60%.
- Spanish is the most reported language after English, followed by French and Arabic.
- There has been an increase in LCSWs working in private or group practice settings.
- There is a rise in cash or self-pay clients as opposed to private insurance and Medicaid/Medicare.
- The majority of practitioners provide telehealth services.
- There is an increase in the number of practitioners intending to join the social work interstate compact.
- The Southside region of Virginia faces a shortage of LCSWs.

COMMITTEE REPORTS:

Ad Hoc Committee Report

Mr. Randolph thanked the Board, the community, and stakeholders. He briefly discussed the reasons for forming the Ad Hoc Committee. In 2022, data from the Association of Social Work Boards (ASWB) was released, and during public comment, the Board was questioned about why it had not taken action regarding disparities highlighted in the data. The 2022 data revealed multiple disparities including those related to race, ethnicity, and age.

In the 2024 General Assembly session, House Bill 606 proposed alternatives to the social work licensure examination requirement; however, the bill passed the House but failed the Senate. Following this, the Board received a request from Senate leadership to provide additional information about the effectiveness of the current

examination and possible alternatives. In response, the Board detailed systemic strengths and barriers, as well as steps being taken to address disparities.

Mr. Randolph stated that the Ad Hoc Committee was created to investigate disparities, collect data, engage with stakeholders, and recommend potential actions. Stakeholder engagement has included public comments, organizational feedback, and presentations from ASWB and other experts. He noted that Virginia ranks 38th in the mental health workforce and that approximately two million residents lack adequate care due to a shortage of behavioral health practitioners.

Mr. Randolph reviewed the ASWB presentation which was included in the agenda packet with the Board which included information on exam development, item-writing processes, and efforts to improve validity, reliability, and accommodations. ASWB also highlighted recent and upcoming changes to the exam administration, including splitting the four-hour exam into two parts. Some committee members raised concerns about the timing and lack of communication of these changes. In addition, Mr. Randolph reviewed the summary of the stakeholder responses as provided in the agenda.

He referenced testimony from Dr. DeCarlo regarding ASWB's psychometrics and requested input from community-based organizations.

Dr. Shobo presented the findings from the LCSW, LMSW, and LBSW Examination Survey, which was included in the agenda. Most of the respondents agreed that the ASWB exam should be maintained but also supported allowing some form of alternative pathway to licensure.

The Ad Hoc Committee presented its findings on licensure exam disparities and recommendations for possible alternative pathways to licensure. The discussion emphasized that there is minimal support for eliminating the exam entirely, but strong, consistent support from both organizations and survey respondents for alternative pathways to licensure.

Board members acknowledged the complexity of the issue, noting workforce shortages, supervision quality concerns, exam fairness, and cost implications. Several members emphasized the need to balance public safety with equitable access to licensure.

The Board clarified its authority, available actions, and the process for referring recommendations to the regulatory committee. The conversation concluded with recognition that these recommendations represent the beginning of change rather than a final solution.

Mr. Randolph, stated that the Adhoc Committee is recommending the Board consideration of amending the regulations to allow for an alternative pathway to LCSW licensure, permitting one failed exam attempt followed by an additional 3,000 hours of clinical supervision.

The Board engaged in a discussion that included respondent feedback expressing a desire to extend the exam timeline and to increase the amount of required supervision. Ms. Landolt and Mr. Randolph agreed that this was a realistic expansion that will benefit the community.

Ms. Reynolds expressed some hesitation, noting that the majority of respondents supported retaining the exam, as it demonstrates minimum competencies. She emphasized that every profession includes some form of examination and that social workers have worked hard to establish and develop the profession. She stated that

removing the exam could diminish the profession; however, she expressed support for offering an exam alternative while also noting that not all supervision is created equal.

Mr. Randolph emphasized that the proposal regarding an exam alternative would create an opportunity for individuals who face challenges in taking the exam. However, Ms. Cox expressed concern regarding the associated costs of additional supervision and raised the issue of what steps would be taken should a supervisor feel uncomfortable certifying the additional hours.

Motion: Ms. Cox moved, which was properly seconded by Ms. Purgold, to refer the recommendation from the Adhoc Committee to the Regulatory Committee to consider the recommendations and further review, discuss and development potential changes. The motion passed unanimously.

The Board discussed the implications that will happen when considering these changes. They also noted that this is also very intertwined with the NOIRA that will consider changes to the LMSW.

Mr. Randolph stated that the Adhoc Committee recommends inviting the ASWB to return for further dialogue and increase transparency regarding exam procedures and to respond to stakeholder questions.

Motion: Ms. Cox further moved to invite ASWB to back for dialog at the next Full Board Meeting. Ms. Purgold properly seconded the motion. The motion passed unanimously.

Mr. Randolph stated that the Adhoc Committee recommended inviting Dr. Matt DeCarlo to present his data and perspectives on exam psychometrics and processes to the Board.

Motion: Mr. Randolph moved, and Dr. Pattie properly seconded, to have Dr. DeCarlo present his data to the Full Board. The motion passed unanimously.

Regulatory Committee Report

Ms. Cox reported that House Bill 1897 has been officially enacted into law. This legislation authorizes Licensed Master Social Workers (LMSWs) to provide clinical services under the supervision of a Licensed Clinical Social Worker (LCSW). Additionally, Ms. Cox noted that Board staff have proposed merging LMSW clinical supervision and supervisee categories. The Committee recommends that the Board adopt a notice of intended regulatory action (NOIRA) to amend Chapter 20 to merge LMWSs and registered supervisees in social work.

Motion: Ms. Landolt made a motion to accept the recommendation from the Regulatory Committee to amend Chapter 20 and merge LMSWs and supervisees in social work. Ms. Meadows properly seconded the motion. The motion passed unanimously.

LICENSING REPORT:

Ms. Lenart reported that the Board has now licensed and registered over 17,000 individuals. She thanked the staff for their hard work as demonstrated by the 94.3% satisfaction rating and noted that the 2024 pass rate summary report for Virginia, including individual school pass rates, is included in the agenda packet. ASWB has also developed a guide to assist educators and supervisors in preparing their students or supervisees for the licensing exam.

She also shared that the Dean of the School of Social Work at Norfolk State University (NSU), Dr. Isiah Marshall, reached out to offer exam preparation resources. In response, Board staff identified former NSU students and shared the available resources with them via email.

DISCIPLINE REPORT:

Ms. Lang informed the Board that a second part-time reviewer has been hired and is performing well, having already reviewed over 28 cases. She further reported that the formal hearing originally scheduled for October has been canceled and will need to be rescheduled for March or April of the following year. Additionally, she noted that there are currently 664 active cases across the three Boards: Counseling, Psychology, and Social Work.

EXECUTIVE DIRECTOR'S REPORT:

Ms. Hoyle announced that Victoria Cartagena has been reappointed to serve a second term on the Board. She also reported that she recently delivered a presentation to the Virginia Association of Social Workers – Roanoke Chapter, during which she provided updates on the Board's activities and the status of the Social Work Compact, which is currently not operational.

Furthermore, Ms. Hoyle stated that she and Ms. Jackson will be attending the upcoming ASWB Conference in November. She also noted that Ms. Jackson has been nominated for a position on the ASWB Board, with voting to take place during the conference.

NEXT MEETING DATES:

The next meeting is scheduled for Friday, December 5, 2025.

ADJOURNMENT:

Ms. Reynolds adjourned the meeting at 12:51pm.

~~Teresa Reynolds~~, MSW, LCSW, Chair

~~Jaime Hoyle, JD~~, Executive Director

Maria Stransky