

**BEHAVIORAL SCIENCES REGULATORY BOARD
SOCIAL WORK ADVISORY COMMITTEE
AGENDA
FEBRUARY 15, 2022**

Due to COVID-19, the Board office is practicing social distancing. The office space does not allow for a meeting while practicing social distancing, therefore, the meeting will be conducted virtually on the Zoom platform.

You may view the meeting here: https://youtu.be/JGHgf_WHrgE

To join the meeting by conference call: 877-278-8686 (Pin: 327072)

If there are any technical issues during the meeting, you may call the Board office at, 785-296-3240.

The Behavioral Sciences Regulatory Board may take items out of order as necessary to accommodate the time restrictions of Board members and visitors. All times and items are subject to change

Tuesday, February 15, 2022

10:00 a.m. Call to order and Roll Call

I. Opening Remarks, Advisory Committee Chair

II. Agenda Approval

III. Review and Approval of Minutes for Previous Meetings on October 19, 2021, and November 3, 2021

IV. Introduction of New Advisory Committee Members

- a. Sarah Berens
- b. Mary Gill
- c. Catherine Rech
- d. Eric Schoenecker

V. Executive Director's Report

VI. New Business

- a. Training for Board/Advisory Committee Members
- b. Review of Responses to Social Work Survey from December 2021
- c. Discussion on Committee Work for the Upcoming Year
- d. Discussion on Unprofessional Conduct Regulations

VII. Committee Discussion on Items for Next Meeting

VIII. Next Meeting Tuesday, April 19, 2022

IX. Adjournment

**Behavioral Sciences Regulatory Board
Social Work Advisory Committee
Tuesday, October 19, 2021 at 1:00 p.m.
DRAFT Minutes**

Call to Order. The meeting was called to order by Co-Chair Andrea Perdomo-Morales at 1:00 p.m.

Social Work Advisory Committee Members. Advisory Committee members present included Andrea Perdomo-Morales, Carolyn Szafran, Angi Heller-Workman, Donna Hoener-Queal, Mike Gillett, Jane Holzrichter, Cristin Stice, and Robin Unruh by Zoom.

BSRB Staff. Staff members present included David Fye and Leslie Allen by Zoom. Jane Weiler, Assistant Attorney General, attended the meeting over Zoom.

Public Comment. Prior to the meeting, one group of individuals requested to provide public comment at the Advisory Committee meeting concerning the unprofessional conduct regulations for the profession. At the meeting, members of that group began to describe details concerning interactions with an individual licensed by the BSRB that could relate to a potential Report of Alleged Violation (RAV) or investigation involving the licensee. David Fye, Executive Director for the BSRB, informed the attendees that information concerning a potential active investigation or matters that might relate to a future RAV against a practitioner would need to be received by the BSRB through the receipt of the RAV forms on the BSRB website and submitted to the investigators for the BSRB, rather than being provided in an open meeting of the Board or an Advisory Committee. He noted that the BSRB values the receipt of that information, due to the mission of the BSRB as a public protection agency, but he noted that handling of investigations and complaints must follow a separate process to ensure fairness to the individuals submitting the complaints and the licensees. Jane Weiler, Assistant Attorney General providing legal services to the Board, confirmed that receipt of this information during public comment at an Advisory Committee meeting had the potential to bias members of the Board concerning potential disciplinary matters, so the information would need to be received by the Board using the process described by the Executive Director.

Introduction of Donna Hoener-Queal. Andrea Perdomo-Morales, Co-Chair for the Advisory Committee, requested the agenda be adjusted to add the introduction of new BSRB Board member Donna Hoener-Queal. Jane Holzrichter moved the adjust the agenda accordingly and Carolyn Szafran seconded the motion. By consensus, the Advisory Committee approved the motion. Ms. Hoener-Queal introduced herself to the members of the Advisory Committee.

Review and Approval of Minutes from meetings on May 18, 2021

- Carolyn Szafran moved to approve the minutes from the May 18, 2021, Advisory Committee meeting as written. Donna Hoener-Queal seconded the motion. The motion passed by voice vote.

Executive Director Report. The Executive Director for the BSRB reported on the following items:

- **BSRB Board Chair and Vice-Chair.** At the July meeting of the Board, Leslie Sewester was elected as the new Chair of the Board. Dave Anderson was elected as the new Vice-Chair of the Board.
- **Mary Ann Gabel.** Former BSRB Executive Director, Mary Ann Gabel, passed away on September 1, 2021. Flowers were sent to the visitation on behalf of the agency and the Board.
- **Budget.** The agency's budget was submitted by the statutory deadline of September 15, 2021. The revised budget estimate totals the same amounts for FY 2022 and FY 2023 that were approved by the 2021 Legislature, though internal adjustments were made due to anticipated reduced expenditures related to the pandemic, which counterbalanced some increased costs.

- **IT Strategic Plan.** The Executive Director submitted the annual 3-year IT plan for the BSRB. Items in the plan include moving the original licensure system from a paper-system to an electronic system and converting from paper records to electronic records.
- **BSRB Website.** Sitefinity, which hosts most state agency websites, including the website for the BSRB, recently experienced problems, and certain information was removed from the BSRB website. Staff for the BSRB has been actively working to re-upload this information.
- **Staff Update.** In June, the Governor directed most state agencies to have staff return to working full-time in state offices. In late August, the Governor directed most state agencies to have staff return to primarily working remotely, so in-person staffing in the office is limited.
- **Administrative Assistant.** There is currently an opening for an Administrative Assistant position with the BSRB. The agency will be advertising the position and hopes to hire a new employee in the near future.
- **Board Annual Planning Meeting.** The Board generally holds an all-day planning meeting in September. Due to the pandemic, the Board was not able to meet in person, so the annual meeting was split into two half-day meetings over Zoom. The first day of the planning meetings was on September 27, 2021. The second day of the planning meetings was on October 25, 2021.
- **Presentations to Students.** The Executive Director noted that he and Leslie Allen, Assistant Director and Licensing Manager for the BSRB, have held several speaking engagements with students from different universities, to answer questions on licensure.

Old Business.

- **Updates on Social Media.** The Executive Director noted that Advisory Committee had discussed potential changes to the unprofessional conduct regulations, specifically due to developments in social media. The Executive Director noted that a report had been sent to members of the Advisory Committee, and the report was the work of the Association of Social Work Boards (ASWB) and other groups. The Executive Director asked the members of the Advisory Committee to review the language in the report for potential changes to the Kansas unprofessional conduct regulations. Committee members discussed that the BSRB Board previously had a social media subcommittee that met on this topic and discussed whether that subcommittee should meet again on this topic. It was the consensus of the Advisory Committee members to continue working on this topic as a group. The members of the Advisory Committee noted they would attempt to review the unprofessional conduct regulations for social workers and compare that language to the information in the report on social media standards.
- **Board-Approved Clinical Supervisors for Social Workers.** Carolyn Szafran, Co-Chair of the Advisory Committee, discussed the benefits of having board-approval for clinical supervisors. Members of the Advisory Committee discussed whether the BSRB should approve clinical supervisors, noting that a past survey showed support for approval of supervisors, though it was noted that the survey results were from a survey that was several years old. The Advisory Committee reached consensus for staff of the BSRB to work on drafting language for a survey to be sent out to licensees regarding their thoughts on whether licensees would be supportive of having board-approved clinical supervisors.
- **Continuing Education in Diversity, Equity, and Inclusion (DEI).** Andrea Perdomo-Morales briefed the Advisory Committee on discussions by the Board that Advisory Committees were asked to discuss whether the Board should require 3 hours of continuing education each license renewal period, in the areas of DEI. The Executive Director noted the current proposal would also allow practitioners to satisfy the DEI requirement within existing requirements of ethics and diagnosis and treatment hours, if the hours included both topics. Members discussed whether there was a need for a requirement or whether it should be an option for licensees. It was noted that currently, two jurisdictions require continuing education hours in this area. Jane Holzrichter moved to make no changes to the continuing education hour requirements for the social work profession. Mike Gillett seconded the motion. The motion passed by voice vote.

New Business.

- **Advisory Committee Membership.** The Executive Director summarized the purpose of Advisory Committees for the BSRB, the composition of Advisory Committees, responsibilities of Advisory Committee members, and the process by which Advisory Committees should review new applicants for the Advisory Committee. Members of the Social Work Advisory Committee discussed the current membership on the Advisory Committee and began the process of reviewing applicants for the Advisory Committee. Thirty individuals submitted cover letters and resumes in consideration of being added to the Advisory Committee. Advisory Committee members stated they would seek to add as many as 4 new members and each Advisory Committee member was asked to highlight applicants for the rest of the Advisory Committee. Several applicants were highlighted, so the Advisory Committee wished to identify a time to meet prior to the Board's next meeting on November 8, 2021. For the follow up meeting, the Advisory Committee asked the Executive Director to create a revised list of applicants, noting which applicants had been highlighted by the Advisory Committee members.

Next Meeting. The Executive Director noted he would send a poll to members of the Advisory Committee to identify a time and date for a short follow-up meeting so the members of the Advisory Committee could finalize recommendations for new members of the Advisory Committee. After this meeting, the next regular meeting of the Advisory Committee would be on December 21, 2021.

Adjournment. Carolyn Szafran moved to adjourn the meeting and Angi Heller-Workman seconded the motion. The motion passed by voice vote.

**Behavioral Sciences Regulatory Board
Social Work Advisory Committee
Wednesday, November 3, 2021, at 11:00 a.m.
DRAFT Minutes**

Call to Order. The meeting was called to order by Co-Chair Andrea Perdomo-Morales at 11:00 a.m.

Social Work Advisory Committee Members. Advisory Committee members present included Andrea Perdomo-Morales, Carolyn Szafran, Jane Holzrichter, Donna Hoener-Queal, and Robin Unruh.

BSRB Staff. Staff members present included David Fye, Executive Director for the BSRB.

Guests. None.

Guest Comments. None.

Old Business.

- **Advisory Committee Membership.** At the previous Advisory Committee meeting, the members of the Advisory Committee reviewed and discussed applicants for the Social Work Advisory Committee, narrowing the field of applicants from 30 individuals to 11 individuals. At this meeting, the Advisory Committee members discussed applicants further and recommended that the following four individuals be added to the Social Work Advisory Committee: Sarah Berens; Mary Gill; Catherine Rech; and Eric Schoenecker. Additionally, the Advisory Committee wished to identify Lacey Lee as an alternate, if another applicant no longer wished to serve on the Advisory Committee. The members of the Advisory Committee noted that there were many impressive applicants and thanked all individuals who expressed an interest in serving on the Advisory Committee.
- **Updated Information on Current Advisory Committee Members.** Advisory Committee members discussed that, given the direction for Advisory Committees to seek representation in diverse areas, it would be beneficial to be able to identify current employment and other information on current members. Co-Chair Carolyn Szafran displayed a draft chart that would include such information, including level of social work license; whether the practitioner was in public practice, private practice, or education; geographic location of employment; populations served; and areas of social work practice experience. Members of the Advisory Committee discussed other possible categories should be included and asked the Executive Director to seek the guidance of legal counsel for the Board.

Adjournment. The next meeting was scheduled for December 21, 2021. Donna Hoener-Queal motioned to adjourn. Carolyn Szafran seconded. The motion passed.

Expectations of Board Members

Adopted by the Board on January 10, 2022

I. Authority

Insofar as the Expectations for Board Members conflicts with or limits any federal or state statute or regulation, the statute or regulation controls.

II. Mission Statement

The mission of the BSRB, in accordance with the intent of the Kansas Legislature, is to protect and serve the consumers of mental health services and the professionals that offer them, through the issuance of licenses, resolution of complaints and the creation of appropriate regulations, accomplished through efficiency, fairness and respect to all those involved.

III. Guiding Principles

- A. Persons in Kansas shall expect that licensed mental health providers are qualified, competent, and professional.
- B. Persons regulated by the BSRB shall expect equitable and fair treatment in relation to licensing activities, disciplinary processes and administrative regulations.
- C. The BSRB shall provide all services in a manner that is timely, cost efficient, courteous and competent.
- D. The BSRB shall be guided and led by ethical principles, clear policies, progressive thinking and strategic decision making.
- E. The BSRB shall respect the dignity and worth of all individuals.

IV. Services

- A. Process license applications and license renewals in a timely manner as defined by pre-established performance goals. These goals are to be set by the Executive Director and communicated to applicants and licensees at the time they initiate a service request.
- B. Take disciplinary action when appropriate.
- C. Provide timely information to the public (i.e., mailing lists, list of licensees, maintain current website)
- D. Maintain Rules / Regulations and Statutes

V. Code of Conduct

The purpose of the Code of Conduct is to instill and assure the public's trust and confidence in its regulatory board for the licensed professions. That trust must embrace the people who serve on the board, including the qualifications for public service that attracted their appointment.

A. Integrity

1. A Board member of the BSRB should have no criminal or professional misconduct record, nor commit acts that would lead to investigations or complaints.
2. A Board member of the BSRB possesses sound moral principles, e.g. is upright, honest, sincere.
3. A Board member of the BSRB has courage of convictions to withstand pressures to be swayed from the public protection agenda.
4. A Board member of the BSRB should be honest about personal agendas and leaves them outside the boardroom.
5. A Board member of the BSRB should reveal any actual or perceived conflicts of interest and appropriately recuse themselves from decisions or actions in those areas of interest.
6. A Board member of the BSRB should not represent their personal opinion as that of the Board.
7. A Board member of the BSRB should be limited to one unexcused absence a year.

B. Conflict of Interest

A member of the BSRB should guard against conflict of interests.

1. Compliance

Common components of conflicts of interest policies include, but are not limited to, some or all of the following:

- a. A Board member of the BSRB should have no personal financial benefit as a result of service to the BSRB except sustenance and mileage;
- b. A Board member of the BSRB who may have a conflict of interest according to stated criteria should refrain from voting on the matter;
- c. A Board member of the BSRB should disclose any relationship with any other agency or individual involved with the BSRB and be excluded from matters involving such a conflict;

- d. A Board member of the BSRB serving as part of an organization working in any way with the BSRB should inform the Board Chair;
- e. A Board member of the BSRB should not accept any gifts or promotional items received as part of their affiliation with the agency for personal use;
- f. A Board member of the BSRB should not use the agency's name or agency information for personal gain;

C. Confidentiality

Board discussion involving any of the following matters shall remain confidential, unless the Board expressly agrees to the contrary:

- 1. Any discussion that occurs during executive session; and
- 2. Any discussion concerning actual or potential litigation.

VI. Board Meetings

A. Board Composition

Per K.S.A. 74-5401(a), 12 Board members are appointed by the Governor, including: Two licensed psychologists; two individuals licensed to engage in the practice of social work; one professional counselor, one marriage and family therapist, one master's level psychologist, one licensed addiction counselor or licensed clinical additional counselor; and four members of the Board represent the general public.

B. Meeting Schedule and Agenda Formation

Board meetings shall take place the second Monday of every other month, unless the Board determines otherwise.

- 1. The following items will always appear on the agenda:
 - a. Roll Call
 - b. Approval of Agenda
 - c. Approval of the Minutes
 - d. Public Comments
 - e. Staff Reports
 - f. Complaint Review Committee (CRC) Report
 - g. Reports from Professional Board members

C. Chair Authority and Responsibility

- 1. Chair — The Chair of the BSRB shall:

- a. Preside at all meetings;
- b. Appoint members of the Advisory Committees;
- c. Appoint members of the CRC; and
- d. Appoint members to other ad hoc committees.

2. Vice-Chair — The Vice-Chair shall discharge the duties of the Chair in his/her absence, disability, resignation, or death.

D. Emergency Executive Succession

1. In the event that the Board Chair is unable to perform the duties of the Office discharge the duties of the Office to the Vice-Chair.

2. In the event that the Executive Director is unable to perform the duties of the office of Executive Director, the BSRB may request an interim Director. If the BSRB is unable to meet immediately, the Board Chair will seek an interim Director until the Board can meet.

VII. Board-Executive Director Relationship

A. Organizational Structure

1. The Executive Director will communicate any personnel matters that should be addressed by the Board to the Chair of the Board;
2. The Chair of the Board will present these Board related issues to the Board; and
3. The Executive Director will communicate to the staff the Board wishes, intentions, policies, etc.

B. Delegation to the Executive Director

1. The Executive Director shall be the administrative head of the organization, serving at all times under the Board. The Executive Director will be responsible for implementing and executing the policies and activities approved by the Board. She/He shall assist in the developing of the over-all program and shall recommend policies and activities for consideration by the Board.
2. The Executive Director shall have sole authority to employ, eliminate, and fix the duties and salaries of other employees or independent contractors of the organization, subject to policies, regulations and limitations approved by the State of Kansas.

C. Executive Expectations

1. The Executive Director shall keep the Board advised of BSRB activities by issuing a report to the Board at each full Board meeting, which summarizes pertinent information.
2. The Executive Director shall prepare the agenda for Board meetings in consultation with the Board Chair.

3. The Executive Director shall prepare the agenda in consultation with the Board Chair for an annual Board retreat which shall allow for issues before the Board that need in depth consideration.

D. Monitoring the Executive Director's Performance

1. The Board shall, when necessary, utilize executive session to discuss issues concerning the Executive Director. The Board shall also formally evaluate the performance of the Executive Director each calendar year and on an annual basis thereafter, with emphasis on whether set outcomes are attained.

Advisory Committee Policy

Adopted by the Board on January 10, 2022

Purpose: A BSRB Advisory Committee, as a creation of the Board, has the purpose of supporting the Board in carrying out its mission to protect the public. Members serve at the pleasure of the Board. Actions pertaining to informing, licensing, and disciplining of those persons regulated by the Board are the methods for accomplishing the mission.

Process: An Advisory Committee fulfills its purpose by addressing issues referred to it by the Board through the Advisory Committee Chair or the Executive Director. A Committee may suggest issues it believes the Board should consider by referring those through the Chair of the Advisory Committee. When the latter occurs the Board has three courses of action from which to choose:

1. The Board can agree the issue needs to be addressed at the Board level.
2. The Board can agree the issue should be addressed and refer the matter to the appropriate person or committee for additional information, review, or analysis, which will then be brought back to the Board.
3. The Board can decide to not address the issue.

Structure of the Committee: Chairs of Advisory Committees will be members of the Board. If the profession is represented on the Board, the Chair of the Advisory Committee will be a Board member licensed in the discipline of the committee and appointed by the Governor to represent that discipline on the Board. Any other Board members appointed by the Governor to represent that discipline on the Board will serve as a member of that advisory committee. A public member of the Board will also be a member. There will be a minimum of three and a maximum of ten additional members appointed. The Executive Director will be a non-voting, ex officio member. The Assistant Director or Licensing Manager is encouraged to attend. The Assistant Attorney General representing the Board should attend meetings when their attendance is requested.

Terms for Advisory Committee members will be two years. They will be appointed by the Chair of the BSRB and can serve up to four terms. Appointments to the committee should be staggered to avoid having too many members of the Advisory Committee reach their maximum length of service at the same time. The policies and procedures under which the BSRB Board Members are expected to operate will apply also to the Advisory Committee Members. The Chair of the BSRB can remove members.

Selection: Members for the Committee may be nominated by anyone, including the public, committee members, members of a professional organization — either the discipline's own or other's — or through self-nomination. In reviewing nominations, the Committee should work to ensure that there is diverse representation including, but not limited to, geographic setting, gender, culture, and ethnicity. Members should provide representation of the levels of licensing for that discipline and those members should be selected from among public and private practitioners and educators.

The Committee as a whole discusses nominations and reaches recommendations on new members. The nominee's resume, a letter stating the reasons why he or she desires to be appointed, and a copy of the Board's mission and goals to which the nominee has indicated agreement, are reviewed. The Chair of the Committee will submit the Committee's recommendations for new members to the BSRB Board Chair. The Chair will review the recommendations and may request input before making a decision, which will be announced at a Board meeting.

After the appointment has been approved the Executive Director will inform the Advisory Committee appointee by letter or e-mail. The Executive Director may assist the new member by providing information, which will help orient the member to the Board's, and Advisory Committee's, role and function.

Guidelines for Public Attendees of Meetings

Adopted by the Board on January 10, 2022

Meetings of the Behavioral Sciences Regulatory Board (BSRB) and subcommittee meetings of the BSRB, such as Advisory Committee meetings, fall under the Kansas Open Meeting Act (KOMA) and are open to the public. The KOMA does not require state agencies to provide public comment to individuals, however as part of the BSRB's public protection mission, the agency values the receipt of information and input from members of the public. To ensure that all individuals are treated in a consistent and respectful manner, the agency has created this guidance document to provide general procedures for individuals attending Board Meetings and Advisory Committee meetings as well as general guidance on topics relevant for public comment at these meetings.

Guidelines for Individuals Attending Meetings

In-Person Meetings

When Board and Advisory Committee meetings are held in-person, the BSRB will attempt to provide sufficient physical space for public attendees to be present at the meetings. Unless otherwise noted, in-person meetings will be held in the BSRB Boardroom at 700 SW Harrison St., Ste. 420, Topeka, KS. Additional public access to the meeting will be provided by the agency through the use of a conference call line and by broadcasting the meetings on the BSRB YouTube Channel.

Virtual Meetings

When Board and Advisory Committee meetings are held virtually, public access to the meeting will be provided through the use of a conference call line and by broadcasting the meeting to the BSRB YouTube Channel. If the Board Chair or Advisory Committee Chair permits time for public comment, presenters will be provided a Zoom link to log into the meeting. Individuals presenting information to the Board over Zoom should provide sufficient information to the Executive Director prior to the meeting so that the attendees may be identified in the Zoom waiting room. To ensure the security of the Board and Advisory Committee meetings, if individuals cannot be identified in the Zoom waiting room, they will not be admitted into the Zoom meeting. Individuals who have not received a specific Zoom link to attend the meeting will not be granted access to attend the meeting over Zoom.

General Guidance for Attendees

When attending meetings of the Board or Advisory Committees, cell phones and other devices which create noise should be turned off or disabled during meetings to avoid disruptions. Attendees should avoid side-conversations that could cause distractions during meetings.

Guidelines for Presentation of Information at Meetings

Procedure for Public Comment

The Chair of the Board and Chairs of Advisory Committees will determine whether public comment will be allowed at each meeting. If time for public comment is permitted, the Chair will have authority to determine the amount of time available for public comment. Any individuals wishing to provide public comment at Board or Advisory Committee meetings should contact David Fye, Executive Director for the BSRB, no later than 48 hours prior to the meeting, by sending an e-mail to david.fye@ks.gov. Information in the e-mail to the Executive Director should make clear that the individual is seeking to provide public comment, the specific meeting being referenced, and should indicate the general topic on which the individual wishes to provide public comment. Written comment is not required to be submitted to the Executive Director, but it is strongly encouraged so that members of the Board or Advisory Committees may read the information ahead of the meeting and be better prepared to communicate with the individual providing comment. After receiving requests to provide public comment, the Executive Director will speak with the Chair to determine if public comment will be permitted. If public comment is permitted, the Executive Director will communicate the decision of the Chair and time limit to individuals requesting public comment.

At the meeting, the Chair will recognize the presenter at the appropriate time identified on the agenda. While receipt of public comment is not preceded by the formality of an oath, by appearing before the Board or an Advisory Committee, the presenter hereby certifies that the information is presented truthfully, based upon facts that are capable of verification, and offered in good faith. Presenters should promptly bring to the Board or Committee's attention any necessary corrections to information that they have previously presented. Any individuals presenting public comment should avoid exceeding the time permitted and should conduct themselves in a respectful manner when addressing the Chair and members of the Board or Advisory Committees. At the conclusion of public comment, the Chair may allow time for questions or may move to the next item on the agenda.

Topics Relevant for Public Comment

As a state agency created by the Kansas Legislature, the BSRB is governed by statutes and regulations. Information presented to the Board or Advisory Committees should be relevant to those statutes or regulations governing the agency. The Chair reserves the right to limit testimony that is, in the judgment of the Chair, not relevant to matters germane to the Board or Advisory Committees. Common examples of past public comment topics include requested changes to the statutes or regulations relating to qualifications for licensure, fees, continuing education, or unprofessional conduct of practitioners. The BSRB highly values receipt of information that a licensee may have violated the statutes and regulations for a profession regulated by the agency. However, information on a specific practitioner licensed by the BSRB, information that is relevant to an active investigation, or information that could be grounds for a complaint against a practitioner should be provided to the BSRB through the submission of a complaint/Report of Alleged Violation (RAV), rather than through public comment at a Board or Advisory Committee meeting. Use of a standardized process for receiving this information, investigating allegations, and determining possible discipline helps ensure that both members of the public and licensees are treated consistently and fairly. Instructions on the BSRB's investigation process and instructions on filing a Report of Alleged Violation with the agency can be found on the BSRB's website at <https://ksbsrb.ks.gov/complaints>.

BEHAVIORAL SCIENCES REGULATORY BOARD BOARD & ADVISORY COMMITTEE MEMBERS ORIENTATION

Janet Arndt, Assistant Attorney General
Legal Counsel to the Board
February 2021

TABLE OF CONTENTS

- Professional Licensing Board is a Creature of Statute
- Functions and Duties of a Licensing Board
- Statutes, Regulations, and Policies
- Effectiveness as a Board Member
- Conflict of Interest
- Confidentiality
- Ex Parte Communications
- Professional Activities
- Other Conduct
- The Kansas Open Meetings Act (KOMA)
- The Kansas Open Records Act (KORA)
- The Kansas Administrative Procedure Act (KAPA)
- The Kansas Tort Claims Act (KTCA)

PROFESSIONAL LICENSING BOARD IS A CREATURE OF STATUTE

The State of Kansas regulates many professions, including doctors, nurses, real estate brokers, police officers, and barbers. Each of these professions is regulated by a licensing board or commission that was created by the Kansas Legislature for the purpose of ensuring that licensed professionals are competent and do not pose a risk to the public. By enacting legislation creating each licensing board, the Kansas Legislature also bestowed certain powers on those boards, but those powers are limited.

A professional licensing board is created by enabling legislation, which establishes a board's form, mission, powers, functions, tools of implementation, and enforcement abilities. A board is considered to be a "creature of statute," meaning a board's power is dependent upon its authorizing statutes, and therefore any exercise of authority claimed by a board must come from those statutes, either explicitly or necessarily implied. A board may administer, implement, and enforce only those statutes. If those statutes are silent on a particular action, the board lacks authority to take such action. Simply put, a board can do only what Kansas statutes say it can do.

Besides statutes specific to a board, a board's authority is limited by Constitutional Equal Protection and Due Process rights - prohibiting a board from acting in a manner which results in disparate or inconsistent treatment of persons similarly situated, from adopting different standards for similar situations or otherwise acting arbitrarily, capriciously or vindictively. For

example, a licensing board may not impose more severe discipline on male licensees solely because of their gender or a licensing board may not revoke a license simply because the board does not like that particular licensee. Other Constitutional guarantees, such as freedom of speech, rights of privacy, unreasonable search and seizure, and vagueness also establish parameters on a board's authority.

The Kansas Legislature retains control over certain aspects of a licensing board. For example, the legislature could decide to repeal the enabling legislation, which would eliminate the board. In addition, even if a board is fee funded (meaning paid for partly or entirely with fees collected from applicants for licensure), the board must receive a legislative appropriation in order to expend the monies collected. The legislature may also enact legislation that would change the makeup, scope, and/or powers of the board.

In exercising regulatory power, members of a licensing board often struggle with the issue of what their authority is and what their authority is not. Most licensing boards are authorized to exercise discretion when it comes to approving applications or imposing discipline on licensees. Statutes authorizing such discretion state that the board “may” approve an application based on certain criteria, or the board “may” impose discipline on a licensee if the licensee engages in certain prohibited behavior. The word “may” tells the board that it is supposed to consider the facts of each case and decide on an outcome that is fair, supported by the facts, consistent with the public interest, and complies with the language of the applicable statutes and regulations.

Board members at times want to exercise discretion when discretion is not allowed by law, such as wanting to grant a waiver or exception to a statute or regulation. Other times board members do not want to exercise discretion when discretion is called for, preferring a “blanket rule” that would apply in every case, regardless of the facts of a particular case. To meet the challenge of exercising appropriate and lawful authority, a board member must understand the type of entity a board is.

The general purpose (whether explicit or implied) of a license board is to secure for the people of Kansas the services of competent, trustworthy practitioners, and to protect the public against unprofessional, unauthorized, or unqualified practitioners. The purpose of a license board is not to promote or protect the profession as a whole; those functions typically lie with a private professional association.

A licensing board accomplishes its purposes through licensing applicants who meet established eligibility qualifications (generally education, experience, and examination) and through the disciplinary process by which a license may be conditioned, limited, revoked, suspended, revoked, or otherwise sanctioned for the violation of a statute or regulation.

FUNCTIONS AND DUTIES OF A LICENSING BOARD

In order to carry out its purpose, a board is granted (delegated) powers and functions that similarly parallel the three branches of state government: executive, judicial, and legislative.

"Executive" authority is an administrative function by which the board carries its enabling act into effect. In exercising this authority, a board is required to follow Kansas Open Meetings Act and

Kansas Open Records Act to ensure that the public's business is conducted openly.

"Judicial" authority is an adjudicative function to enforce the enabling act by holding quasi-judicial hearings to make findings of fact and conclusions of law in determining whether those facts prove a violation of law has occurred. In serving in a "judicial" capacity, most licensing boards are required to follow the Kansas Administrative Procedures Act in order to achieve uniformity among various agencies of the state with respect to procedural safeguards.

"Legislative" authority (technically, a form of administrative authority) is the authority to adopt regulations in order to implement or interpret the enabling act with more detailed or specific requirements. In adopting rules and regulations, a board is required to follow the Rules and Regulations Filing Act to ensure that the process of adopting administrative regulations is open, receptive to public and legislative input, addresses the economic impact of those affected, and that the regulations themselves are consistent in style, organization and grammar, and are lawful, filed, and published. Properly adopted regulations have the force and effect of law, *i.e.*, they are legally enforceable. A valid regulation must be within the statutory authority conferred upon the agency, implement a specific statute, and otherwise pass the test for "legality." Any regulation will be found illegal if it goes beyond the authority authorized, violates an enabling statute, or is inconsistent with the statutory power of the board, another statute, or the Constitution.

STATUTES, REGULATIONS, AND POLICIES

In order to fulfill its responsibility to protect the public from incompetent, unprofessional, and unauthorized practitioners, a regulatory board implements and enforces statutes and regulations, and at times operates according to internal policies. In order to be effective, board members need to understand the differences between statutes, regulations, and policies.

Statutes are laws passed by the Kansas Legislature through authority derived from the Kansas Constitution and subsequently signed by the Governor. Statutes generally become effective on July 1 of that session year, but can become effective if a different date is specified in the legislation. Statutes set the parameters of a board's authority. Statutes control any inconsistent regulation or policy. If a board becomes dissatisfied with the scope of its authority (e.g., a board determines that it needs investigative subpoena authority), the board must seek legislation to obtain its goal.

Regulations, on the other hand, are adopted by a board to further implement or carry out the purpose of particular statutes. A board's authority to adopt regulations is derived from statute. In adopting rules and regulations, a board is required to follow the Rules and the Regulations Filing Act to ensure that the process of adopting administrative regulations is open, receptive to public and legislative input; addresses the economic impact of board and those affected; the regulations themselves are consistent in style, organization and grammar; are lawful, and are filed and published. Regulations are promulgated to complete or fill in details of a statutory scheme—implementing statutes—and affect rights or responsibilities of third parties outside of the board.

As described below, the process of adopting regulations is quite lengthy, but for good reason.

When adopted in accordance with the Rules and Regulations Filing Act, regulations have the force and effect of law, *i.e.*, they are legally enforceable. To be valid, a regulation must be within the statutory authority conferred upon the board, implement a specific statute, and otherwise pass the test for "legality." Any regulation that goes beyond the authority granted, violates an enabling statute, or is inconsistent with the statutory power of the board, another statute, or the Constitution will be found void.

In determining whether to adopt a regulation, the following factors should be considered:

The need for a regulation

1. Does the action contemplated meet the statutory definition of a regulation? A regulation is "a standard, requirement or other policy of general application that has the force and effect of law, including amendments or revocations thereof, issued or adopted by a state agency to implement or interpret legislation." K.S.A. 77- 415(c)(4). Is the contemplated action one of those specifically excluded from the definition of a regulation? See K.S.A. 77-415(b)(2)(A)-(F).
2. Would a regulation add anything?
 - (i) Does it simply repeat the statute?
 - (ii) Is it purely self-directive?
 - (iii) Is it informational rather than regulatory?

Determine statutory authority to adopt a regulation

1. Does the agency have rule and regulation authority? The history section of every regulation must show the agency's statutory authority to promulgate regulations.
2. Does the agency's authority extend to the subject matter of this regulation? The history section must also state the statutes that are being implemented or interpreted by the regulation; the authorizing statute must correspond to the implementing statutes.

Procedure to adopt a regulation

1. Draft the regulation in accordance with the Policy and Procedure Manual for the Filing of Regulations published by the Department of Administration for form and style requirements. See: https://admin.ks.gov/docs/default-source/chief-counsel/website-documents/reg-manual-june-2018.pdf?sfvrsn=4f2688c7_14
2. Prepare an Economic Impact Statement, and Environmental Impact Statement (if appropriate), and a Private Property Protection Act Report, if Appropriate. See K.S.A. 77-416(b), (c), (d), (e) and K.S.A. 77-706(e).
3. Attach any documents adopted by reference in a regulation. All adopted documents must also be within the board's authorizing and implementing statutes.
4. Submit the regulation, any documents adopted by reference, and the Economic Impact Statement to the Director of Budget for approval. The regulation, any documents adopted by reference, and the Economic

Impact Statement to the Secretary of Administration for approval as to form, style, and orthography. Once approved by the Department Administration, submit the regulation, any materials that are adopted by reference, and the Economic Impact Statement to the Office of the Attorney General for approval. The offices of the Secretary and AG review the entire regulation, not just the new or amended provisions. The AG's review determines:

- a. Board's authority to adopt rules, generally
 - b. Regulation is within the board's scope
 - c. Regulation does not conflict with statutes or constitution
 - d. Regulation is otherwise lawful (AG also makes suggestions regarding clarity and any errors).
5. The regulation must be revised if any changes are made as a result of the review by Secretary of Administration or the Office of the Attorney General. When the revisions are completed, the regulation and the Economic Impact Statement must be resubmitted to the Director of Budget, Secretary of Administration, and Office of Attorney General for approval.
 6. After the regulation has been approved by all three agencies, it is filed with the Secretary of State for submission to the State Rules and Regulations for approval of a temporary regulation and/or the Joint Committee on Rules and Regulations for comment on a permanent regulation. If promulgating a temporary regulation, it is recommended that you also process a permanent regulation at the same time so that it will be ready to take effect when the temporary regulation expires.
 7. Submit notice to the Kansas Register making sure there will be at least 60 days between public notice and the hearing date.
 8. During the 60-day notice/public comment period for a permanent regulation:
 - a. The Joint Committee on Rules and Regulations reviews the rule and makes comments to the agency
 - b. The public has an opportunity to make written comments to the regulation.
 9. Hearing
 - a. Circulate a sign-in sheet for those in attendance
 - b. Record the comments
 10. Revisions
 - a. If revisions are necessary, the Economic Impact Statement and revised regulations must be resubmitted to the Director of Budget, Secretary of Administration, and AG for approvals.
 - b. If the regulation ends up substantially different than what was in the notice of public hearing, the notice, review by the Joint Rules and Regulation Committee, and the public hearing should occur.
 11. Adoption

If the agency head is a bod, the regulation must be adopted in an open meeting and by roll call vote for each regulation. A certificate of the vote

must be completed.

12. File the regulation and certificate of the vote with the Secretary of State. File the regulation with the Secretary of State and publish in the Kansas Register.

Effective date of regulation

1. Permanent regulation: 15 days after publication in the Register
2. Temporary regulation: Upon approval by the State Rules and Regulations Board and filing by the Secretary of State.

Policies may be adopted by a board only to guide its internal operations, such as prioritizing staff workload or explaining the investigative process. Typically, a policy is adopted by the passage of a motion. A board may not adopt a policy that would affect in any manner the persons or entities that it regulates; rather, the Board's enforcement or administration of legislation must be properly adopted, filed, and published as a regulation.

Guidance documents are documents that state a board's current approach to, or interpretation of law, or general statements of policy that describe how and when the board will exercise discretionary functions. Guidance documents do not go through the rules and regulations filing process; thus, they do not have the force of law. Guidance documents must be published on the agency's website.

EFFECTIVENESS AS A BOARD MEMBER

A board expends less time, money, energy, and resources by taking action to prevent a legislative post audit review, a lawsuit, an appeal of administrative action, or a complaint made against you or your board. So, . . .

- Read the board's enabling statutes, K.S.A. 74-7501, *et seq.*
- Read all of the board's licensing acts:
 - Licensure of Psychologists Act, K.S.A. 74-5301, *et seq.*
 - Licensure of Master's Level Psychologists Act, K.S.A. 74-5361, *et seq.*
 - Professional Counselors Licensure Act, K.S.A. 65-5801, *et seq.*
 - Social Workers Licensure Act, K.S.A. 65-6301, *et seq.*
 - Marriage and Family Therapists Licensure Act, K.S.A. 65-6401, *et seq.*
 - Addiction Counselor Licensure Act, K.S.A. 65-6607, *et seq.*
 - Applied Behavior Analysis Licensure Act, K.S.A. 65-7501, *et seq.*
- Re-read all the above licensing acts until you feel you fully understand them. Re-read them as necessary to familiarize and understand the boundaries contained therein—especially as a statute(s) pertains to a specific issue or matter.
- Read the regulations for each licensing act and re-read the regulations as it relates to the implementing statute(s).
- Be on the alert for agency policies and internal procedures which are inconsistent with or conflict with the board's statutes and regulations, or which affect requirements for applicants or licensees. The rationale of "We have always done it this way" is not a legal defense.

- Ensure that decisions are within the authority granted. If any doubt about the legality of an action, consult with the board's attorney.
- Be willing to initiate action to amend statutes or modify regulations. If a statute or regulation seems confusing, unfair, vague, or overly burdensome to you, chances are good that it is confusing, unfair, vague or overly burdensome to those persons who must comply with them. Statutes and regulations may also have to be amended as they become outdated.
- Remember the purpose of imposing discipline against licensees is to encourage compliance with the law and protect the public. Discipline should not be vindictive or disproportionate to the severity of the licensee's violations. The harshest sanction, revocation, is typically reserved for licensees who have committed egregious or multiple violations or has a history of repeated violations and not responded to prior disciplinary action.
- Always be mindful that the role of the board is to protect the public, not the licensee.

CONFLICT OF INTEREST

Conflict of interest typically means having any interest, financial or otherwise, direct or indirect, or engaging in any business or transaction or professional activity or incurring any obligation of any nature, which is in substantial conflict with the proper discharge of the board member's duties in the public interest. Board members must make public and recuse themselves from any conflict of interest that exists to ensure the integrity of the board and all of its decisions. Disclosure and recusal are important tools to avoid actual or perceived conflict of interest, but board members must not overuse recusal as an excuse to avoid conflict in exercising their full responsibilities.

Types of Potential Conflict in External Activities

Personal conflicts are those actions that may ultimately have a personal consequence that is a direct or indirect effect of a decision or action. No decisions should be made that will advance the personal benefit of the board member(s). Some examples of personal conflict include:

- Personal gain: Will this decision affect the board member's personal life, career advancement, or business in any direct way?
 - Example: The Board holds a hearing on a summary proceeding order that denied a license to an applicant who works near Board Member Doe. Board Member Doe is the only other licensee in the area. The denial of applicant's request for licensure means Board Member Doe would see an increase in business.
- Bias: Does the board member's personal relationship with the licensee in question impair his or her ability to render an impartial decision? Is the board member privy to information about the licensee that the other board members do not know, and

that will affect the board member's ability to vote objectively?

- Example: The Board is considering whether to grant a license to an applicant who has a felony conviction and provided some evidence of rehabilitation. The Board is divided on whether to approve the application. Board Member Doe and the applicant's mother are close friends and Board Member Doe has known the applicant since he was a child. Board Member Doe wishes to "vouch" for the applicant.
- Effects on personal relationship: Will there be an effect on the board member's current, past or future personal relationship(s)?
 - Example: The Board is considering whether to fine a licensee. Board Member Doe's supervisor is a close relative of the licensee, and she fears that she will face retaliation from her supervisor if she votes in favor of the fine.

CONFIDENTIALITY

At all times the board member must conform to the rules of confidentiality in dealings outside the boardroom. *Protected information obtained in the capacity of board member must remain confidential during and after board membership.* Termination of board membership does not dissolve the board member from responsibility. The rules that applied during active board membership continue to apply after termination of board membership. Confidentiality must be maintained on all confidential subjects that the individual was privy to as a board member.

- Executive sessions during open meetings: The purpose of an executive session is to allow board members to discuss certain matters privately, outside the public view. Taking an executive session without a proper motion that states the statutory grounds for the executive session can result in the imposition of a penalty. Sharing matters discussed during an executive session with another party defeats the purpose of the executive session. In addition, breaching executive session confidentiality could expose the Board to a KOMA complaint because revealing information intended to be confidential suggests that there was no need to discuss the matter in private. Finally, the purpose of an executive session is typically to discuss private information about an employee or to obtain advice from the Board's attorney to preserve attorney-client confidentiality. A board member may subject the Board to litigation by discussing private information about an employee or waive attorney-client confidentiality by revealing attorney-client communications to a third party. So, do NOT disclose the information that was discussed during an executive session.
- Deliberations after a hearing: Discussions on a decision regarding a particular pending case are considered quasi-judicial deliberations. The Kansas Open Meetings Act (KOMA) and the Kansas Administrative Procedure Act (KAPA) allow Board members to deliberate in private in order to reach a decision in a particular pending case regarding the applicable facts, law, and sanctions. It is understood

that discussions during private deliberations are meant to be confidential.

EX PARTE COMMUNICATIONS

An ex parte communication typically involves receiving information from or discussing with a party or an outside person without the knowledge of the other party; for this reason, it is regarded as a one-sided or partisan viewpoint. For the purposes of the board, an ex parte communication can occur when a board member discusses the details or merits of a particular case with only the applicant or licensee, the board's litigation counsel, or board staff. In other words, one or more litigants or their attorneys in a case are not present during the discussion.

Ex parte communications are problematic because licensees and applicants for licenses are entitled to due process and the board's decisions must be fair and objective. In the case of an applicant for licensure or a licensee in a disciplinary action, the KAPA prohibits board members charged with rendering a decision in a matter from communicating – directly or indirectly through staff – with any party or participant regarding any issue in the proceeding. This rule is designed to prevent decisions based on “secret” information not provided to the other side.

A board member may encounter ex parte communications without advance warning to the board member. For example, a person who has a pending application for licensure may call a board member to advocate for him or herself. Similarly, a licensee might approach a board member at a conference to ask that the disciplinary action against him or her be lifted or changed.

A board member may also inadvertently create ex parte issues by contacting board staff or litigation counsel with questions about a pending hearing or application. Board staff and litigation counsel are aware of ex parte concerns. They will refrain from discussing the particulars of a case with you. Decisions on applications and disciplinary matters must be made based only upon the agency record or evidence presented at the hearing.

It is the responsibility of the board member to disclose ex parte communications. The KAPA requires disclosure of ex parte communications on the record (i.e., in a document filed in the agency record and sent to the litigants or during a hearing open to the public with the litigants present). If a licensee attempts to engage in ex parte communications with a board member but the board member ends the conversation before a discussion of the particulars of a case, the board member still needs to disclose the attempted ex parte communication. If the ex parte communication is such that the board member is partial or biased or if there would be an actual or perceived conflict of interest, the board member must recuse himself or herself from the discussion and decision of the case.

PROFESSIONAL ACTIVITIES

A board member may hold an office in a professional or trade association of the regulated profession, but may not lobby for or cast votes regarding a matter that would impact the professional association or the board member's office in that association. The board member may not use his or her position on the board to further the interests of the professional association or his or her office in that association.

Board members may attend professional conferences and social events, but they must be

mindful of open meetings rules and conflicts of interest. If a majority of board members are present, do not discuss the “business or affairs” of the board to avoid triggering a “meeting” under the KOMA. Additionally, do not discuss matters related to a particular pending application or disciplinary matter.

OTHER CONDUCT

A board member should not represent himself/herself as a spokesperson for the Board unless authorized by vote of the board to speak on the Board’s behalf. If a board member is asked to give the Board’s position on an issue and the Board has not authorized that member to do so, the board member must decline to comment or make clear that any opinions expressed are those of him or her alone and NOT the Board. A board member should not ask board staff or board counsel to provide legal advice or preferential treatment to any applicant or licensee.

THE KANSAS OPEN MEETINGS ACT (KOMA)

The Kansas Open Meetings Act (KOMA), K.S.A. 75-4317 *et seq.*, allows the public to observe governmental entities making decisions. Meetings shall be open to the public because “a representative government is dependent upon an informed electorate.” K.S.A. 75-4317(a). Because the purpose of KOMA is to benefit the public, it is interpreted liberally and exceptions are applied narrowly to carry out its purpose.

The KOMA applies to all legislative and administrative bodies and agencies of the state and political and taxing subdivisions thereof, and other subordinate groups thereof receiving or expending and supported in whole or in part by public funds. K.S.A. 75-4318. The KOMA does not define the term “subordinate groups,” but if created by a covered entity or the group has become an extension of a covered entity, most likely the subordinate group is subject to the KOMA.

The KOMA does not apply to an otherwise covered entity when exercising a “quasi-judicial” function, K.S.A. 75-4318(g)(1), or conducting a proceeding or hearing under the Kansas Administrative Procedures Act (KAPA). K.S.A. 77-523(f); K.S.A. 75-4318(g). KOMA also does not apply to the judiciary, private organizations, and staff meetings of a covered entity.

A meeting is defined as:

- Any gathering or assembly in person, through the use of a telephone, or any other medium for interactive communication
- By a majority of the membership of an agency or public body subject to the act
- For the purpose of discussing the business or affairs of the public body or agency
K.S.A. 75-4317a

Meetings may be conducted by telephone or other electronic medium (e.g., Zoom, Skype) if the board complies with all KOMA requirements. A meeting includes informal discussions before, after the public meeting, or during a recess of a public meeting and all gatherings at all stages of the decision-making process. The name of the gathering is irrelevant; thus, “work sessions” and “retreats” are subject to KOMA. The majority of the membership for a meeting is calculated

by the next whole number greater than one-half the total number of members—including vacant positions and absent members. A majority can be different than a quorum.

A "discussion" does not require binding action or voting. A discussion can occur at social gatherings, retreats and meetings held in private, education conferences/seminars. Thus, when traveling to such meetings, members of the board should avoid discussing business or affairs of the agency.

The presiding officer has duty to provide notice of the meeting, but this duty may be delegated. K.S.A. 75-4318(b). Contrary to popular belief, the KOMA does not require notice of meetings to be published in a paper or on a website. An individual must request notice of meetings. There are no formalities to requesting notice – it can be verbal or written. The notice must provide date, time, and location where body will meet to the person requesting notice in a "reasonable time" before meeting. A request is valid for one fiscal year. The Board must notify a requester of expiration before terminating notice to that requester.

The KOMA does not address meeting procedures; thus, a board is not required to follow Roberts Rules of Order or any similar formal rules of procedure. The KOMA also does not require a board to create an agenda, but if one exists, it must be made available to everyone. An agenda does not have to be mailed out in advance of the meeting. The person may record the meeting as long as doing so is not disruptive. The public does not have the right to speak, but only to listen and observe. The board cannot vote by secret ballots.

A board policy may require minutes to be kept, but the KOMA does not require the board to have minutes *unless* there is a motion to go into executive session. The motion as made must be included in the minutes. An executive session permits discussion of certain enumerated matters outside of public view. To take an executive session, the Board must first convene an open meeting. The Board cannot take binding actions in an executive session, but a consensus is allowed. If a consensus is achieved, the Board must reconvene the open meeting and take a formal vote in open session.

Executive sessions are governed by statute and those requirements must be met. Those requirements are:

1. A formal motion must be made, seconded, and carried;
2. The motion for executive session must contain:
 - (a) A statement describing the subject(s) to be discussed (without revealing confidential information);
 - (b) The justification (listed the statute) for closing the meeting; and
 - (c) The time and place the open meeting will resume; and
3. The complete motion must be recorded in the minutes and permanently retained by the Board. K.S.A. 75-4319(a).

The two most common justifications used by licensing boards are personnel matters of non-elected personnel and legal consultation with the board's attorney. Executive sessions for personnel matters of non-elected personnel are used to protect the privacy interests of the employee. It can also be used to discuss applicants for employment. Executive sessions under

this subject matter do *not* include contractors or appointments to boards or commissions. See K.S.A. 75-4319(b)(1). Executive sessions for consultation with legal counsel requires the board's legal counsel to be present and the communication to be privileged, *i.e.*, confidential. No third parties may be present as that breaks the privilege. See K.S.A. 75-4319(b)(2).

The most common complaints raised by the public include:

- Executive sessions
- Improper motions for executive sessions
- An executive session for a subject matter, but discussing a different or additional subject matter in session
- Inclusion of non-board members in executive session
- Executive session is extended without reconvening the open meeting, making a motion to extend the executive session, and voting
- Failure to return to open meeting at the stated time/place after an executive session ends
- Revealing information discussed in executive session
- Serial communications
- Failure to give notice when majority of membership of board gathered
- Failure to give notice of meetings

Prosecutions under the KOMA are civil, not criminal. Any person, county/district attorney or the attorney general may bring an action in district court. The county/district attorney and attorney general have subpoena power. Enforcement actions take precedence over all other cases and are assigned for trial at the earliest practicable date.

The remedies for a KOMA violation include: voiding any action taken if prosecuted by the attorney general or county/district attorney only; an injunction (stopping the action); a mandamus (forcing action); and a declaratory judgment. The penalties for a KOMA violation include: a fine up to \$500 per board member, not the board, for each violation; ouster from office; recall from office; court costs assessed to the person seeking enforcement of KOMA; court costs assessed against plaintiff if maintained action frivolously, not in good faith, or without reasonable basis in law or fact. K.S.A. 75-4320; K.S.A. 75-4320a.

Effective July 1, 2015, the Attorney General can enter into a consent order or issue a finding of a violation. Under the consent order provision, the Attorney General may investigate any time prior to filing an action under K.S.A. 75-4320a, use the preponderance of evidence standard, and enter into a consent order with the board member that may:

- Contain admissions of fact;
 - Require completion of training approved by the Attorney General;
 - Impose a civil penalty up to \$250 for each violation;
 - Set forth an agreement to comply with the KOMA; and
 - Require submission of proof consent order requirements met.
- K.S.A. 75-4320d.

The consent agreement must also bear the signature of the head of the board found to have

violated the KOMA and of any other person required by the Attorney General. K.S.A 75-4320d.

Under the provision for finding a violation, the Attorney General may investigate, use the preponderance of evidence standard, and issue a finding of a violation to the board that may:

- Contain findings of fact and conclusions of law;
- Require the board to do any or all of the following:
 - Cease and desist from further violation;
 - Comply with the KOMA;
 - Complete training approved by the Attorney General;
 - Pay a civil penalty up to \$500 for each violation; and
 - Submit proof of compliance with the finding of violation.

K.S.A. 75-4320d(a)(2).

The Attorney General may apply to district court to enforce a consent order or a finding of violation. If it finds that the attorney general did not abuse discretion, then the district court shall:

- Enjoin the public body or agency to comply with consent order or finding of violation;
- Impose a civil penalty not less than the one imposed by the Attorney General and not more than \$500 per violation
- Require public body or agency to pay court costs and investigative costs incurred by Attorney General;
- Impose any other remedy authorized by K.S.A. 75-4320a(a).

K.S.A. 75-4320d(c).

The district court may also award the Attorney General reasonable attorney fees; in certain instances, the district court is required to do so. See K.S.A. 75-4320d(c)(4).

For further information or registration on the next training session, please view the Attorney General's website at: <http://ag.ks.gov/open-govt/resources>

THE KANSAS OPEN RECORDS ACT (KORA)

The Kansas Open Records Act (KORA), K.S.A. 45-215 *et seq.*, requires the board to have its records "open for inspection by any person unless otherwise provided;" and KORA "shall be liberally construed and applied to promote such policy." K.S.A. 45-216(a).

A public agency includes the state or any political or taxing subdivision of the state, or any office, officer, agency or instrumentality thereof or any other entity receiving, expending, or supported in whole or in part by public funds appropriated by the state or political/taxing subdivision. The term "instrumentality" is not defined in KORA. Nevertheless, if created by a covered entity or the group has become an extension of a covered entity, it will most likely be covered. A "public agency" does not include private companies, even if they receive public funds in exchange for goods and services, judges and courts, an individual legislator or member of a governing body, private individuals, or state employees.

A public record includes any recorded information regardless of form or characteristics which is made, maintained, or kept by or is in the possession of any public agency and written records, photographs, computer data, and e-mail. A public record does not include records that are owned by a private person or entity and are not related to functions, activities, programs, or operations funded by public funds or records not in existence at the time of the request. The Board is not required to create a record in order to fulfill a request. See K.S.A. 45-217.

Under the KORA, the Board must:

- Appoint a freedom of information officer to assist with KORA requests
- Display, distribute, or otherwise make available a brochure describing requester rights, agency responsibilities, and procedures for inspecting or obtaining copies of public records
- Include the name/title of a records custodian, fees, and office hours available for anyone to make a request. K.S.A. 45-226 and K.S.A. 45-227.

In Kansas, any person may make a request; the person need not be a resident or provide a reason for their request. The Board may require the request to be in writing, state name and address of the requestor, provide proof of identification, and sign a written certification that the requester will not use names and addresses obtained from the records to solicit sales or services. Unless closed by law, the Board cannot deny a person the right to review its public records. For instance, copyrighted materials may not be reproduced without the permission from the copyright holder, but must be available for viewing or listening. If portions of a record are closed, the remainder of the record must be made available to the requestor; this referred to as "redaction." The Board is not required to make copies of a recording tapes or discs, video tapes or films, pictures, slides, graphics, illustrations *unless* shown at a public meeting.

The request must be "acted upon" as soon as possible, but not later than the end of third business day following the date the request was received by the board. Three responses are acceptable: (1) the record is provided (in the form requested, if possible); (2) the request is under review and the records if permitted will follow; and (3) the request is denied, with a detailed explanation for the denial.

Under the KORA, there is a presumption of openness. As such, the requested public records must be released unless an exemption to disclosure applies. The burden rests on the board to prove the requested records are exempt from disclosure. Exemptions to disclosure may be discretionary or mandatory.

Discretionary closure includes medical, psychiatric, psychological, or alcoholism/drug dependency treatment records pertaining to identifiable patients; personnel records other than an employee's name, positions/titles, salaries or employment contracts; and length of service; information that constitutes a clearly unwarranted invasion of personal privacy if disclosed; records privileged under rules of evidence unless consent is given; records; and records of an investigation conducted under civil litigation or administrative adjudication, if disclosure interferes with the procedure. Mandatory closure includes records that are required to be closed by federal or state statute that are not found in the KORA; the KORA looks to other statutes first.

The Board may recover only actual costs to provide the requested records. These costs include staff time to retrieve and review records, redact information from a record, and copy the record. The fees may be estimated and collected before the records are provided. K.S.A. 45-218(f) and K.S.A. 45-219.

The KORA is a civil act, not a criminal act. Any person, a county/district attorney, or the Attorney General may bring a civil prosecution. The county/district attorney and Attorney General have subpoena power. Such actions are assigned a trial date at the earliest practicable date. K.S.A. 45-222(e). The district court may review the requested records *in camera*. In actions brought by the county/district attorney or Attorney General, fines up to \$500 per violation may be imposed for a knowing violation or an intentional failure to furnish information. Costs and reasonable attorney's fees, including appeals, may be imposed if the board's denial is not made in good faith and without a reasonable basis in fact or law. See K.S.A. 45-222 and K.S.A. 45-223.

The KORA creates graduated enforcement options to encourage resolution of KORA violations in lieu of filing an enforcement action. The Attorney General or a county/district attorney can use a consent judgment in lieu of prosecution. A consent judgment may contain any remedy available to a district court but cannot include an award of reasonable expenses, investigation costs, or attorney fees. The district court must approve a consent judgment and enter judgment. Breach of a consent judgment is a violation of the court order and subject to penalties provided by law. See K.S.A. 45-253.

Effective July 1, 2015, the KORA provisions also authorize the Attorney General to enter into a consent order or issue a finding of a violation after an investigation showing by a preponderance of the evidence that a violation has occurred. The Attorney General can seek district court enforcement of a consent order or a finding of violation. K.S.A. 45-251. The district court may review the requested records *in camera*.

Under the consent order provisions, the Attorney General may investigate using the preponderance of evidence standard and enter into a consent order that may:

- Contain admissions of fact;
 - Require completion of training approved by the Attorney General;
 - Impose a civil penalty up to \$250 for each violation;
 - Set forth an agreement to comply with the KORA; and
 - Require submission of proof that consent order requirements met.
- K.S.A. 45-251(a)(1)(A).

A consent order with a public agency that is not a governing body must bear the signature of the head of the public agency, any officer found to have violated the KORA and of any other person required by the Attorney General. A consent order with a public agency that is a governing body shall include the signatures of all members. K.S.A. 45-251(a)(1)(B). Under the provisions for finding of a violation, the Attorney General may investigate using the preponderance of evidence standard. The Attorney General issues a finding of violation to a public agency that may contain findings of facts and conclusions of law and require the agency to do any or all of the following:

- Cease and desist from further violation;

Comply with KORA;
Complete training approved by the Attorney General;
Pay a civil penalty up to \$500 for each violation; and
Submit proof that of compliance with the finding of violation.
K.S.A. 45-251(a)(2).

In an enforcement action, if it finds that the attorney general did not abuse discretion, then the district court shall:

Enjoin the public agency to comply with consent order or finding of violation;
Impose a civil penalty not less than the one imposed by the Attorney General and not more than \$500 per violation
Require public agency to pay court costs and investigative costs incurred by the Attorney General; and
Impose any other remedy authorized by K.S.A. 45-222(a).
K.S.A. 45-251(c).

The district court shall award the Attorney General costs and reasonable attorney fees if the court finds that the agency's denial of access to the record was not in good faith and without a reasonable basis in fact or law. See K.S.A. 45-222(d).

The most common complaints raised by the public include:

Calculation and explanation of the "reasonable" fee/actual costs
Records provided did not meet the requester's expectations
Requester believes there should be existing public records, but none were found
Is agency/entity covered by KORA, and if not, why not?
Failure to respond within three business days
Failure to provide the requested records
Access to criminal investigation records

For further information or registration on the next training session, please view the Attorney General's website at: <http://ag.ks.gov/open-govt/resources>

The KANSAS ADMINISTRATIVE PROCEDURE ACT

The Kansas Administrative Procedure Act (KAPA), K.S.A. 77-501 *et seq.*, creates only procedural rights and imposes only procedural duties. K.S.A. 77-503(b). The KAPA does not provide substantive law; those laws are governed by the Board's enabling act and licensing acts. The KAPA applies only to the extent that other statutes expressly provide that the provisions of the KAPA govern those provisions. K.S.A. 77-503(a).

Attorney General Opinion No. 2014-07 was issued at the request of the Kansas Board of Emergency Medical Services. It discusses the extent to which that Board's investigations committee must conduct its business in a public meeting under the Kansas Open Meetings Act (KOMA). The general rule is that licensing boards, like the BSRB, must do business in an open meeting under the KOMA unless directed by statute to conduct the proceeding or hearing

pursuant to the KAPA. Those two Acts are mutually exclusive.

The key conclusion in this opinion is that when a licensing board's statutes provide that the KAPA applies to certain decisions, the Board shall follow the KAPA, not the KOMA, when making those decisions. **The KAPA sets out a procedure to follow when the Board is deciding what to do in cases involving individual licensees, much like the procedure that is followed in court cases.** In those types of cases, the Board is conducting a quasi-judicial function in deciding the outcome of the case. When the KAPA applies, none of the stages in a particular case has to be open to public observation **other than a hearing.**

Other than the Behavior Analysts Licensure Act, each of the Board's licensing acts have the following KAPA provision: "Administrative proceedings and disciplinary actions regarding licensure under the [applicable licensing act] shall be conducted in accordance with the Kansas administrative procedure act." K.S.A. 74-5324(c) (psychologist); K.S.A. 74-5369(c) (master's level psychologist); K.S.A. 65-5809(c) (professional counseling); K.S.A. 65-6311(c) (social workers); K.S.A. 65-6408(c) (marriage and family therapists); and K.S.A. 65-6615(c) (addiction counselors). The KAPA provision in the Behavior Analysts Licensure Act states: "Any action taken under this section which affects any license or imposes any administrative penalty shall be taken only after notice and an opportunity for a hearing conducted in accordance with the provisions of the Kansas administrative procedure act." K.S.A. 65-7504(b).

Under the KAPA, neither the public nor an applicant has to be notified when the Board meets to consider an application for licensure. Similarly, under the KAPA, neither the public nor the licensee has to be notified when the Complaint Review Committee (CRC) meets to consider whether probable cause exists in a discipline case or issue a summary proceeding order. Additionally, the Board and the CRC do not need to take a vote in public for decisions made under the KAPA; under the KAPA, decisions are made when the license or an order is issued. The necessary Board staff and the Board's or CRC's attorney can be present during the KAPA discussions to make sure the Board members have the information or legal advice they need to make an informed decision.

There are some Board activities that are not covered by the KAPA, and these must be acted on in an open meeting under the KOMA. These include:

- Approving Board minutes;
- Discussions and votes to approve or amend regulations or guidance documents;
- Delegating authority to a Board member or to the Executive Director to take a particular action;
- Receiving agency updates regarding the budget, legislation, statistics on complaints and CRC activity, education, and the Executive Director's report;
- Decisions whether to renew contracts or change the way contracted services are provided; and
- Policy decisions affecting the way the Board operates internally.

All of the above activities are conducted under the KOMA and require a vote in an open meeting to take action, but the Board may receive confidential legal advice in an executive session before making any of the above decisions.

Taken together, this means that if the Board is considering only KAPA matters (a pending case for a specific applicant or a licensee involving licensure or discipline, petitions for review, petitions for stay, petitions for reconsideration) as authorized by its licensing act, the Board does not have to notify the public of when it is conducting a proceeding in a pending case, can conduct the proceeding in person or electronically, and does not have to have an agenda. The Board, of course, must provide notice to the parties if required by the KAPA—such as a pre-hearing conference or a hearing.

Applications: Applications for licensure are typically handled differently than an investigation. A person who files an application for licensure has the burden of proof; thus, the Board does not usually conduct an investigation on an application. Staff will gather the information submitted by an applicant for the Board's consideration in determining whether an applicant is qualified for licensure or whether a license may be conditioned or restricted. If the Board denies, conditions, or restricts a license, an applicant may request a hearing if the applicant did not agree to such action in a consent agreement and order.

Once a person is granted a license, it becomes a statutory/property right that cannot be taken away by the Board without giving the licensee the due process rights of notice and an opportunity to be heard by a fair and impartial tribunal. The KAPA creates the framework for this to occur. If a proposed action under a licensing statute is not governed by the KAPA, the Board may review the KAPA for guidance or consult with legal counsel to avoid a due process claim.

Investigations and Determination of Probable Cause: The Board has the burden of proof to show a licensee has violated a statute or regulation; thus, the Board conducts an investigation to gather all facts necessary to prove such violation. The remainder of this discussion involves the investigation and prosecution of a discipline case.

All licensing boards can investigate complaints or allegations that a licensee has violated its statutes or regulations. The Board's investigator generally gathers information and then presents that information to the CRC. That information should include the licensee's side of the story. The licensee's position can be presented in writing or in person before the CRC at the option of the CRC. The CRC reviews the information and determines whether there is probably cause, or reasonable grounds, to believe that the licensee has violated specific statutes or regulations. "Reasonable grounds" means information that would lead a reasonably prudent person to believe that the licensee violated one of the Board's statutes or regulations.

When making the determination, the CRC must make sure the conduct that the licensee is accused of actually violates one of the Board's statutes or regulations. The fact that the licensee did something that made someone angry, violated a professional association's ethical code, or did not follow an employer's policy does not necessarily mean that the licensee violated a statute or regulation.

Proceedings after a reasonable grounds determination is made. If appropriate, a consent agreement can resolve a disciplinary matter. The purpose of discipline is to protect the public - not to exact retribution. The disciplinary process can be lengthy and time consuming. A consent agreement may require the licensee to admit wrongdoing but the licensee must agree

to do certain things (practice with restrictions, pay a fine, seek medical treatment etc.) provided the board agrees not to pursue formal disciplinary action.

If a consent agreement is not possible, the CRC requests its disciplinary counsel to take appropriate action by: (1) filing a formal petition charging the licensee with statutory/regulatory violations and setting the matter for hearing or (2) filing a summary procedure order imposing certain discipline and/or a fine. The licensee can request a hearing on the summary proceeding order within a certain prescribed time period. Once a petition or a request for a hearing is filed, the KAPA guides the proceedings and hearing.

If there is an immediate danger to public health, safety or welfare, the CRC may suspend a license without giving the licensee notice and an opportunity for a hearing. A licensee may appeal an emergency order to the district court. After the issuance of a suspension order, the investigation must be completed as quickly as feasible so that a petition and notice of a scheduled hearing can be filed; this ensures that the licensee has an opportunity to appear and contest the action.

If the KAPA does not apply and no other statutory authority exists, the Board cannot use the KAPA provisions governing the summary procedure order or an emergency proceedings order. Rather, the Board must comply with due process by providing notice to the licensee and giving the opportunity to participate in a hearing at an open meeting.

Discovery: Both the Board and the licensee have the right to "discover" the other side's position by submitting interrogatories, requesting documents, and taking depositions. Setting deadlines for these activities are handled during a prehearing conference. Discovery can take, at a minimum, 3-6 months, depending upon the complexity of a case.

Appointing the Presiding Officer and Hearing the Case: The Board can appoint the Office of Administrative Hearings (OAH) or one or more Board members to serve as the presiding officer who will hear the case. Board members who were involved in investigating the case or determining there was reason to believe that the licensee violated statutes/regulations cannot be a presiding officer for the evidentiary hearing. Unless OAH hears the case, the Board's general counsel advises the Board members who serve as the presiding officer, facilitates the hearing if requested, and drafts the order for the presiding officer's approval.

The KAPA proceedings and hearings may be quite lengthy so board members should decide whether they are willing to commit the time. If not, then the Board can contract with OAH to serve as a presiding officer and issue an initial order.

Once the presiding officer is identified, a Notice of Hearing is mailed to the licensee setting the date, time, and place for the hearing. Requests for continuances are common. Generally, the practice is to grant one continuance to a party. Additional continuances may be granted if a party can show cause for a continuance.

The Evidentiary Hearing: Either a court reporter or a recording device makes a recording of the evidentiary hearing. The hearing may be conducted by telephone or video conference. However, this may make it difficult for those participating by telephone to view videos, exhibits,

or documents presented by the parties unless the parties agree to share such material with the presiding officers prior to the hearing.

In a disciplinary case, the Board's disciplinary counsel presents evidence and then the licensee presents evidence. In a case involving an application for licensure, the applicant has the burden and begins the presentation of evidence, followed by the Board's disciplinary counsel presentation of evidence. The Board's general counsel or the OAH presiding officer ensures that the proceedings run smoothly. When the evidence is completed, the parties may present a closing argument. At the close of the hearing, the presiding officer deliberates.

In order to impose sanctions/discipline, the presiding officer must determine that the Board's evidence proves the licensee violated the statutes/regulations charged in the petition or summary proceeding order. The presiding officer looks at the quantity of evidence as well as the quality of evidence and make credibility determinations for any witness. Any penalty imposed must be reasonable – *i.e.*, the justification for the penalty must be articulated in the order and based on the factual findings.

The Board's general counsel drafts an appropriate order and forwards the draft to the presiding officer for review. Once the presiding officer has approved the order, the order is then filed in the Board's records and mailed to the parties.

Presiding Officer Conduct: Once appointed as a presiding officer, a Board member cannot communicate with a party, participant, witness, or a third party regarding any issue in the proceeding without notifying the other party prior to the communication (*i.e.*, an *ex parte* communication). This means that a presiding officer cannot talk about the case with the executive director, staff employees, disciplinary counsel, or other board members who were not appointed as a presiding officer in the matter. This ensures that neither party has an advantage over the other by having the "ear" of the presiding officer. It also ensures that the decision is based only on the evidence presented during the hearing. Board members serving as a presiding officer may discuss the case with each other and the attorney who serves as general counsel to the presiding officer. Additionally, a presiding officer can be disqualified for bias, prejudice, or interest.

Default: If the licensee fails to appear at the hearing, the proceeding is held and evidence is produced or, alternatively, no evidence is taken and the presiding officer simply deems the allegations and violations stated in the petition or summary proceeding order to be true. In the former instance, an order is issued based on the evidence presented at the hearing. In the latter instance, a proposed default order is issued along with a notice giving the licensee seven days to file a motion to vacate explaining why the licensee did not appear at the hearing. If a motion to set aside the default order is timely filed, the presiding officer will decide whether to grant it or not. If the motion is granted, another hearing is scheduled. If no motion to set aside the default order is filed, the licensee may file a timely petition for review with the agency head; if not, the default order becomes final.

Post-Hearing Matters: If the presiding officers are members of the Board, the presiding officer issues a final order. If the presiding officer issues a final order, the licensee can request reconsideration. If a presiding officer with OAH heard the case, the OAH presiding officer issues

an initial order that can be reviewed by the Board if a party timely files a petition for review. Either party can request that the Board review an initial order. The Board can also designate certain Board members to serve as agency head to review initial orders. The agency head's decision on a petition for review will be the final order. Either party may file a petition for reconsideration of the agency head's final order. Both initial and final orders contain "findings of fact," "conclusions of law," and policy reasons for the decision, including the penalty if the evidence is sufficient to support a violation(s) of statutes/regulations. Final orders can be reviewed by the district court and the Kansas appellate courts.

Petition for Judicial Review: A licensee or applicant adversely affected by a Board decision (e.g. denial to issue or reinstate a license; or a restriction, limitation, suspension, or revocation of a license) can ask the courts to review the decision. The burden of proving that the Board's decision was wrong is on the party who appeals. A court may reverse a Board's decision for the following reasons:

- (1) The agency action, or the statute or rule and regulation on which the agency action is based, is unconstitutional on its face or as applied;
- (2) the agency has acted beyond the jurisdiction conferred by any provision of law;
- (3) the agency has not decided an issue requiring resolution;
- (4) the agency has erroneously interpreted or applied the law;
- (5) the agency has engaged in an unlawful procedure or has failed to follow prescribed procedure;
- (6) the persons taking the agency action were improperly constituted as a decision making body or subject to disqualification;
- (7) the agency action is based on a determination of fact, made or implied by the agency, that is not supported by evidence that is substantial when viewed in light of the record as a whole; or
- (8) the agency action is otherwise unreasonable, arbitrary or capricious. K.S.A. 77-621(c).

Because a court may be reviewing the Board's action, it is important when deciding what course of action to take to remember how a court will look at it. The board's legal counsel can provide advice in this regard.

THE KANSAS TORT CLAIMS ACT

The Kansas Tort Claims Act (KTCA) generally governs the liability of the State Kansas and its agencies and employees. An employee includes a member of a board or committee 'of a governmental entity, including elected or appointed officials and persons acting on behalf or in service of a governmental entity in any official capacity, whether with or without compensation.' K.S.A. 75-6102(d)(A). The basic rule of the KTCA is vicarious liability for any actionably wrongful act or omissions of government employees within the course and scope of their employment, subject to affirmative grants of immunity that may exist on a case-by-case basis.

If you are sued for an act that occurred *within the scope of your duties as a Board member*, you are entitled to have the Attorney General's Office defend you at no cost. To obtain representation by the Attorney General's Office, you must (1) submit a written request to the Attorney General

within 15 days after service of a process (include a copy of the petition and summons) and (2) cooperate in your defense. The State may choose not to defend you if you (1) acted with actual fraud or malice or (2) failed to make a timely request for representation.

The general rule is that the State will pay for any judgment rendered against you unless (1) the judgment is for an act or omission that occurred outside the scope of your duties as a board member; (2) you failed to cooperate in your defense; or (3) you acted with actual fraud or malice.

Things to remember if you are sued:

1. File a timely written request for representation by the Attorney General and attach a copy of the petition and summons;
2. Do not sign anything; and
3. Do not say anything.

Behavioral Sciences Regulatory Board

Survey of Social Workers

December 2021

Introduction

At the May 18, 2021, meeting of the Social Work Advisory Committee of the Kansas Behavioral Sciences Regulatory (BSRB), the Advisory Committee members requested the creation of a survey to obtain current input from social work licensees under the BSRB. The members of the Advisory Committee requested input on matters affecting the social work profession and topics relevant to the work of the Advisory Committee. (The BSRB offered a survey to social workers on similar topics in 2015.) The Advisory Committee requested the Executive Director draft potential questions for a survey concerning the topics of issues related to supervision, Board-approved clinical supervisors, and other topics relevant to the social work profession.

At the October 19, 2021, meeting of the Social Work Advisory Committee, the Executive Director presented draft questions to the members of the Advisory Committee for review and consideration. The members of the Advisory Committee approved the questions and expressed a desire for a short survey to obtain both qualitative and quantitative data. Additionally, the members of the Advisory Committee requested questions to verify that responses were submitted by a broad range of practitioners, including social workers in urban, rural, and frontier areas of the state of Kansas.

As of November 2021, the number of social workers with a permanent license under the BSRB totaled 7,997, including practitioners with associate level licenses, bachelor level licenses, master's level licenses, and clinical level licenses. On Thursday, December 16, 2021, all social work licensees received an e-mail message from the BSRB with a link to complete a ten-question survey using SurveyMonkey. Licensees were informed that the survey would close at 5pm on Monday, December 20, 2021.

Over the five days that the survey was open for responses, 1,087 social workers completed at least part of the survey. The results of the survey are included on the following pages.

Q1 In What County Do You Practice Social Work?

1,069 Individuals Answered Question 1

- 1 All of KS
- 2 All- teleheath therapist
- 3 Anderson's Co, Tx
- 4 Anywhere in Kansas and Missouri
- 5 **Atchison (Answered by 4 Individuals)**
- 6 **Barton (Answered by 6 Individuals)**
- 7 Barton and Ellis
- 8 Bell County Texas
- 9 **Bourbon (Answered by 2 Individuals)**
- 10 **Brown (Answered by 5 Individuals)**
- 11 Brown, Doniphan, Atchison, Wyandotte, Johnson
- 12 Buchanan
- 13 **Butler (Answered by 11 Individuals)**
- 14 Butler and Harvey
- 15 Butler, Harvey, Cowley, Sumner, Kingman, Pratt, Greenwood, Chase, Rice, Kiowa
- 16 Carroll, Lafayette, Jackson
- 17 Cass
- 18 **Chautauqua (Answered by 2 Individuals)**
- 19 Cherokee
- 20 Clark county Las Vegas
- 21 **Clay (Answered by 3 Individuals)**
- 22 Clay county in Missouri principally
- 23 Clay, Mo
- 24 **Cloud (Answered by 7 Individuals)**
- 25 Cloud, Republic and Washington Counties
- 26 Cloud, republic, clay
- 27 Coffey
- 28 **Cowley (Answered by 9 Individuals)**
- 29 Cowley, Butler, Sumner, Sedgwick, Kingman
- 30 **Crawford (Answered by 13 Individuals)**
- 31 Currently enrolled back in school
- 32 Currently not practicing
- 33 Currently not practicing, but live in DG county
- 34 Dg
- 35 Dickenson
- 36 **Douglas (Answered by 59 Individuals)**
- 37 **Douglas and Shawnee (Answered by 3 Individuals)**
- 38 Dougy
- 39 Edwards, ford, Meade, Stafford, Comanche, Kiowa
- 40 El Paso County, Colorado
- 41 **Ellis (Answered by 10 Individuals)**
- 42 Ellis/ Johnson/ Wyandotte
- 43 **Ellsworth (Answered by 2 Individuals)**

- 44 Federal installation (Germany)
- 45 **Finney (Answered by 10 Individuals)**
- 46 Florida
- 47 **Ford (Answered by 7 Individuals)**
- 48 Ford, and 28 counties surrounding it.
- 49 Ford, Hodgeman, Gray
- 50 Franklin
- 51 Franklin + 15 other southeast counties
- 52 Franklin, Anderson, Osage, Miami, Coffey
- 53 Fremont
- 54 **Geary (Answered by 10 Individuals)**
- 55 Grant
- 56 **Harvey (Answered by 13 Individuals)**
- 57 Harvey and Reno
- 58 Have worked throughout an 18 County region and for awhile across whole state but based in Shawnee County.
- 59 Hodgeman
- 60 HV-HARVEY
- 61 I work for the Department of the Army and currently work in Germany
- 62 I work in Missouri
- 63 **Jackson (Answered by 24 Individuals)**
- 64 Jackson & Clay
- 65 Jackson (MO) & Johnson (KS)
- 66 **Jackson and Johnson (Answered by 2 Individuals)**
- 67 Jackson and Johnson (also licensed in MO)
- 68 **Jackson County (Answered by 3 Individuals)**
- 69 **Jackson County MO (Answered by 13 Individuals)**
- 70 **Jackson, Missouri (Answered by 4 Individuals)**
- 71 Jackson, Shawnee, Brown, Pottawatomie
- 72 **Jasper County, MO (Answered by 2 Individuals)**
- 73 **Jefferson (Answered by 2 Individuals)**
- 74 **Johnson (Answered by 153 Individuals)**
- 75 Johnson and Miami
- 76 Johnson and out of state
- 77 Johnson and Shawnee
- 78 **Johnson and Wyandotte (Answered by 4 Individuals)**
- 79 Johnson and Wyandotte, also LCSW AND SERVE 100 mile radius of the metro
- 80 Johnson Co Ks and Jackson Co MO
- 81 **Johnson County (Answered by 12 Individuals)**
- 82 Johnson County and Missouri
- 83 Johnson County, Mo
- 84 Johnson Wyandotte Douglas
- 85 **Johnson, Wyandotte (Answered by 3 Individuals)**
- 86 Johnson, Wyandotte, Leavenworth,
- 87 Johnson, Wyandotte, Miami, Leavenworth, Douglas
- 88 Johnson/ Jackson
- 89 **Kansas (Answered by 2 Individuals)**

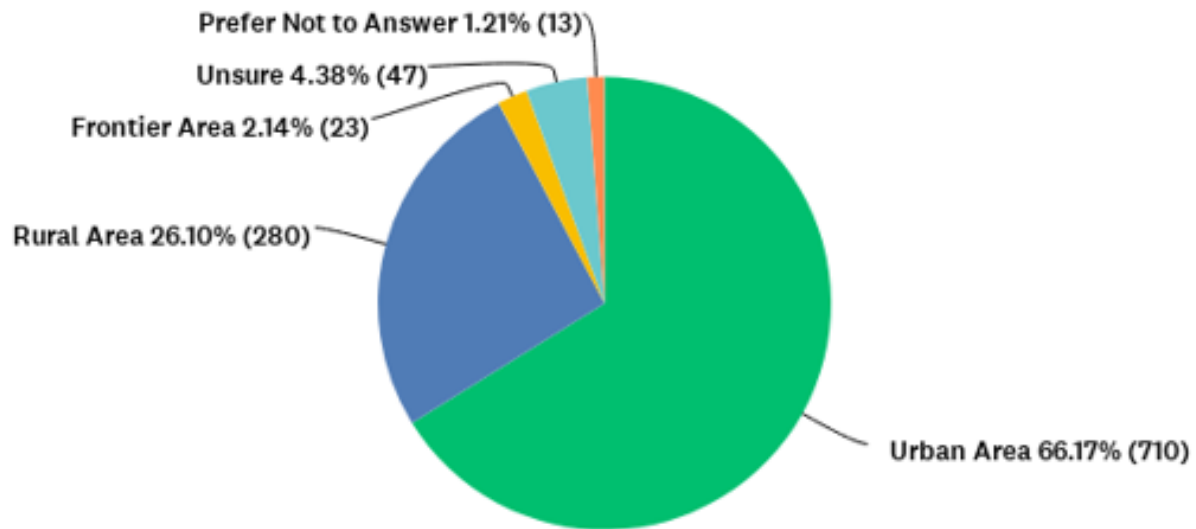
- 90 Kingman
- 91 Kingman and Pratt
- 92 **Labette (Answered by 7 Individuals)**
- 93 Lane
- 94 **Leavenworth (Answered by 19 Individuals)**
- 95 Leavenworth and Atchison
- 96 Leavenworth, Atchison, Jefferson, Johnson, Wyandotte
- 97 Leavenworth, Wyandotte, Atchison
- 98 Leavenworth/Atchison
- 99 Lincoln
- 100 Linn, Anderson, Miami
- 101 Live in MO
- 102 Logan
- 103 **Lyon (Answered by 9 Individuals)**
- 104 Lyon, Morris
- 105 Manatee
- 106 **Marion (Answered by 5 Individuals)**
- 107 Marion, Harvey, and McPherson
- 108 Marion/McPherson
- 109 **Marshall (Answered by 2 Individuals)**
- 110 **McPherson (Answered by 6 Individuals)**
- 111 McPherson, rice, Reno
- 112 **Miami (Answered by 8 Individuals)**
- 113 Missouri
- 114 Mitchell
- 115 **Montgomery (Answered by 8 Individuals)**
- 116 Multiple
- 117 Multiple but my base is in Ford County
- 118 Multiple counties, primarily in Northeastern KS
- 119 **N/A (Answered by 2 Individuals)**
- 120 NA-Unemployed by choice
- 121 **Neosho (Answered by 3 Individuals)**
- 122 Neosho Allen Anderson Woodson
- 123 Neosho, Crawford primarily
- 124 Neosho, Wilson, Allen
- 125 No particular county – I am a telehealth provider in 2 states. Personally my office is in my home in Johnson County, KS
- 126 None currently
- 127 Norton
- 128 Norton, and rush
- 129 Norton, Ellis, Thomas
- 130 Orange
- 131 Osborne
- 132 Out of state (Missouri) but licensed in KS as well.
- 133 Out of State/Kansas City, MO (Jackson County)
- 134 **Pawnee (Answered by 5 Individuals)**
- 135 **Phillips (Answered by 3 Individuals)**

- 136 **Platte (Answered by 2 Individuals)**
- 137 **Pottawatomie (Answered by 2 Individuals)**
- 138 Pratt
- 139 Pratt Kingman Harper barber
- 140 Prince William county VA
- 141 **Reno (Answered by 8 Individuals)**
- 142 Reno and Sedgwick
- 143 Reno, Harvey, McPherson, Barton, Stafford, Pawnee
- 144 **Retired (Answered by 2 Individuals)**
- 145 Retired from hospice catchment areas of Johnson, Wyandotte, Douglas, Miami, & Leavenworth

- 146 **Riley (Answered by 28 Individuals)**
- 147 Riley & Geary
- 148 Riley and 9 others
- 149 Riley, Geary
- 150 Rooks
- 151 **Saline (Answered by 15 Individuals)**
- 152 Saline, McPherson, Dickinson, Geary, Harvey, Marion, Barton
- 153 San Mateo, CA (VA)
- 154 Scott, Thomas
- 155 **Sedgwick (Answered by 188 Individuals)**
- 156 Sedgwick and Pawnee, principally
- 157 Sedgwick but not currently practicing SW
- 158 **Sedgwick County (Answered by 15 Individuals)**
- 159 Sedgwick, Butler, Sumner
- 160 Sedgwick, Harvey, Pawnee, Neosho,
- 161 Sedgwick, Reno, Cowley, Sumner, Harvey, Harper
- 162 **Seward (Answered by 2 Individuals)**
- 163 **Shawnee (Answered by 100 Individuals)**
- 164 **Shawnee and Jefferson (Answered by 2 Individuals)**
- 164 Shawnee and Leavenworth
- 165 Shawnee/Douglas
- 166 **Sheridan County (Answered by 2 Individuals)**
- 167 Sheridan, Logan, Sherman, Thomas, Cheyenne, Decatur, Graham, etc.
- 168 **Sherman (Answered by 2 Individuals)**
- 169 Sherman, Thomas, Logan
- 170 Smith Rooks Osborne Phillips
- 171 Southeast Kansas
- 172 Statewide
- 173 **Sumner (Answered by 4 Individuals)**
- 174 Tarrant County, Fort Worth, Texas
- 175 The entire state of Kansas
- 176 The organization for which I work serves Clay, Washington, NW Riley, Marshall, Cloud, and Republic Counties
- 177 **Thomas (Answered by 4 Individuals)**
- 178 Trego
- 179 **United States (Answered by 30 Individuals)**

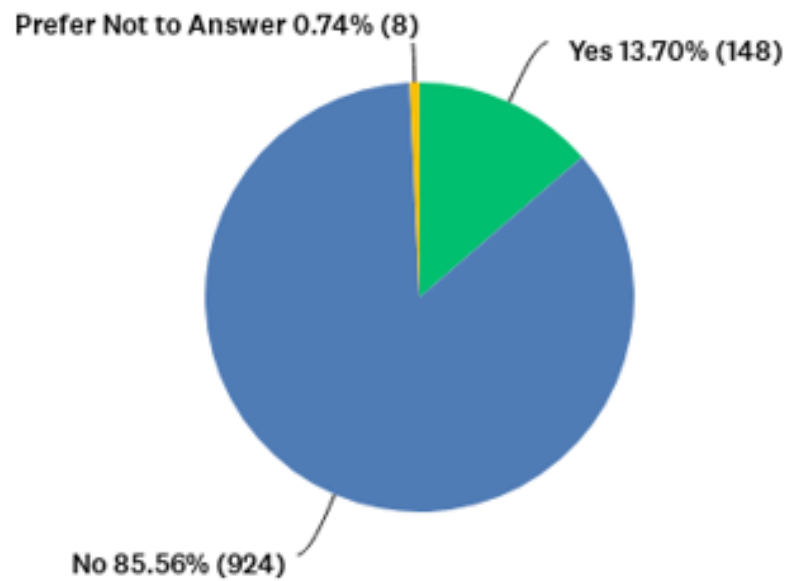
- 180 Vernon Parish, Louisiana. I am employed by the federal system and a DOD civilian.
- 181 Virginia Beach City, VA
- 182 Washington
- 183 Wichita
- 184 **Wyandotte (Answered by 54 Individuals)**
- 185 **Wyandotte & Johnson County (Answered by 3 Individuals)**
- 186 Wyandotte and Johnson, KS, but I also do telehealth to every other county in KS
- 187 Wyandotte, Johnson, Miami
- 188 Wyandotte/Jackson MO

Q2 Do you practice in a predominantly urban area, rural area, or frontier area?



1,073 Individuals Answered this Question

Q3 Do you provide LSCSW clinical supervision to practitioners in Kansas?



1,080 Individuals Answered this Question

Q4 If you answered "Yes" on question 3, how many Kansas practitioners do you generally provide supervision to during the same time period? (If you answered "No" on question 3, please skip this question.)

161 Individuals Answered Question 4

- 1 **0 (Answered by 2 Individuals)**
- 2 **1 (Answered by 58 Individuals)**
- 3 **2 (Answered by 24 Individuals)**
- 4 **3 (Answered by 6 Individuals)**
- 5 **4 (Answered by 9 Individuals)**
- 6 **5 (Answered by 4 Individuals)**
- 7 6
- 8 8
- 9 **10 (Answered by 2 Individuals)**
- 10 15
- 11 **1-2 (Answered by 15 Individuals)**
- 12 **1-3 (Answered by 3 Individuals)**
- 13 **2-3 (Answered by 3 Individuals)**
- 14 3-4
- 15 3-5
- 16 5-7
- 17 (I just received my license this year, I plan to supervise as soon as I am eligible.)
- 18 1 ever...currently done
- 19 **1 or 2 (Answered by 2 Individuals)**
- 20 1-2. Not enough
- 21 Currently 4
- 22 Currently a back up for 1
- 24 I did historically and the most I was the primary sup for was 4 at the same time. Group and individual provided.
- 25 I supervised in the past, 1-2 supervisees at a time.
- 26 **N/A (Answered by 5 Individuals)**
- 27 No
- 28 No more than 4, currently 1
- 29 None
- 30 None at this time
- 31 None current has been up to 4
- 32 None currently at this time
- 33 None recently but have in the year
- 34 Not sure what the period of time is?
- 35 Not yet- I have undergone LCSW supervisor training in MO and think a similar course would be helpful in KS.
- 36 One clinical application pending, one LMSW student
- 37 Up to 3
- 38 Up to 5 between Kansas and Missouri
- 39 Usually 2-3

40 Usually just one, and I am not currently providing any supervision.
41 Zero to two

Q5 If you answered "Yes" on question 3, when you first provided clinical level supervision to practitioners, what training had you received prior to providing supervision? (If you answered "No" to question 3, please skip this question.)

157 Individuals Answered Question 5

- 1 0
- 2 12 hour supervision training for play therapy supervisor credential
- 3 12 hour training by the State of Missouri NASW and then 3 hours every other year after that
- 4 12+ hours of clinical supervision training in the state on Minnesota
- 5 12-18 supervision CE hours
- 6 15 hours of supervision coursework at the beginning and then 3 hours every 2 years
- 7 16 hour class, 20 years of clinical experience.
- 8 16 hour supervision course
- 9 16 hours of clinical supervision training with 3 hour refresher courses
- 10 16 hours of supervision training
- 11 16 hours on supervisory skills
- 12 20 years of experience working in community mental health
- 13 24 hours of training for clinical & play therapy supervision
- 14 3 courses in clinical supervision-12 credit hours
- 15 A large amount that was personally sought out
- 16 Academic Training and on-the-job training
- 17 Administrative and clinical supervision workshops, preparation from agency supervisor, reading BSRB statutes and regulations for social workers
- 18 ASWB Contemporary Clinical Social Work Supervision
- 19 BSRB training
- 20 CEU trainings I sought out and thru my work that focused on supervision
- 21 CEUs
- 22 Class in Clinical Supervision and continuing Ed class
- 23 Class in graduate school
- 24 Clinical Supervision "Ethical Practice and Legal Risk Management" Grad class through Newman
- 25 Clinical Supervision training
- 26 Clinical supervision training 6 hr ce
- 27 Clinical Supervisory Training
- 28 Continuing ed or what I sought myself
- 29 Courses and CEU offerings
- 30 Experience
- 31 Family Therapy, EMDR
- 32 General online training
- 33 General supervision training
- 34 General training on supervision
- 35 Graduate course in clinical supervision, clinical supervision was discussed as part of my own clinical supervision as well
- 36 Graduate coursework, CEUs
- 37 Graduate school

- 38 Graduate school class.
- 39 Have supervised in past and received no training
- 40 I am also a clinical supervisor in MO. They required a 6 hour supervision training sponsored by the state committee for social workers.
- 41 I attended this training in 2012 The Art of Clinical Supervision at University of Texas at Austin which is required in Texas. This is the link to the current course- <https://cvent.utexas.edu/event/8429950b-07c4-4c0e-88cb-eec871c75b85/summary>
- 42 I completed specific training and certification to provide supervision. I found this to be very helpful. This was connected to my LAC when I was in a different state.
- 43 I didn't have any training. I followed the training plan approved by the Board.
- 44 I had 15 hours of supervision training
- 45 I had not taken a class but had almost 20 years of practice experience before taking on a supervisee.
- 46 I had previously supervised interns during the their clinical internship when I worked at an agency.
- 47 I had researched ,completed CEU's, and collaborated with peers.
- 48 I had taken a 16 hour supervision course, along with another eight hour supervision course - so 24 CE hours towards supervision when I started.
- 49 I have been a work supervisor for many years. I've also been an educator. I have my LSCSW and rec'd my own supervision to gain this credential. I do not believe BSRB needs to approve who can provide clinical supervision.
- 50 I have had MSW students under my supervision for their field placement.
- 51 I have had my LSCSW for over 25 years. I have done some continuing Ed related to clinical supervision during this time.
- 52 I participated in a clinical supervision workshop a few years ago
- 53 I supervise in MO too so was required to complete an initial 16 hour supervision training and then 3 hours every renewal.
- 54 I took a 3 CEU supervision course to gain more information for best practice
- 55 I took a course so I could feel prepared.
- 56 I took a supervisor training several years ago
- 57 I took a two day social work supervisor training as well as additional supervisor training pertaining to play therapy supervising
- 58 I went through an intensive training to supervise clinicians through the University of California online as I was supervising one of their Master Students. The training was 15-18 hours. I did this more than 5 years ago. It prepared me well to supervise LSCSW clinicians as well. I received the training for free in exchange for supervising their student.
- 59 I've taken CEUS on how to be an effective supervisor etc.
- 60 Information provided by BSRB
- 61 It was a long time ago so hard to remember, maybe 4 hours. I taught in a social work program so likely had more experience than most. Training would have been nice.
- 62 It would especially be helpful to have components of training the explicitly go over differences between bordering states since several practitioners have dual licenses.
- 63 Just many years of experience in various settings and much experience with students, as instructor and field instructor.
- 64 Just my graduate and career training
- 65 Just my own supervisor/mentor

- 66 Limited- information included in MSW education and personal experience and research
- 67 **LSCSW (2 Individuals Answered "LSCSW")**
- 68 LSCSW and a clinical supervision course
- 69 Many years of practice and CEU's on Supervision
- 70 Master's Level Class at Newman College, CEU's this year on this topic
- 71 Minimal
- 72 MSW, Clinical supervision, and tons of workshops
- 73 Multiple supervision training focused CEU courses
- 74 My LSCSW, 5+ Here's clinical social work experience and a "pre-clinical supervision" related CEU.
- 75 My own clinical supervision
- 76 **N/A (6 Individuals Answered "N/A")**
- 77 **No (4 Individuals Answered "No")**
- 78 **No formal training (2 Individuals Answered "No Formal Training")**
- 79 No formal training. Researched best practices and Procedures on my own.
- 80 No formal, I did my own research and talked with peers. I also have experience in supervising 11 for their clinical.
- 81 No former clinical level supervision during my MSW schooling o
- 82 No mandatory training; completed my own training on clinical supervision.
- 83 No specialized training in supervision.
- 84 No specific training
- 85 No specific training to LSCSW supervision. I had trained graduate & undergraduate social work students. I had also been practicing as a departmental supervisor of social workers.
- 86 No specific training vast experience and education to draw on.
- 87 No training specifically on providing clinical supervision
- 88 No training when I first started some years ago.
- 89 **None (20 Individuals Answered "None")**
- 90 None. I had to seek training. The training is not related to practice, it's related to managing the logging of hours and interpret the breakdown of hours. A LSCSW-with the required 2 years of practice is competent to provide supervision. There are no tools or training from the BSRB to assist with the quality
- 91 Not currently supervising, but I went through an extensive training with the Army on Supervision which also certified me to be a clinical Supervisor in the State of Texas if I were to have been licensed there.
- 92 Not much, but I later received training through the BSRB. I just remembered that I also got some training through KU and Washburn for supervising students, which was useful.
- 93 One 6hr course
- 94 Online CEU's from Missouri SW Board--they require 12 hours initially, then 3 every license renewal period to maintain your ability to provide licensure supervision.
- 95 **Online training (2 Individuals Answered "Online Training")**
- 96 Personal experience including management experience
- 97 Pesi clinical supervision training
- 98 Post-MSW training: Menninger/PhD in Clinical Social work
- 99 Required supervision training for my RPT/S, 6ceu
- 100 Self learning through research
- 101 Self study
- 102 Some

- 103 Some independent CEUs
- 104 SRS Supervisory Training and independent trainings on my own
- 105 State sponsored supervision training in the 2000s; CEUs
- 106 Supervision by MSW, Menninger Family Therapy Program
- 107 Supervision classes required as well as updates, reciprocity with Missouri
- 108 Supervision training through Kansas Assoc for Play Therapy
- 109 Supervision trainings
- 110 Supervision workshop 3 hours
- 111 Supervisor training as I was a supervisor
- 112 Took a on line virtual training put on by NASW
- 113 Took online course and read BSRB requirements
- 114 Took the MO supervisor course
- 115 Training at the beginning of the semester from K.U.
- 116 Training for precious employment as well as additional education
- 117 Training for providing clinical supervision? None formally, just read documents found online.
- 118 Training from my former Clinical supervisor
- 119 Training provided through MO
- 120 Training to supervise? Nothing in particular...only by reading the BSRB requirements and gathering info from a past supervisor/mentor.
- 121 Trainings related to ethics and clinical supervision
- 122 Utilized my experience providing therapy for several years
- 123 Various supervision/supervisor trainings that were available at that time
- 124 Very little
- 125 Wash u supervising supervisors
- 126 Went to a class on supervision; I would recommend a formal class as it was helpful
- 127 Yes

Q6 If you hold a LSCSW license, when you received clinical supervision, did you encounter any issues relating to the quality of supervision? Please explain. (If you do not hold a LSCSW license, please skip this question.)

453 Individuals Answered Question 5

Yes - 5 Individuals Answered "Yes"

No - 285 Individuals Answered "No"

N/A - 7 Individuals Answered "N/A"

Remainder of Responses Alphabetized Below

- 1 2014, no issues
- 2 Access to in person as well as clinical specific interventions
- 3 At times I felt as though I was getting the material needed to help with the board exam.
- 4 Consistency in the supervision schedule
- 5 Felt my supervisor could have been more informed and prepared
- 6 Finding a supervisor and back up supervisor
- 7 Found myself in a horrible ethical dilemma lost my position and practicing supervision. All not my fault.
- 8 I changed supervisors when I changed jobs. The first supervisor did not take it seriously. He was through my work. The second was outside my work and was excellent.
- 9 I did mine out of state
- 10 I did not have quality supervision
- 11 I do not hold a LSCSW license
- 12 I don't think so. students passed their tests.
- 13 I felt I received pretty good supervision!
- 14 I got my LSCSW in 1985 and my supervision was on the job from my work supervisor
- 15 I got my training in IL.
- 16 I had 1 supervisor who wasn't well versed on advocacy & policy. Fortunately the rest of my supervisors were incredible.
- 17 I had good supervision. I know many who did not.
- 18 I had reciprocity from Missouri
- 19 I had superb supervision because I was willing to pay for private hours, above those provided by my employer
- 20 I have always felt behind & as if I had missing pieces with regards to strong skills in various forms of psychotherapy and with writing progress notes.
- 21 I have five different supervisors due to staff changes at the agency I was working for.
- 22 I received excellent supervision while obtaining my licenses & afterwards, but had to hire outside supervision, a private practitioner with a track record & excellent reputation for providing quality supervision. I had to go outside of the CMHCs I worked for to insure I received the clinical experience, perspective & objectivity I needed to successfully work in those agencies since inside supervision was questionable & unpredictable.
- 23 I received exceptional clinical supervision.
- 24 I received my clinical supervision and initial license in Virginia. It was a lot easier to get supervision and find supervisors in that state.
- 25 I received supervision from a Missouri social worker that counted towards my Kansas licensure. However, I waited the requisite five years before I applied to Kansas for my LSCSW. A lot of the reason for this wait was the paperwork necessary to apply.

- 26 I received supervision in MO
- 27 I think it would be helpful to have a refresher or an informal ZOOM opportunity 1-2 x yr to see what others are doing. Also to keep updated on any BSRB changes to the clinical regs
- 28 I took a 2 yr of menninger clinical training, 4 hrs in every 2 wk. This was far superior training
- 29 I transferred my license from NY state and received clinical supervision there
- 30 I was able to get my supervision for free as part of the agency I worked for. It was not the best supervision but I had seasoned colleagues around me that helped me develop my self-observation and reflection skills in my work with clients.
- 31 I was blessed with 2 amazing supervisors.
- 32 I was concerned that my employment counted as full time clinical supervision (it was assumed) when actually there was no one available to provide supervision in the area of mental health.
- 33 I was fortunate to receive excellent supervision.
- 34 I was grandfathered in as held ACSW accreditation
- 35 I wish there was more practicing therapeutic techniques. My supervisor was very knowledgeable in a couple of niche areas and relied heavily on me to research therapeutic methods that were outside her experience.
- 36 I would have appreciated more topics and case scenarios and different therapy treatments discussed.
- 37 I would say my two supervisors were uninspired and I learned very little from either.
- 38 inconsistent provision by employer
- 39 Initially I had trouble finding a supervisor. Once I located one it went smoothly. I was unable to locate one in this area.
- 40 Issues regarding having to have multiple LSCSW supervisors for various reasons.
- 41 It has been decades since supervision and the provision of services less complex which could support there was included more processing and engagement supervision vs how to write a note so insurance will pay, or for specific diagnoses.
- 42 It was difficult to find enough LSCSW's willing to provide supervision and I'm excited to be able to provide that as soon as I can!
- 43 It was hard to find a back up LSCSW
- 44 It was lacking in some areas and stronger in others.
- 45 It wasn't as thorough in goals and objectives as it could have been.
- 46 It wasn't clear that there was any format to supervision.
- 47 Just scheduling issues
- 48 Just the location, at the time face to face was. required and my supervisor was 2 hours away. I did have an initial supervisor who was very unorganized, didn't meet regularly and wanted me to work for her in exchange for supervision. Found the set up to be unorganized and somewhat unethical. Moved on, paid per session for my supervision and was on a very structured schedule.
- 49 Knowing what topics to discuss
- 50 Limited structure to supervision
- 51 Long time ago and not in KS
- 52 My clinical supervision shared no information about what was expected of the process. No BSRB statues/regulation were discussed. Often, since it was at night we met, she would fall asleep. The supervisor was kind and licensure, but not very informative.

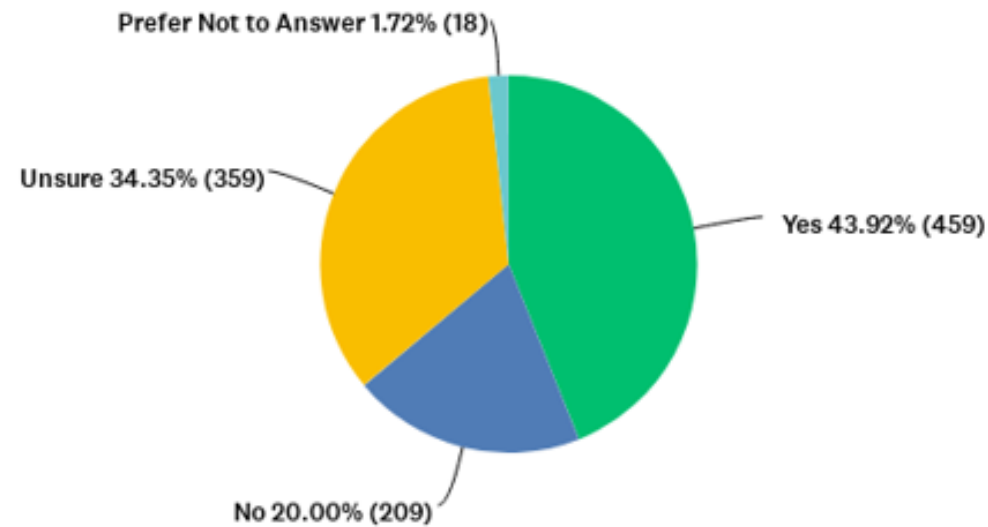
- 53 My clinical supervisors were wonderful mentors, but I wish that we had more structure to our sessions. I also wish that they we had discussed specific theoretical models, interventions, resources, professional development, ethics, etc. These are all things that I try to incorporate now in my role as a clinical supervisor.
- 54 My coordinator provided our supervision back in 1970's
- 55 My supervision was many years ago. Looking at the rest of this survey it would appear that we are becoming too rigid.
- 56 My supervision was quality
- 57 My supervisor struggled to articulate practice models and theories when I would bring "stuck" questions to supervision. It felt mostly as though she was monitoring me for compliance of ethics, calculating of hours and there was clinical discussion, but it was not always as deep as I waned.
- 58 No and if I did-I would have found a new supervisor
- 59 No challenges
- 60 No- great experience from Rebecca Sandoval
- 61 No I did not the quality was excellent. I was with an organization that had a very organized provider. I also received Supervision through Social Work PRN, highly capable group of social workers that is constantly working to be current in how it provides supervision.
- 62 No issues excellent supervision.
- 63 no issues on quality, I had a great set of supervisors
- 64 no issues that i recall. did my supervision in the 90's.
- 65 No issues, had a great supervisor.
- 66 No issues, mine was great experience
- 67 No issues. I was pleased with my supervision.
- 68 NO Issues...it was 100% group supervision which I found extremely helpful
- 69 No it was excellent
- 70 No problems with my supervision
- 71 No problems. I received sound supervision.
- 72 No, agency offered an internal LCSWC supervisor.
- 73 No, but I got my LSCSW through reciprocity because I couldn't find a supervisor that wanted to deal with all the extra paperwork Kansas requires.
- 74 No, but I received my supervision in Wisconsin.
- 75 No, but I received this 40 years ago!
- 76 No, but it was over 20 years ago
- 77 No, but the availability of it was a barrier
- 78 No, but there was some position instability on the part of the supervisor which created delays in supervision
- 79 no, good quality
- 80 No, great quality supervision
- 81 No, I advocated to make sure my supervision was strong and helpful
- 82 No, I found I had quality supervision.
- 83 No, I had a great experience and hope to provide supervision in the future.
- 84 No, i noticed a difference between the cost of supervision but quality was not a concern.
- 85 No, I was employed in Topeka, Kansas and found the area to be really well equipped in this way.
- 86 No, it was a fantastic experience
- 87 No, it was excellent.
- 88 No, it was within my agency.

- 89 No, mine was very helpful and supportive
- 90 No, my clinical supervision was an experience that helped my to gain knowledge, enhance critical thinking, and build a respected, professional relationship with my supervisor.
- 91 No, my supervisor was outstanding.
- 92 No, my supervisor went above and beyond. My supervisor followed and referenced ethical codes and obligations to the practice of social work regularly.
- 93 No, not in the quality but in availability
- 94 No, pleased with the quality. Had 3 different clinical supervisors.
- 95 No, we can all learn from each other.
- 96 No. I had a great supervisor.
- 97 No. My clinical supervisor was knowledgeable, consistent and caring. He is the reason I wanted to provide supervision to others.
- 98 No. My supervisor was incredible.
- 99 no. Only issue was had to travel a distance for in person, and had to jump through a lot of hoops, at that time, to get approval for tele-health to occur and be approved
- 100 No. But we struggled to incorporate theory and practice beyond Assessment and Dx.
- 101 No. I fully vetted supervisors and ensured we were company for the goals I had and the requirements for licensure.
- 102 No. I had a great experience!
- 103 No. I had excellent supervision
- 104 No. I had good supervision with a supervisor outside my agency that I paid for out of pocket.
- 105 No. I was happy with my supervision
- 106 No. My supervisor was top-notch.
- 107 No. My supervisor was wonderful and the quality of supervision was excellent.
- 108 No. Thankfully, my Supervisor provided Supervision free of charge. She was excellent. The process itself, however, was ridiculous. KS is a pretty strict state.
- 109 none that I'm aware of
- 110 None, my supervision was very helpful
- 111 None. It was excellent and very long ago.
- 112 No-received supervision in IL
- 113 Not quality, but requirement for hours was higher than in some other states.
- 114 Not really. Supervision was good.
- 115 Not structured enough
- 116 Not that I was aware of at the time. Looking back, more structure would have been ideal.
- 117 O
- 118 Only at the end when the supervisor was unreliable with his reporting
- 119 Quality of supervision was mixed.
- 120 Quality, no. It was difficult to find someone in the area resulting in the need to travel 2.5 hours. I had my direct client hours well before I had enough in person supervision hours
- 121 Received clinical supervision in IL then Ks through reciprocity
- 122 Supervisor not familiar with updates in training plan/documentation requirements.
- 123 Supervisor was very busy and appeared supervision was bothersome from his work week.
- 124 Supervisors were limited and I had a supervisor who worked with a different population than what I wanted trained in.
- 125 The boundary between clinical and supervisory supervision as my agency had my supervisor do my clinical supervision.
- 126 The quality was excellent.

- 127 The quality was great, however I worked at an agency and had several supervisor changes due to staff changes or resignations
- 128 The training seemed to be more weekly chats than supervision. There was little structure and it was more of a review of my week than instruction of any kind
- 129 There was very little availability for clinical supervision from individuals who has great representations. Also, it was extremely difficult to find someone of color to provide clinical supervision.
- 130 Turnover, had 5 different supervisors,
- 131 With first supervisor - supervisor didn't seem engaged, uncertain of path and structure in supervisor sessions
- 132 Would have liked more education/direction in addition to case review.
- 133 Yes because my agency (KVC) only had one option for a supervisor. She was not a good fit for me personally.
- 134 Yes but mine came thru military channels.
- 135 Yes- hard to find someone with same practice population, often felt supervision was not quality and supervisor was not focused on my time
- 136 Yes I lived in OK and had LCSW there. When I moved to Kansas the BRSB did not accept the supervisor from OK because she had been grandfathered in and had not taken the ACSW test. Later the BRSB agreed to accept the level of licensure from one state to another. the BRSB did not In
- 137 Yes towards the end the supervisor was too busy with her job and was preoccupied during sessions
- 138 Yes, boundaries, availability of supervisor
- 139 Yes, extremely limited supervisors available and what was available was very low quality
- 140 Yes, felt I was not put in a learning situation but more a "working" situation and was given the "sink or swim" method for private pay scale clients. This made it difficult for learning and testing for licensure. It seemed upon application approval the BSRB is more worried about what I, the supervisee, was doing vs what the supervisor was doing to help me learn. Once I made a change of supervisor this all changed and I learned and continue contact to still learn as a LCSW from this person.
- 141 Yes, I had a terrible supervisor experience for 8 months. She was terminated eventually, and when I was applying for LCSW licensure, I was forced by process to have that supervisor evaluate me on a form. I was rejected by the KSBSRB initially, and had to write up a ridiculous multi-page excuse explaining a very complicated situation to the BSRB, essentially begging to be licensed and not blamed for having a terrible supervisor. I think these types or processes need to be approved when someone obtaining their clinical hours is having a terrible experience.
- 142 Yes, I was assigned a supervisor at my CMHC, and there were not other LCSW's on staff to provide supervision. We were not a good fit and I feel as though I did not receive adequate supervision. I ultimately ended up seeking outside supervision when available. The supervisors that I have had that have training in supervision changed the way I practice.
- 143 Yes, I was in a highly regarded family therapy training program (3 years), but technically it didn't count because my supervisor was a psychologist practicing the same as a social worker. Being totally transparent, I had to be manipulative to make it count. In that case, it didn't make sense that I couldn't count those hours.
- 144 Yes, it became apparent that my supervisor had predetermined that I would not be able to deal with the clients in a setting similar to the setting we both worked in due to my having the role of expressive therapist at that time.

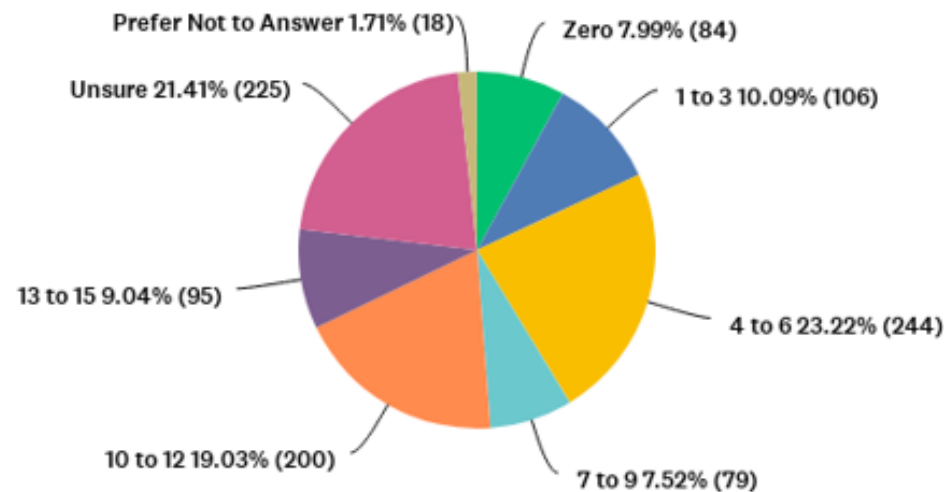
- 145 Yes, lack of cultural diversity.
- 146 yes, my first supervisor was not up to date on the documentation and breakdown of the hours. Has I continued long term with her, I would have found out many of my hours were not going to count because my ratios were off. She did not fully understand the supervision hour ratios.
- 147 yes, supervisor excessively on medical leave and we did not have back ups in the 90s
- 148 Yes. I experienced difficulties with my supervisor not being as knowledgeable as I thought she should have been in regards to providing clinical advice and support, as well as not having a good, in depth understanding of the supervision process, requirement and application process.
- 149 Yes. Did not feel it was my best option but they were on staff at my place of work
- 150 Yes. It seems like there are a lot of very specific requirements (ex. Certain number of direct vs indirect and specific ratios of direct hrs to clinical supervision hours), but not a lot of requirements as to what qualifications a clinical supervisor has. Social work is a large field and we practice in a lot of various settings, so expertise isnt consist across the board. I had clinical supervisors who were more specialized in certain areas of practice than others.
- 151 Yes. Lack of organized planning for the agenda
- 152 Yes. One of my supervisors was not very knowledgeable or helpful.
- 153 Yes. The only structure provided was structure that I myself implemented.
- 154 Yes. There was no rubric, no rhyme or reason to each session. If I did not have a challenging case, we did not use
- 155 Yes-Issues with the supervisor being burned out and not utilizing any structure in our sessions.
- 156 Yes-poor supervision skills

Q7 Should LSCSWs providing clinical supervision be Board-approved supervisors?



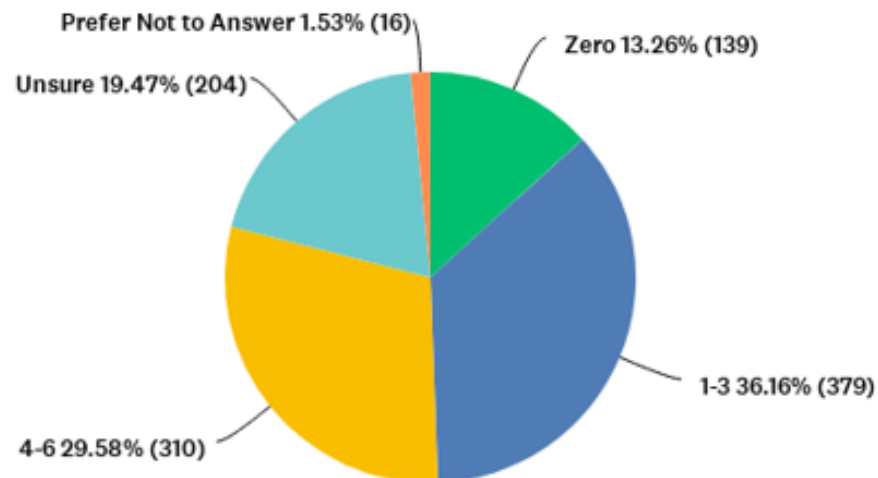
1,045 Individuals Answered this Question

Q8 How many hours of continuing education in supervisory training should be required to BECOME a Board-approved clinical supervisor, if those hours could count within the 40 hours required to renew a license?



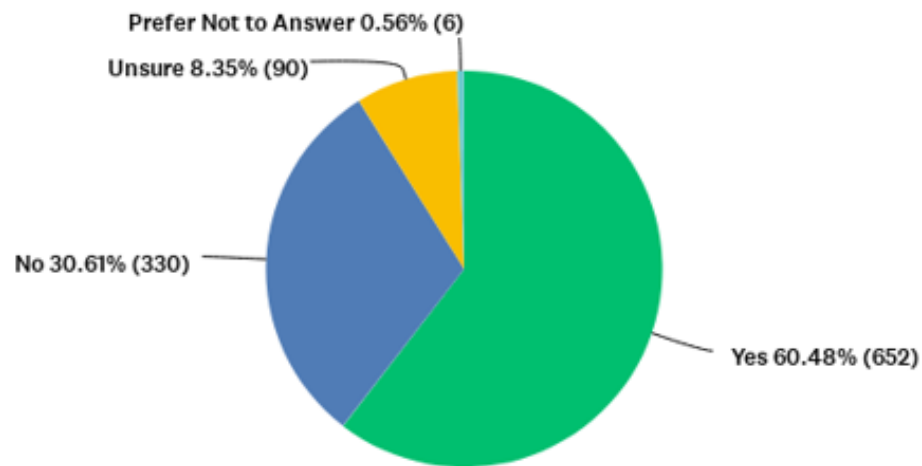
1,051 Individuals Answered this Question

Q9 How many hours of continuing education in supervisory training should be required EACH RENEWAL PERIOD to maintain Board-approved clinical supervisor status, if the hours could count within the 40 hours required during the renewal period?



1,048 Individuals Answered this Question

Q10 Should social workers be required to take three hours of continuing education related to the areas of diversity, equity, and inclusion every two-year license renewal period, if those hours could be part of the 40 hours required during each license renewal period?



1,078 Individuals Answered this Question

102-2-7. Unprofessional conduct. Any of the following acts by a licensee or an applicant for a social work license shall constitute unprofessional conduct:

- (a) Obtaining or attempting to obtain a license for oneself or another by means of fraud, bribery, deceit, misrepresentation, or concealment of a material fact;
- (b) except when the information has been obtained in the context of a confidential relationship, failing to notify the board, within a reasonable period of time, that any of the following conditions apply to any person regulated by the board or applying for a license or registration, including oneself:
 - (1) Had a professional license, certificate, permit, registration, certification, or professional membership granted by any jurisdiction, professional association, or professional organization that has been limited, conditioned, qualified, restricted, suspended, revoked, refused, voluntarily surrendered, or allowed to expire in lieu of or during investigatory or disciplinary proceedings;
 - (2) has been subject to any other disciplinary action by any credentialing board, professional association, or professional organization;
 - (3) has been demoted, terminated, suspended, reassigned, or asked to resign from employment, or has resigned from employment, for some form of misfeasance, malfeasance, or nonfeasance;
 - (4) has been convicted of a felony; or
 - (5) has practiced the licensee's or registrant's profession in violation of the laws or regulations regulating the profession;
- (c) knowingly allowing another individual to use one's license;
- (d) impersonating another individual holding a license or registration issued by this or any other board;
- (e) having been convicted of a crime resulting from or relating to the licensee's professional practice of social work;
- (f) furthering the licensure or registration application of another person who is known to be unqualified with respect to character, education, or other relevant eligibility requirements;
- (g) knowingly aiding or abetting anyone who is not credentialed by the board to represent that individual as a person who is credentialed by the board;
- (h) failing to recognize, seek intervention, and otherwise appropriately respond when one's own personal problems, psychosocial distress, or mental health difficulties interfere with or negatively impact professional judgment, professional performance and functioning, or the ability to act in the client's best interests;
- (i) failing or refusing to cooperate in a timely manner with any request from the board for a response, information that is not obtained in the context of a confidential relationship, or assistance with respect to the board's investigation of any report of an alleged violation filed against oneself or any other applicant or professional who is required to be licensed or registered by the board. Each person taking longer than 30 days to provide the requested response, information, or assistance shall have the burden of demonstrating that the person acted in a timely manner;
- (j) offering to perform or performing services clearly inconsistent or incommensurate with one's training, education, and experience and with accepted professional standards for social work;
- (k) treating any client, student, or supervisee in a cruel manner;

- (l) discriminating against any client, student, or supervisee on the basis of color, race, gender, religion, national origin, or disability;
- (m) failing to advise and explain to each client the respective rights, responsibilities, and duties involved in the social work relationship;
- (n) failing to provide each client with a description of what the client can expect in the way of services, consultation, reports, fees, billing, therapeutic regimen, or schedule, or failing to reasonably comply with these descriptions;
- (o) failing to provide each client with a description of the possible effects of the proposed treatment when there are clear and known risks to the client;
- (p) failing to inform each client or supervisee of any financial interests that might accrue to the licensee from referral to any other service or from the use of any tests, books, or apparatus;
- (q) failing to inform each client that the client is entitled to the same services from a public agency if the licensee is employed by that public agency and also offers services privately;
- (r) failing to inform each client, supervisee, or student of the limits of client confidentiality, the purposes for which information is obtained, and the manner in which the information may be used;
- (s) revealing information, a confidence, or secret of any client, or failing to protect the confidences, secrets, or information contained in a client's records, except when at least one of these conditions is met:
 - (1) Disclosure is required or permitted by law;
 - (2) failure to disclose the information presents a clear and present danger to the health or safety of an individual or the public; or
 - (3) the licensee is a party to a civil, criminal, or disciplinary investigation or action arising from the practice of social work, in which case disclosure is limited to that action;
- (t) failing to obtain written, informed consent from each client, or the client's legal representative or representatives, before performing any of these actions:
 - (1) Electronically recording sessions with that client;
 - (2) permitting a third-party observation of their activities; or
 - (3) releasing information concerning a client to a third party, except as required or permitted by law;
- (u) failing to protect the confidences of, secrets of, or information concerning other persons when providing a client with access to that client's records;
- (v) failing to exercise due diligence in protecting information regarding and the confidences and secrets of the client from disclosure by other persons in one's work or practice setting;
- (w) engaging in professional activities, including billing practices and advertising, involving dishonesty, fraud, deceit, or misrepresentation;
- (x) using alcohol or illegally using any controlled substance while performing the duties or services of a licensee;
- (y) making sexual advances toward or engaging in physical intimacies or sexual activities with one's client, supervisee, or student;
- (z) making sexual advances toward, engaging in physical intimacies or sexual activities with, or exercising undue influence over any person who, within the past 24 months, has been one's client;

- (aa) exercising undue influence over any client, supervisee, or student, including promoting sales of services or goods, in a manner that will exploit the client, supervisee, or student for the financial gain, personal gratification, or advantage of oneself or a third party;
- (bb) directly or indirectly offering or giving to a third party or soliciting, receiving, or agreeing to receive from a third party any fee or other consideration for the referral of the client or patient or in connection with the performance of professional services;
- (cc) permitting any person to share in the fees for professional services, other than a partner, employee, an associate in a professional firm, or a consultant authorized to practice social work;
- (dd) soliciting or assuming professional responsibility for clients of another agency or colleague without informing and attempting to coordinate continuity of client services with that agency or colleague;
- (ee) making claims of professional superiority that one cannot substantiate;
- (ff) guaranteeing that satisfaction or a cure will result from the performance of professional services;
- (gg) claiming or using any secret or special method of treatment or techniques that one refuses to divulge to the board;
- (hh) continuing or ordering tests, procedures, or treatments or using treatment facilities or services not warranted by the condition, best interests, or preferences of the client;
- (ii) if the social worker is the owner of the records, failing to maintain for each client a record that conforms to the following minimal standards:
 - (1) Contains adequate identification of the client;
 - (2) indicates the client's initial reason for seeking the licensee's services;
 - (3) contains pertinent and significant information concerning the client's condition;
 - (4) summarizes the intervention, treatment, tests, procedures, and services that were obtained, performed, ordered, or recommended and the findings and results of each;
 - (5) documents the client's progress during the course of intervention or treatment provided by the licensee;
 - (6) is legible;
 - (7) contains only those terms and abbreviations that are comprehensible to similar professional practitioners;
 - (8) indicates the date and nature of any professional service that was provided; and
 - (9) describes the manner and process by which the professional relationship terminated;
- (jj) taking credit for work not performed personally, whether by giving inaccurate or misleading information or by failing to disclose accurate or material information;
- (kk) if engaged in research, failing to fulfill these requirements:
 - (1) Consider carefully the possible consequences for human beings participating in the research;
 - (2) protect each participant from unwarranted physical and mental harm;
 - (3) ascertain that the consent of each participant is voluntary and informed; and
 - (4) preserve the privacy and protect the anonymity of each subject of the research within the terms of informed consent;
- (ll) making or filing a report that one knows to be distorted, erroneous, incomplete, or misleading;
- (mm) failing to notify the client promptly when termination or interruption of service to

the client is anticipated;

(nn) failing to seek continuation of service, or abandoning or neglecting a client under or in need of professional care, without making reasonable arrangements for that care;

(oo) abandoning employment under circumstances that seriously impair the delivery of professional care to clients and without providing reasonable notice to the employer;

(pp) failing to terminate the social work services when it is apparent that the relationship no longer serves the client's needs or best interests;

(qq) if the licensee is the owner or custodian of client records, failing to retain those records for at least two years after the date of termination of the professional relationship, unless otherwise provided by law;

(rr) failing to exercise adequate supervision over anyone with whom the licensee has a supervisory or directory relationship;

(ss) failing to inform a client if social work services are provided or delivered under supervision or direction;

(tt) engaging in a dual relationship with a client, supervisee, or student;

(uu) failing to inform the proper authorities in accordance with K.S.A. 38-2223, and amendments thereto, that one knows or has reason to believe that a client has been involved in harming or has harmed a child, whether by physical, mental, or emotional abuse or neglect or by sexual abuse;

(vv) failing to inform the proper authorities in accordance with K.S.A. 39-1402, and amendments thereto, that one knows or has reason to believe that any of the following circumstances apply to a resident, as defined by K.S.A. 39-1401 and amendments thereto:

(1) Has been or is being abused, neglected, or exploited;

(2) is in a condition that is the result of abuse, neglect, or exploitation; or

(3) is in need of protective services;

(ww) failing to inform the proper authorities in accordance with K.S.A. 39-1431, and amendments thereto, that one knows or has reason to believe that any of the following circumstances apply to an adult, as defined in K.S.A. 39-1430 and amendments thereto:

(1) Is being or has been abused, neglected, or exploited;

(2) is in a condition that is the result of abuse, neglect, or exploitation; or

(3) is in need of protective services;

(xx) practicing social work in an incompetent manner;

(yy) practicing social work after one's license expires;

(zz) using without a license, or continuing to use after the expiration of a license, any title or abbreviation prescribed by the board for use only by persons currently holding that type or class of license;

(aaa) violating any provision of K.S.A. 65-6301 et seq., and amendments thereto, or any regulation adopted under that act;

(bbb) except as permitted by K.S.A. 65-6319 and amendments thereto, providing or offering to provide direction or supervision over individuals performing diagnoses and treatment of mental disorders;

(ccc) except as permitted by K.S.A. 65-6306 and K.S.A. 65-6319 and amendments thereto, engaging in the diagnosis and treatment of mental disorders; or

(ddd) engaging in independent private practice if not authorized by law.

(Authorized by and implementing K.S.A. 2007 Supp. 65-6311 and K.S.A. 2007 Supp. 74-7507; effective May 1, 1982; amended, T-85-36, Dec. 19, 1984; amended May 1, 1985; amended, T-86-39, Dec. 11, 1985;

amended May 1, 1986; amended May 1, 1987; amended May 1, 1988; amended Feb. 25, 1991; amended Aug. 4, 2000; amended Jan. 9, 2004; amended Dec. 19, 2008.)