

**Vermont Secretary of State
Office of Professional Regulation**

**Twenty-Third Annual Report
on
Professional Licensing**



Deborah L. Markowitz, Secretary of State

Jessica G. Porter, Director

November 2004

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A note to the reader:

26 V.S.A. §3106(a) requires the Director of the Office of Professional Regulation to prepare a concise report on the activities of all regulatory programs supported by the Office. This is the Twenty-Third Annual Report, providing information on regulatory programs for 40 professions and occupations administered under the Secretary of State and for the fiscal year ending June 30, 2004. Information relating to specific professions can be accessed via our web page: <http://www.vtprofessionals.org> Comments and suggestions are welcome. Write or call the Director, Office of Professional Regulation, c/o Secretary of State, 26 Terrace Street, Drawer 09, Montpelier, Vermont 05609-1106, (802) 828-2363 or e-mail to opr@sec.state.vt.us.

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This report contains information regarding the following professions:

Accountancy	Naturopaths
Acupuncture	Nursing
Architects	Nursing Home Administrators
Athletic Trainers	Occupational Therapists
Auctioneer	Opticians
Barbers & Cosmetologists	Optometry
Boxing Control	Osteopathic Physicians and Surgeons
Chiropractic	Pharmacy
Crematorium	Physical Therapists
Dental Examiners	Private Investigative & Security Services
Dietitians	Psychoanalyst
Electrolysis	Psychology
Professional Engineering	Psychotherapist, Non-licensed
Funeral Service	Radiologic Technology
Hearing Aid Dispensers	Real Estate Appraisers
Land Surveyors	Real Estate
Marriage & Family Therapists	Respiratory Therapists
Clinical Mental Health Counselors	Social Workers, Clinical
Midwives, Licensed	Tattooists/Body Piercers
Motor Vehicle Racing	Veterinary

<p style="text-align: center;">Director's Report Fiscal Year 2004</p>
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This Director's Annual Report for the Office of Professional Regulation (OPR, Office) covers Fiscal Year 2004 - July 1, 2003 through June 30, 2004. A series of tables and charts provide a detailed report on the activities, revenues, and expenditures for all regulatory programs administered under the jurisdiction of OPR. During FY 2004, regulatory programs for 40 professions and occupations were supported and managed by the Office.

The Office continues to make great strides in the information available on its web pages, found at: <http://www.vtprofessionals.org>. Currently you may find the laws and rules for all professions on the profession's home page. In addition, every application and form that is printed in the Office is available. Finally, all disciplinary decisions since July 2000 can be reached through our web page.

This year the office is holding individual board and advisor retreats where the process of ensuring a fair hearing is reviewed and a self assessment by each profession will be done to look at how we can improve access by the public. In addition, each profession is exploring whether there are alternative discipline approaches that would support handling the less serious disciplinary cases in a more efficient and personal way.

We would like to acknowledge the dedication of the Office prosecutorial and investigative unit that did the work of investigating 409 and prosecuting 249 disciplinary cases this last year. Without their hard work, the Office could not function. The dedicated investigators are: Ron West, Chief Investigator, Michael Colgan, Jackie Cholewa, Steve Kennedy, Gloria Danforth and Brenda Tetrault. The prosecuting attorneys are Robert Backus, Esq., Edward Adrian, Esq., and Angela Stanski, Esq.

It is also important to acknowledge those who volunteer their time in service as board members or advisors to the Director. Their contributions are critical to the success of Vermont's professional regulatory programs. Along with these dedicated volunteers, OPR will continue to look for ways to improve professional regulation in Vermont and to implement any new regulatory programs enacted during the legislative session.

Respectfully submitted,

Jessica G Porter, Director
Office of Professional Regulation

Overview of Professional Regulation

This section provides a brief overview of the professional regulation for those new to this area of government.

Part 1. The Purpose of Regulation

The primary purpose of regulatory oversight is to protect the public's health, safety and welfare from unqualified or unprofessional practitioners as set out in Title 3 and Title 26 of the Vermont Statutes. This is done by assuring that applicants are qualified, complainants of unprofessional conduct are investigated, and standards of practice are defined. Both Boards and Advisory groups do this by:

- Following the laws and adopting rules regarding the practice of the profession
- Reviewing applications for licensure, and registration,
- Hearing evidence against a practitioner charged with unprofessional conduct and deciding discipline. In the case of advisor groups they share their expertise at the investigatory and charging phases, and an Administrative Law Officer (ALO) serves as the fact finder and decider of discipline.

Part 2. General Information

A. Members

Advisory groups are usually made up of two members of the profession. On occasion there is a third member who is either a public member or a member in a related profession

Board makeup varies from as few as three, to as many as nine members. In general, two members of any board are public members. By law, a member is appointed by the Governor, for a five year term and can be reappointed to serve a second term.

B. Meetings

Times & Dates: Meetings are usually held on a regular basis. Some meet monthly, some every other month, and a few quarterly. Meetings are open to the public, except for executive or deliberative sessions. When interested people attend, they are allowed to comment when it is appropriate, and when recognized by the Chair.

C. Staff Support

The Office of Professional Regulation provides approximately 40 professions with administrative, secretarial, financial, investigatory, inspection, and legal services.

Part 3. Applications

The Staff reviews and processes applications to ensure that all required documentation has been submitted, and determines whether or not the applications are ready for board review.

Part 4. Complaints of Unprofessional Conduct

The Board accepts complaints from any source, and may investigate a licensee even without receiving a complaint.

A. Screening Process For Complaints

- i. All complaints received are forwarded to the Unit Administrator (UA) for review. They will immediately read all complaints received to identify emergencies and will fully review and handle all complaints within 10 days of receipt of each complaint.
- ii. The board member or advisor, within 14 days, will review the complaint, and based on the documentation received will notify the UA of their recommendation to:
 - a. screen out the case taking no action, or
 - b. open for further investigation (the results of the investigation will determine whether or not action would be taken)
- iii. The screened cases will be mentioned to the board at its next meeting, but will not require action by the board. In the case of advisory groups, the Director will review the screened case.

B. Cases Opened for Further Investigation

When a formal investigation is necessary, the UA will assign the complaint a case file number, and notify the complainant and respondent (the licensee) of receipt of the complaint. They will then send a copy of the complaint to the assigned board member (or to the advisors), and to the investigative division. This begins the investigative process, and creates the Investigating Team (I-Team). During the entire investigation, the board member/advisor assigned to the I-Team is not to discuss the case with the public or other board members.

The I-Team includes the UA, the board member/advisor, and an investigator, and may also include a prosecuting attorney if needed. The investigator interviews the complainant and respondent, and any other persons with knowledge of the complaint that the investigator determines appropriate. The investigator also gathers documentation, and/or records relating to the complaint. The investigator prepares an investigative report summarizing the case, which is then forwarded to the board member/advisor on the I-Team who reviews the information.

If the I-Team agrees that the case should be concluded without disciplinary action, the UA will draft a closing report; (a very brief summary of the investigations findings) for the I-Team to review. If the I-Team concurs with the report it will be presented to the Board, or the Director for Advisory groups, at its next meeting for a vote to close. The Board, or the Director, can accept or reject the I-Team's recommendation to close the investigation.

If a decision has been made that disciplinary action is warranted, the prosecuting attorney prepares formal charges and is responsible to present the evidence to the Board or ALO, who make the findings and issue an order for any sanctions. The complainant is given notice of the hearing date. Board decisions can be appealed by the prosecuting attorney or the licensee to the Appellate Officer (AO) and then to Superior Court and possibly the State Supreme Court, if so desired. Advisor professions have their decisions made by the Administrative Law Officer (ALO.) Those decisions also can be appealed by the prosecuting attorney or the licensee to the Appellate Office (AO) and then to Superior Court and possibly the State Supreme Court, if so desired.

Part 5. Funding for Professional Regulation

The Office of Professional Regulation receives no general funds for its operation.

Each profession with a board/commission funds its operations entirely by that particular profession's licensing fees. The advisor groups, which have a small number of licensees, pool their licensing fees together as a group, and are also entirely funded by their group licensing fees.

Statutory Changes Adopted in FY04 Legislative Session
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Legislation affecting the Office or all professions: None

Legislation specific to the various OPR professions:

Optometry: In 2003 the office was charged by the Legislature with reviewing S. 54, a proposal to expand the scope of practice for optometrists. The office conducted an extensive investigation and held public meetings before issuing a report in December 2003 endorsing the proposal. **“We conclude that with appropriate safety measures added to the legislation the public would not be harmed by expanding the scope of practice for optometrists.”** After issuing the report, the office played a significant role testifying before various legislative committees and negotiating compromise on provisions which led to the passage of amendments to the Optometrist laws. As a result of the new amendments, and as soon as the new formulary committee determines which drugs may be used, properly trained optometrists in Vermont will be able to treat glaucoma and make broader use of pharmaceuticals. The amendments to their statutes are found in Chapter 30 of Title 26.

Respiratory Care Practitioners: After going through the sunrise review process, the Office recommended regulation of Respiratory Care Practitioners, which became law by Act 139 (H.609) on May 27, 2004, requiring all respiratory care practitioners be licensed prior to practicing in this state.

Pharmacy: The Legislature transferred responsibility for the collection of pharmaceutical marketer gift disclosures from the Board of Pharmacy to the Office of the Attorney General in 2004. The Attorney General's Office already had the enforcement authority for this law as originally enacted in 2003.

<p style="text-align: center;">Statutory Revisions Identified in FY04 For Consideration in FY05</p>
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Proposed Legislation for 2005, exclusive of fee proposals.

General Provisions applicable to all professions:

*Language regarding board quorums and voting requirements is standardized so that within the statutes of each board, a majority of the members of a board constitutes a quorum for transacting business, and all action shall be taken up on a majority vote of the members present and voting.

*Clarification of applicant's burden to show entitlement to a license.

*Clarification of use of prosecuting and office staff attorneys.

*Duty to report all criminal convictions.

*Further definition of unprofessional conduct, elimination of "gross...and repeated..." language which was made obsolete by recent amendments.

*Use of existing administrative penalties to fund extraordinary costs of prosecutions in advisory professions.

*Standardization of board and advisor appointments.

*Elimination of a second intermediate appeal from board decisions to appellate law officer, before appealing to superior court and then the State Supreme Court.

Laws relating to specific professions:

Nursing Home Administrators: general revisions to modernize language and reflect current practices.

Barbers and Cosmetologists: clarification of licensing prerequisites.

Dentists: elimination of lapsed license exemptions.

Engineers: repeals transient practice permits.

Funeral Services and Crematory Establishments: Consolidate the two regulatory programs. Crematories would be regulated by the funeral board rather than as a separate advisor profession.

Pharmacists: pharmacy technician practice is permitted, pending final application approval, pharmacy re-inspection fee authorized.

Physical Therapists: revisions to practice act and procedures.

Real Estate Brokers and Salespersons: increased requirements for education, experience, and continuing education.

Veterinarians: new competency requirements for licensees out of practice more than five years.

Opticians: remove obsolete provisions, new term “optician trainee,” new continued competency requirements for opticians out of practice more than five years.

Radiologic Technologists: PET/CT licensing prerequisites, clarification of educational standards approval.

Psychologists: clarification of board powers and authority, elimination of duplicative statutes.

Clinical Mental Health Counselors: modify pre-board service experience qualifications, require entry on roster for supervised practice.

Real Estate Appraisers: modify supervisor experience requirements.

Marriage and Family Therapists: require entry on roster required for supervised practice.

Roster of Non-licensed and non-certified psychotherapists: eliminates the requirement that unprofessional conduct in the past to be evaluated before applicant can be placed on the roster.

Tattooists and Body Piercers: modify the requirements for apprentice supervisors.

Electrologists: move from certification to licensure.

Motor Vehicle Racing: move from Title 31 to Title 26, change from commission to advisor group.

Report of the Prosecutorial and Investigative Division

The primary charge of this division is to investigate and prosecute unprofessional conduct cases. The division also carries responsibilities for inspecting certain business and can be involved in investigating the fitness of applicants for licensure. The division consists of six full-time experienced investigators and three prosecutors.

We have completed our first fiscal year since bringing the prosecutorial functions “in-house,” and the change has been a good one. With the prosecutors and the investigators in the same building, communication within the division has improved. This speeds the flow of cases resulting in faster dispositions, which serves the public and the professions better. The number of cases closed with discipline rose 44% compared to the average for the previous five years. This is probably another result of the improved communication within the division. The cost per case to investigate and then prosecute a case dropped substantially (68% and 49% respectively) in the past year as the division handled and prosecuted more cases than in previous years.

The fact that the division is handling more cases than in previous years represents a challenge. The number of new cases received for investigation has risen over 40% since 1999 with a nearly 10% jump during the last year alone. The recent contracting for part-time inspection services, along with the increasing proficiency of the prosecutors will help to meet this challenge, but the challenge will remain.

Review of Specific Activity of Professions

Introduction

It is important to note that the Boards, Commissions, and Advisory Committees spend tremendous amounts of time dealing with new applications, complaints of unprofessional conduct, requests for review of continuing education programs, requests for information regarding laws and rules, etc. These are areas which the regulatory profession considers as its “business as usual” work. What follows below are some specific areas of interest that were in addition to the last fiscal year’s considerable work load.

The **Board of Public Accountancy** took proactive measures to deal with this changing profession and promulgated revised rules that went into effect August 2003. The Board has spent considerable time reviewing current trends in the accounting profession. The Board has been working with the national organization on the implementation of a computerized examination which went into effect in May of 2004.

The **Allied Mental Health Practitioners** (*Marriage & Family Therapist, Mental Health Counselors, and Psychotherapists*) licensed two Marriage and Family Therapists, 31 Clinical Mental Health Counselors, and added 54 Psychotherapists to the Roster during the fiscal year.

The **Board of Architects**, in an effort to reduce some of the Board’s direct costs, now meets every other month. The Board also decided that the Intern Development Program (IDP) program must be part of the experience requirement under the nine year experience rule for eligibility for licensure.

The **Athletic Trainer Advisors** have been working on revisions to their rules. The revisions are mostly in response to the legislative change from certification to licensure. Additionally, the Director, with the advice of the athletic trainer advisors, has promulgated rules regarding temporary permits.

The **Auctioneer Advisors** have been working on adopting their first rules. The rules will now include the apprenticeship/course requirement, as well as long-needed rules on charitable auctions, unprofessional conduct, inventories, contracts, posting of sale terms, advertising, complaint procedures, and disciplinary actions.

The **Board of Barbers & Cosmetologists** has been working diligently to update their rules, and have held several public hearings to obtain input from the licensees.

The **Board of Chiropractic Physicians** adopted a policy on Continuing Education Journals. The Board encouraged practitioners to avail themselves of technical profession related literature whenever possible, and toward that end, the Board construed the term “individual course” as it appears in Board Rule 4.2 to include practitioner created journals.

The Board decided to permit continuing education credit for journals at the rate of one hour for each 6 pages of chiropractic articles or texts read, summarized, and documented.
Adopted February 3, 2004

The **Board of Dental Examiners** issued a Newsletter in September of 2003, some of the items presented were:

- * increases in expenses, primarily due to an increased number of investigations, created a financial situation where the Board has had to assess higher fees.
- * tradition and certified dental assistant's must complete a CPR course or Emergency Office Procedures Course before their first biennial renewal to be in compliance with the Rules.
- * The Board must be notified within 30 days of the date of hire of any dental auxiliary. The auxiliary is subject to the rules and laws of the state immediately upon being hired.
- * A dental auxiliary who is monitoring a patient breathing nitrous oxide, must have a current certificate in CPR.
- * Specific standards were reviewed to verify adequacy of sterilization cycles in dental offices as recommended by the American Dental Association and the Centers for Disease Control (CDC).

The **Electrologist Advisors** have completed rule changes. Changes reflect the review and update of all rules including eligibility for licensure, and that electrology offices shall have a designated licensed electrologist responsible for overall cleanliness and sanitation, as well as a change in the continuing education credits, and added requirements for a lapsed license. They have reviewed new proposed statutory changes.

The **Board of Professional Engineering** reviews of applications occupied most of the Board's time. The Board continued to support the National Council of Examiners for Engineering and Surveying by sending representatives to district and national meetings.

The **Funeral Service Board** spent considerable time reviewing proposed legislation intended to allow the deceased to determine their own final disposition. This year removal personnel were licensed for the first time when working in funeral homes and crematories.

The **Board of Land Surveyors** continued the review of the application process that is currently in place. Much time and effort was spent reviewing and approving continuing education as well as developing additional questions for the Vermont test.

The **Licensed Midwives** are working on revising forms for renewal applications and peer reviews, and reviewing the research on birth in the home following a previous cesarean.

The **Motor Vehicle Racing Commission** worked on drafting legislation to change this commission to an advisory group.

The **Naturopathic Physicians Advisors** continue to work with the Department of Health to revise the formulary for Naturopathic Physicians.

The **Board of Nursing** convened the Advance Practice and the Nursing Practice Ad Hoc Committees to address current nursing issues. As a result of the Committee's research and advice the Board published advisory opinions on:

- The Administration of Propofol (Diprivan);
- Peripherally Inserted Central Catheters (PICC Lines);
- Femoral Vein Catherization for Hemo Dialysis Access;
- The Role of the LPN in IV Therapy; and
- Client Age Perimeters for Adult Nurse Practitioners.

All advisory opinions are available on the web site, <http://www.vtprofessionals.org>.

The Board surveyed and approved Norwich University's Baccalaureate Nursing Program for a 7 year period and the Southern Vermont Associates and Baccalaureate Nursing Program for a 2 year period.

Discipline issues continue to absorb the majority of the Board's time and effort. Licensees disciplined before the Board increased from 95 in Fiscal Year 2003 to 127 in Fiscal Year 2004.

The **Board of Examiners of Nursing Home Administrators** met four times in this fiscal year. The Board is responsible for regulating the practice of Nursing Home Administrators, the administering of the state examination, and the approval of continuing education credits. Disciplinary complaints have increased to approximately 4-5 per year.

The **Occupational Therapists** newly adopted rules which became effective June 1, 2004. The rule changes were necessary to implement the new legislation changing the regulatory system for this profession from certification to licensure, and to address supervision of occupational therapy assistants and assistive personnel. The rules also address requirements for continuing education.

The **Board of Opticians** licensed six new opticians during this fiscal year. The Board plans to begin reviewing its laws and rules to determine if changes are needed.

The **Board of Optometry** has been working on implementing the new legislation allowing them to treat glaucoma and to use certain pharmaceuticals. They also coordinated with SUNY College on providing optometry coursework required by licensees by the new law.

The Board of **Osteopathic Physicians & Surgeons** licensed six new osteopathic physicians during this fiscal year, and is beginning reviews of its laws and rules to determine if changes are needed.

The **Board of Pharmacy** began the implementation of its new rules regarding Pharmacy Technicians. During the fiscal year the Board registered 650 technicians under the new law. The Board is reviewing the issues related to automated and remote pharmacies.

The **Physical Therapists** advisors are currently reviewing all physical therapy statutes and administrative rules for consistency with the Model Practice Act for Physical Therapy (MPA). The advisors are working with other professions and the Vermont Physical Therapy Association to determine if the MPA language is appropriate to Vermont practice. It is anticipated that discussions with other professions will continue through 2005 before any further legislation is proposed.

The **Board of Private Investigative & Security Services** has been diligently reviewing and revising their rules to parallel the statutory changes that went into affect July 2002. They have been working on establishing training requirements for security guards and private investigators. It has held public meetings and gathered input from the industry, as well as other states that have similar requirements.

The **Board of Psychological Examiners** began the fiscal year with six pending unprofessional conduct cases. During the course of the year they opened ten new cases, completed investigations in nine, closed nine cases without action, and took disciplinary action in three cases. In December 2003 the Board issued its second newsletter, some of the areas covered:

- * Continuing Education Update – since removing the requirement that CE documentation had to be submitted prior to renewal for credits, the number of direct requests for continuing education approval to the Board has become smaller.
- * The ASPPB Annual Meeting focused on the supervision of trainees prior to their licensure, and consultation with already-licensed psychologists.
- * As of September 4, 2003, 77 persons received passing scores on the Jurisprudence Exam

The **Board of Radiologic Technology** licensed 68 new technologists during the fiscal year. The Board has been discussing possible statutory changes regarding the use of fluoroscopy, and other new modalities and equipment, such as PET/CT that are currently not provided for by law.

The **Real Estate Appraisers** Board put a good deal of emphasis on reviewing the appraiser trainee process and the pending changes to the licensing qualifications proposed by the Appraiser Qualifications Board (AQB) of the Appraisal Foundation.

The **Real Estate Commission** continues to handle a large number of complaints, and has established a program of random inspections of the agencies. A checklist for use during the inspections was developed and sent to each licensee in the Winter 2004 newsletter.

The **Tattooist and Body Piercers Advisors** developed rules which became effective July 1, 2004. These rules are the first for the profession of body piercers, and address newly enacted apprenticeship requirements, infection control procedures and operating standards. The Director, with input from the Advisors and the Department of Health, proposed changes to the rules regarding sanitation and sterilization standards, created general procedure applicable to all shops more specific and separate procedures for tattooists and for body piercers.

The **Board of Veterinary Medicine** licensed 18 new veterinarians during the fiscal year. The Board plans to begin reviewing its laws and rules to determine if any changes are needed.

Glossary of Relevant Terms

Adjudication- a judgment by a court or authorized body, based on evidence presented, which decides a controversy.

Administrative agency - any official entity that carries out the law; includes all agencies within the executive branch of government.

Administrative rule - a statement issued by an administrative agency to implement a statute; it in some way controls the activities of a specified group; it has the force of law.

Annotated Code - all the rules made by administrative agencies of the state, brought together in one unit.

Administrative Procedure Act - statutory process for adopting rules and hearing contested cases 3 V.S.A. *Ch.25*.

Certification - a voluntary process by which an agency of government grants to an individual, who meets certain minimum educational and testing standards established by the law, the right to use the title of that profession or occupation. Unlike licensure, a certification law or “title act” does not prohibit individuals from engaging in the regulated profession. However, it is unlawful for a person who is not certified to use a given title or to hold himself or herself out to the public as being “certified” to practice a regulated profession.

Chapter - the law for each board has its own chapter. Chapters are found in Title 26 of the Vermont Statutes Annotated.

Consent order - a formal agreement of the parties, made under the sanction of the court or an administrative agency, that some step (such as ceasing an activity, correcting a practice, or paying a fine) will be taken to resolve a complaint.

Consumer member - a public member on a board who represents the interest of those who are actual or possible purchasers, leases, or recipients of consumer goods, consumer services, consumer realty, or consumer credit.

Continuing competence - maintained knowledge and skills, and demonstrated current competence.

Continuing education - educational opportunities beyond formal education and initial entry level into a profession to enable practitioners to maintain competence, to become aware of new developments and to provide responsible, quality services.

Hearing - a proceeding in which evidence is taken in order to determine an issue of fact. Boards may hold either disciplinary or proposed rules hearings. A disciplinary hearing is a formal, proceeding, that results in “action” for or against the subject of the complaint. A proposed rules hearing is an opportunity for interested parties to address the board regarding changes they are

proposing to the boards rules.

Indemnification - the act of securing a party who acts for the benefit or at the request of another party against future hurt, loss, or damage; the second party promises to compensate the first in such event.

Law - statutes, rules, decisions of a court.

License - a personal right granted to the holder by an authorized body. It allows the licensee to do something which he could not legally do without such permission. Applicants for a license must conform to criteria and fulfill other requirements (such as a qualifying examination) before being able to practice that profession or occupation.

Licensing - of establishments - a right to operate an establishment conforming to certain standards set down by an administrative agency; the person in charge of that establishment is then responsible for the work of others there.

Licensing - of individuals - a right conferred in order to practice a specific profession or engage in a listed occupation; the practitioner must qualify according to criteria (such as testing) established by the board governing that profession.

Oversight - the periodic review of agencies (boards) by a legislative committee or by an internal audit by the division in charge of the agency.

Petition - a formal request for action from an individual, a group, or a board.

Practitioner - a person who practices a specific occupation or profession.

Public comment - comments concerning an issue which are gathered by holding hearings, and/or inviting written public response.

Public record - any documents which are required by law to be made, maintained, or kept on file by any public body. Agency or board documents which pertain to an investigation in progress are not part of the public record; access to them may be denied or allowed (unless allowing access is otherwise prohibited by law)

Quasi-judicial - "like a court"; the kind of activity in which an agency (board) acts like a court, making judgments on a contested matter and issuing decisions that affect the right and obligations of the parties.

Quorum - the number of members of a body that, when assembled, is legally competent to conduct business, usually a majority of the body.

Registration - a formal listing; a legal procedure which involves sending to a designated agency an applicant's name, address, and a set fee in order to practice a profession.

Regulatory board - a government body which is responsible for regulating a profession or activity.

Reliability - the consistence of results of an assessment device across different administrations.

Re-certification - a subsystem of credentialing designed to provide assurance that the skills and knowledge of the practitioner are sufficiently up-to-date.

Restitution - the act of making good, or of giving the equivalent for any loss, damage, or injury.

Recusal the process by which a person removes him or herself from a particular case or decision due to a conflict of interest.

Rule - a statement of general applicability that interprets or implements law or policy that; it has the force of law; it is written by an administrative agency and adopted after publication for public comment and review by a legislative committee.

Section - rules of the board are divided by sections, each section has its own number. The sign § is commonly used instead of the word Section. Two of the signs together §~ more than one section is being stated.

Self-assessment - voluntary measurement of one's knowledge, skills or attitudes in a given area.

Statute - a law enacted by the legislature.

Statutory authority - boundaries of a board's lawful responsibility as laid out by the statute which created it.

Stem The component of a multiple choice question which states the problem and sets the frame of reference (focus) for an individual to select a correct response.

Stipulation - a condition, requirement, or item of an agreement, specified in an instrument.

Subpoena - literally, "under penalty." It is a legally enforceable writ commanding the appearance of a witness at a judicial or other proceeding; the witness may be subjected to penalties if he fails to attend or to produce documents, if so directed.

Unfair or deceptive trade practice - any practice used by merchants or tradespeople which misleads or cheats consumers.

Validity - the degree to which an examination measures what it is intended to measure

Credit: The Glossary is adapted from Effective Consumer Representation: An Orientation

Manual for Board Members prepared by the Maryland Consumer Council and the Maryland Citizens Consumer Foundation (1979) and A Manual for Members of Professional and Occupational Licensing Boards of the State of New Jersey prepared by the New Jersey Department of Law and Public Safety (1981)

Appendix A: Receipts and Expenditures By Profession - for Fiscal Years 2001 through 2004						
	Fiscal Year 02		Fiscal Year 03		Fiscal Year 04	
	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures
Acupuncture	12,445	11,266	2,635	11,506	17,680	10,970
Athletic Trainers	1,260	8,376	11,855	8,697	1,835	8,852
Auctioneer	3,230	30,022	34,660	24,105	4,735	18,226
Crematory Advisors	NR	NR	0	9,068	1,110	6,639
Dietitian	10,890	8,209	1,495	8,106	15,305	9,261
Electrolysis	2,120	7,057	5,250	7,016	260	10,670
Hearing Aid	6,660	8,430	3,620	8,222	8,195	8,509
Midwife, Licensed	360	11,731	2,595	10,711	220	14,261
Naturopathic Physician	2,435	8,952	13,895	11,487	2,035	10,428
Occupational Therapy	42,305	15,337	7,205	15,189	42,815	23,639
Physical Therapy	11,605	39,075	90,240	38,406	11,260	40,511
Psychoanalyst	1,128	10,076	19,295	10,065	730	10,437
Social Workers	83,917	29,805	8,845	29,377	84,925	39,282
Tattooist/Body Piercers	3,380	21,548	14,285	20,447	2,145	25,300
Subtotal -Advisor Groups	181,735	209,884	215,875	212,402	193,250	236,985
Accountancy	126,620	73,202	78,155	80,403	149,390	69,470
Architect	14,840	58,916	111,161	61,942	13,835	58,697
Boxing	1,150	6,825	0	7,008	25	7,486
Barber/Cosmetology	211,802	178,008	50,105	175,358	283,085	173,830
Chiropractic	6,695	37,740	67,760	33,033	5,320	41,115
Dental	160,525	135,416	11,675	148,361	270,110	149,410
Engineer	87,545	136,976	272,159	136,402	158,255	168,323
Funeral Service	74,426	52,751	10,065	43,265	70,460	35,085
Land Surveyor	2,570	35,526	72,995	33,081	1,755	31,873
Mental Health, Allied*	23,553	64,711	162,580	60,796	15,195	39,554
Motor Vehicle Racing	15,150	14,443	1,090	14,649	16,600	15,792
Nursing	363,338	736,720	998,097	737,395	525,896	739,577
Nursing Home Admin	27,280	19,684	1,770	18,193	32,485	24,310
Optician	7,160	16,620	25,600	16,983	3,660	17,384
Optometry	14,340	16,537	22,820	17,106	4,910	18,859
Osteopath	3,760	24,826	44,700	26,414	5,430	24,919
Pharmacy	155,120	87,011	81,625	91,759	204,690	121,744
Private Detective	24,065	55,218	112,685	55,992	34,005	40,365
Psychology	152,028	52,390	7,275	60,858	150,500	60,327
Radiologic Tech.	15,735	30,489	73,440	30,268	14,605	33,282
Real Estate Appraiser	19,562	46,149	78,850	40,230	31,155	68,725
Real Estate Comm.	378,923	177,268	33,705	171,133	409,750	202,639
Veterinary	14,210	43,107	97,525	42,292	12,320	63,941
Subtotal - Boards/Comm.	1,900,397	2,100,533	2,415,837	2,102,921	2,413,436	2,206,707
GRAND TOTAL	2,082,132	2,310,417	2,631,712	2,315,323	2,606,686	2,443,692

NR = Not Previously Regulated

Appendix B: Historical Data of Pending Cases - Start of the Fiscal Year & New Cases Received													
	Open Cases at the Beginning of Fiscal Year							New Cases Rec'd During Fiscal Year					
	1999	2000	2001	2002	2003	2004	2005	1999	2000	2001	2002	2003	2004
Accountancy	4	1	4	4	13	10	1	2	6	3	10	10	0
Acupuncture	0	0	0	0	-	0	0	0	0	1	-	0	0
Alcohol/Drug Coun.	NR	NR	1	4	10	4	5	NR	NR	4	8	0	6
Architect	3	0	1	0	4	4	1	-	0	1	4	3	1
Athletic Trainers	NR	0	0	0	1	0	0	0	0	0	1	0	0
Auctioneer	1	3	1	4	6	3	1	7	2	6	4	3	3
Barber	1	0	0	1	-	1	0	0	0	1	1	1	0
Boxing	0	0	0	0	-	0	0	0	0	0	-	0	0
Body Piercing	NR	NR	NR	NR	NR	1	0	NR	NR	NR	NR	1	0
Chiropractic	8	5	4	7	8	7	0	6	4	5	3	7	3
Cosmetology	9	4	2	5	18	10	6	8	6	7	25	11	23
Dental	26	21	10	31	34	37	25	15	21	42	26	33	29
Dietitian	0	0	0	0	-	0	0	0	0	0	-	0	0
Electrolysis	NR	NR	NR	0	-	0	0	NR	NR	0	-	0	0
Engineer	15	7	8	6	6	6	2	2	6	2	6	8	4
Funeral Service	5	7	5	1	5	8	8	9	6	5	8	8	5
Hearing Aid	0	2	2	2	1	0	0	4	2	1	0	0	0
Land Surveyor	6	8	8	9	4	2	1	8	7	7	3	6	4
Marriage & Family	1	1	1	1	1	1	2	1	0	0	0	0	1
Mental Health Coun.	10	3	4	1	5	3	3	2	6	6	5	4	5
Midwife, Licensed	NR	NR	0	0	1	2	5	NR		1	1	1	4
Motor Vehicle	0	0	0	0	-	0	0	0	1	0	-	0	0
Naturopathic Phy.	0	1	0	0	-	0	0	1	2	0	-	1	1
Nursing	91	73	103	101	120	99	102	127	125	147	168	148	174
Nursing Home Adm.	4	5	4	1	1	3	4	4	3	0	-	3	5
Occupational Ther.	0	0	0	1	0	1	1	0	0	1	-	1	1
Optician	2	0	0	0	-	1	0	1	0	0	-	3	2
Optometry	2	4	1	1	2	2	1	4	1	0	1	2	3
Osteopath	2	3	5	4	5	3	5	4	8	5	5	4	5
Pharmacy	16	8	8	13	10	12	25	9	10	17	14	24	27
Physical Therapy	0	3	1	2	2	0	0	4	0	1	3	2	1
Private Detective	16	10	8	9	6	3	20	11	12	7	4	3	25
Psychoanalyst	0	0	0	0	1	1	1	0	0	0	1	0	0
Psychology	21	14	8	3	6	6	4	12	13	7	8	6	10
Psychotherapist	6	1	7	3	2	1	0	3	8	3	1	1	1
Radiologic Tech.	1	0	1	0	-	1	2	0	1	1	-	1	2
Real Estate Appr.	5	4	2	5	5	13	15	6	5	5	5	18	15
Real Estate Comm.	38	48	51	52	27	28	51	50	66	62	44	55	56
Social Workers	7	4	5	2	3	4	5	5	7	4	5	5	6
Tattooist	2	1	1	1	5	2	2	3	2	2	6	7	3
Veterinary	5	4	10	11	9	9	6	5	11	11	10	22	16
TOTAL	307	245	266	285	321	288	304	313	341	365	380	402	441

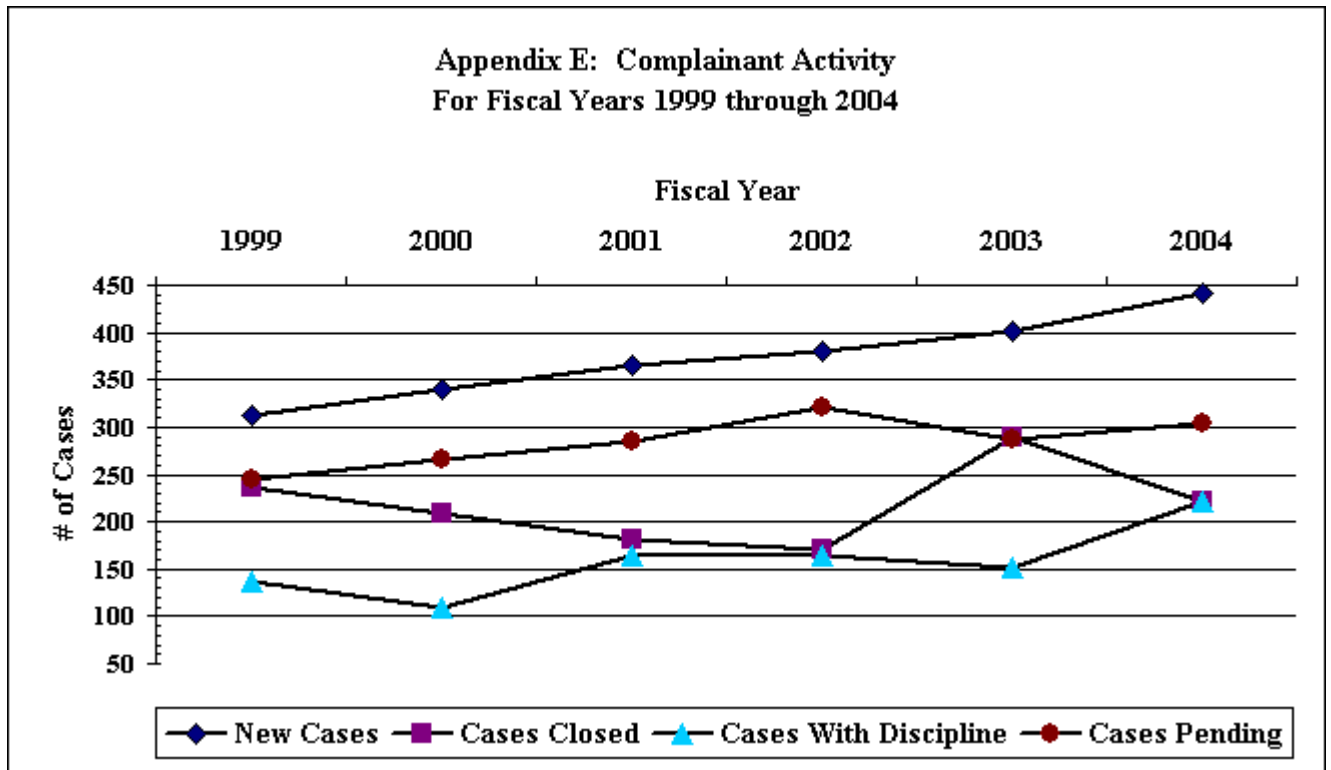
NR = Not a Regulated profession

Appendix C: Detail of Complaint Activity for Fiscal Year 2004

	Cases Open at Beginning of Fiscal Year 2004	New Cases Received	Investigations Completed	Cases Closed w/out Disciplinary Action	Formal Charges Filed	Cases with Disciplinary Action
Accountancy	1	0	2	8	3	1
Acupuncture	0	0	0	0	0	0
Alcohol/Drug Counselor	5	6	3	4	4	1
Architect	1	1	2	4	0	0
Athletic Trainer	0	0	0	0	0	0
Auctioneer	1	3	2	3	0	2
Barber	0	0	1	0	1	1
Boxing	0	0	0	0	0	0
Body Piercing	0	0	1	0	1	1
Chiropractic	0	3	5	5	2	5
Cosmetology	6	23	27	16	13	11
Dental	25	29	29	19	12	22
Dietitian	0	0	0	0	0	0
Electrolysis	0	0	0	0	0	0
Engineer	2	4	5	4	7	4
Funeral Service	8	5	3	4	0	1
Hearing Aid	0	0	0	0	0	0
Land Surveyor	1	4	4	5	1	0
Marriage & Family	2	1	0	0	1	0
Mental Health Counselor	3	5	4	3	1	2
Midwife, Licensed	5	4	2	0	2	1
Motor Vehicle	0	0	0	0	0	0
Naturopathic Physician	0	1	1	1	0	0
Nursing	102	174	140	44	117	127
Nursing Home Admin.	4	5	3	3	0	1
Occupational Therapy	1	1	0	0	1	1
Optician	0	2	2	3	0	0
Optometry	1	3	5	4	0	0
Osteopath	5	5	6	3	0	0
Pharmacy	25	27	27	14	25	12
Physical Therapy	0	1	1	1	0	0
Private Detective	20	25	23	6	15	2
Psychoanalyst	1	0	0	0	1	0
Psychology	4	10	9	9	2	3
Psychotherapist	0	1	1	1	1	1
Radiologic Technologist	2	2	2	1	0	0
Real Estate Appraiser	15	15	20	14	6	4
Real Estate Commission	51	56	53	20	25	13
Social Worker	5	6	7	3	3	2
Tattooist	2	3	4	2	2	1
Veterinary	6	16	15	17	3	2
TOTAL	304	441	409	221	249	221

Appendix D: Conduct Cases Concluded Without Discipline & Those With Discipline												
	Cases Concluded Without Discipline						Cases With Discipline					
	1999	2000	2001	2002	2003	2004	1999	2000	2001	2002	2003	2004
Accountancy	5	3	0	1	8	8	0	0	3	-	5	1
Acupuncture	0	0	1	-	-	0	0	0	0	-	-	0
Alcohol/Drug Coun.	NR	NR	1	1	4	4	NR		0	-	2	1
Architect	3	0	1	-	3	4	0	0	1	-	-	0
Athletic Trainer	0	0	0	-	-	0	0	0	0	-	1	0
Auctioneer	3	2	2	1	5	3	2	2	1	1	1	2
Barber	1	0	0	-	-	0	0	0	0	-	-	1
Boxing	0	0	0	-	-	0	0	0	0	-	-	0
Body Piercing	NR	NR	NR	NR	-	0	NR	NR	NR	NR	-	1
Chiropractic	5	3	2	2	5	5	4	2	0	3	1	5
Cosmetology	13	3	1	3	7	16	0	1	3	18	12	11
Dental	16	27	18	14	26	19	4	5	3	4	4	22
Dietitian	0	0	0	-	-	0	0	0	0	-	-	0
Electrolysis	NR	NR	0	-	-	0	NR	NR	0	-	-	0
Engineer	10	5	2	2	7	4	0	0	2	-	1	4
Funeral Service	5	4	4	1	11	4	2	4	5	-	2	1
Hearing Aid	2	2	0	1	1	0	0	0	1	1	-	0
Land Surveyor	4	7	4	7	7	5	2	0	2	1	1	0
Marriage & Family	1	0	0	-	-	0	0	0	0	-	-	0
Mental Health Coun.	6	2	9	-	4	3	3	3	0	1	2	2
Midwife, Licensed	NR		0	-	-	0	NR	0	1	-	-	1
Motor Vehicle	0	1	0	-	-	0	0	0	0	-	-	0
Naturopathic Physician	0	2	0	-	1	1	0	1	0	-	-	0
Nursing	61	41	53	43	74	44	84	54	96	98	95	127
Nursing Home Adm.	1	1	1	1	1	3	2	3	2	1	-	1
Occupational Therapy	0	0	0	1	-	0	0	0	0	-	-	1
Optician	2	0	0	-	3	3	1	0	0	-	-	0
Optometry	1	4	0	1	2	4	1	0	0	-	-	0
Osteopath	3	5	4	3	4	3	0	1	2	1	-	0
Pharmacy	10	7	8	11	16	14	7	3	4	11	6	12
Physical Therapy	1	1	0	-	3	1	0	1	0	-	1	0
Private Detective	10	6	4	4	4	6	7	8	2	1	2	2
Psychoanalyst	0	0	0	-	-	0	0	0	0	-	-	0
Psychology	16	18	11	5	5	9	3	1	1	-	1	3
Psychotherapist	5	2	5	2	2	1	2	0	2	1	-	1
Radiologic Tech.	0	0	1	1	-	1	1	0	1	-	-	0
Real Estate Appraiser	6	6	2	3	9	14	1	1	0	3	1	4
Real Estate Comm.	32	49	34	47	43	20	8	14	27	16	11	13
Social Worker	6	2	4	4	4	3	2	4	3	-	-	2
Tattooist	4	2	1	-	9	2	0	0	1	2	2	1
Veterinary	5	3	9	11	22	17	1	2	1	1	-	2
TOTAL	237	208	182	170	290	221	137	110	164	164	151	221

NR = Not a Regulated profession at that time



Appendix F: Licensees By Profession						
As of July 1, 2004						
Profession	Resident	Non-Resident	Total FY04	Total FY03	Total FY02	Total FY01
Accountants, Certified Public	711	403	1,114	1,067	988	971
Accountants, Registered Public	8	1	9	11	11	10
Accountancy Firms	206	67	273	277	271	275
Acupuncturist	76	30	106	109	88	93
Architects	276	788	1,064	911	986	846
Athletic Trainers	80	8	88	72	67	58
Auctioneers	149	100	249	222	273	256
Barbers	140	9	149	164	173	170
Barber Shops	58	0	58	79	87	81
Boxing	1	19	20	22		1
Chiropractic	164	86	250	230	252	214
Cosmetologists	2,599	344	2,943	2,978	2,840	2,992
Cosmetology Shops	768	0	768	787	727	775
Cosmetology Schools	4	0	4	5	5	5
Crematory Establishments	5	0	5	NR	NR	NR
Manicurists	211	36	247	231	196	180
Estheticians	62	16	78	65	51	43
Dentists	362	160	522	547	510	549
Dental Hygienists	520	107	627	640	602	276
Dental Assistants - Certified	100	3	103	92	81	66
Dental Assistants - Traditional	563	51	614	683	589	415
Dietitians	83	5	88	88	79	81
Electrologist	13	0	13	13	12	0
Electrolysis Shops	17	1	18	20	17	0
Engineers Professional	763	2,382	3,145	3,447	3,141	3,418
Engineering Interns	667	793	1,460	1,387	1,301	1,558
Funeral Directors	123	9	132	135	136	149
Funeral Establishments	63	0	63	66	68	66
Funeral, Removal Personnel	58	0	58	NR	NR	NR
Embalmers	92	7	99	101	101	106
Hearing Aid Dispensers	54	13	67	61	58	60
Land Surveyors	167	82	249	237	261	253
Marriage & Family Therapists	24	8	32	30	29	25
Mental Health Counselor, Clinical	451	48	499	461	468	413
Midwife, Licensed	15	3	18	15	20	16
Motor Vehicle Racing	10	1	11	12	11	11
Naturopathic Physician	20	81	101	85	101	86
Nurses, Registered	6,064	3,149	9,213	7,748	7,968	7,028
Nurses, Licensed Practical	1,607	287	1,894	2,033	1,839	2,057
Nurse Assistants	4,742	599	5,341	4,309	5,009	3,996
Nurse Practitioner	402	73	475	426	501	451
Nursing Home Administrator	68	16	84	90	84	95
Occupational Therapists	186	55	241	254	214	235
Occupational Therapist Assistants	60	14	74	89	79	81
Opticians	79	13	92	96	90	89
Optician Trainee	28	1	29	35	36	30
Optometry	86	19	105	111	110	107
Osteopaths	45	36	81	86	104	97
Osteopath Limited Temporary	6	1	7	11	11	2

Appendix F: Licensees By Profession - Continued						
As of July 1, 2004						
Profession	Resident	Non-Resident	Total FY04	Total FY03	Total FY02	Total FY01
Pharmacists	434	418	852	860	824	821
Pharmacy Institutional	0	0	0	18	17	17
Pharmacy Retail	142	0	142	138	138	137
Pharmacy Wholesale Drug Outlet	1	485	486	461	395	390
Pharmacy, Drug Research Programs	0	0	0	2	3	4
Pharmacy, Non-Resident Wholesale	0	75	75	NR	NR	NR
Pharmacy, Technicians	621	29	650	NR	NR	NR
Physical Therapists	654	311	965	892	895	295
Physical Therapists Assistants	100	74	174	163	176	161
Private Detective Agency	25	45	70	59	62	56
Security Guard Agency	2	17	19	13	13	13
Detective/Security Agency	12	18	30	27	29	28
Guard/Detective Employees	665	304	969	398	938	657
Psychoanalysts	15	105	120	117	138	129
Psychologist - Master	190	11	201	209	203	214
Psychologist - Doctorate	272	76	348	362	343	350
Psychotherapists	301	8	309	250	307	240
Radiography	424	146	570	497	558	457
Radiation Therapy	26	13	39	29	28	22
Radiation, Nuclear Medicine	39	19	58	49	48	41
Radiation, Limited Licensure	14	0	14	18	20	13
Real Estate Appraiser, State Licensed	64	6	70	48	46	42
Real Estate Appraiser, Certified Residential	84	21	105	89	100	98
Real Estate Appraiser, Certified General	71	47	118	106	115	108
Real Estate, Brokers	1,022	157	1,179	1,224	1,161	1,274
Real Estate, Salespersons	937	102	1,039	1,027	851	898
Real Estate, Offices	338	40	378	362	343	375
Clinical Social Workers	589	116	705	694	613	648
Tattooist	44	4	48	38	63	44
Tattooist Shops	9	1	10	11	26	16
Body Piercing Operator	13	3	16	15	NR	NR
Body Piercing & Tattooist Operator	9	0	9	10	NR	NR
Body Piercing & Tattooist Shop	14	0	14	13	NR	NR
Body Piercing Shop	3	0	3	3	NR	NR
Veterinarians	308	222	530	466	532	498
TOTALS	30,498	12,797	43,295	39,306	39,630	36,832

NR = Not Regulated

Appendix G: New License/Certification/Registration Activity Data												
Type of License	Fiscal Year 2004				Fiscal Year 2003				Fiscal Year 2002			
	Exam	Approved	Expired	Total	Exam	Approved	Expired	Total	Exam	Approved	Expired	Total
Accountant, Certified	36	59	-	95	35	31	-	66	44	21	-	65
Accountant, Registered	-	-	-	0	-	-	-	0	-	-	-	-
Accountancy Firm	-	-	-	0	-	-	5	5	-	-	17	17
Acupuncturist	9	7	-	16	14	7	-	21	15	5	-	20
Acupuncture Detox Tech.	1	0	-	1	1	-	-	1	NR	NR	NR	-
Architect	9	77	-	86	13	56	-	69	11	67	-	78
Athletic Trainers	9	3	-	12		3	-	3	5	6	-	11
Auctioneers	8	7	-	15	-	-	10	10	-	-	9	9
Barber	1	2	-	3	2	-	-	2	1	2	-	3
Barber Shop	-	-	4	4	-	-	1	1	-	-	6	6
Boxing Promoter	-	-	-	0	-	-	-	0	-	-	1	1
Boxing Referee	-	-	-	0	-	-	-	0	-	-	1	1
Boxing Judge	-	-	-	0	-	-	-	0	-	-	3	3
Professional Seconds	-	-	-	0	-	-	-	0	-	-	6	6
Boxing Boxer	-	-	-	0	-	-	-	0	-	-	10	10
Boxing Manager	-	-	-	0	-	-	-	0	-	-	1	1
Chiropractic	8	2	-	10	12	4	-	16	21	-	-	21
Cosmetologist	58	38	-	96	79	41	-	120	55	55	-	110
Crematory Est.	2	0	-	2	NR	NR	NR	0	NR	NR	NR	-
Esthetician	5	10	-	15	7	3	-	10	8	4	-	12
Manicurist	11	24	-	35	10	23	-	33	18	34	-	52
Cosmetology Shop	-	-	72	72	-	-	65	65	-	-	68	68
Cosmetology School	-	-	-	0	-	-	-	0	-	-	-	-
Dentist	11	16	-	27	14	5	-	19	10	4	-	14
Dental Hygienist	26	7	-	33	23	9	-	32	21	9	-	30
Dental Assistant-Certified	-	-	24	24	-	-	11	11	-	-	19	19
Dental Assistant-Traditional	-	-	94	94	-	-	91	91	-	-	165	165
Dietitians	-	-	-	0	-	8	-	8	5	8	-	13
Electrologist	-	-	-	0	-	3	-	3	-	-	12	12
Electrolysis Shops	-	-	1	1	-	-	3	3	-	-	18	18
Engineer, Professional	23	150	-	173	57	144	-	201	29	171	-	200
Engineer Intern	70	-	-	70	85	-	-	85	73	-	-	73
Funeral Director	4	-	-	4	5	-	-	5	1	2	-	3
Funeral Embalmers	4	-	-	4	1	-	-	1	1	3	-	4
Funeral, Removal Personnel	-	-	58	58	NR	NR	NR	0	-	-	-	-
Funeral Establishment	-	-	-	0	-	-	-	0	-	-	-	-
Hearing Aid Dispenser	2	2	-	4	1	1	-	2	1	6	-	7
Land Surveyor	3	1	-	4	3	2	-	5	2	2	-	4
Marriage & Family Therapist	2	0	-	2	2	3	-	5	-	4	-	4
Mental Health Counselor	30	1	-	31	29	-	-	29	41	-	-	41
Midwife, Licensed	0	0	-	0	2	-	-	2	20	-	-	20
Motor Vehicle Racing	-	-	-	0	-	-	-	0	-	-	-	-
Naturopathic Physician	8	7	-	15	9	9	-	18	11	7	-	18
Registered Nurse	589	715	-	1,304	508	586	-	1,094	245	553	-	798
Licensed Practical Nurse	106	70	-	176	79	54	-	133	61	64	-	125
License Nurse Assistant	703	126	-	829	728	162	-	890	757	112	-	869

Appendix G: New License/Certification/Registration Activity Data														
Type of License	Fiscal Year 2004				Fiscal Year 2003				Fiscal Year 2002					
	a	m	s	r	T	a	m	s	r	T	a	m	s	r
Nursing Home Admin.	2	1	-	3	1	3	-	4	8	4	-	12		
Occupational Therapist	8	32	-	40	12	22	-	34	14	19	-	33		
Occupational Therapy Assist	3	8	-	11	5	3	-	8	16	4	-	20		
Optician	3	3	-	6	2	8	-	10	4	3	-	7		
Optician Trainee	-	-	12	12	-	-	16	16	-	-	8	8		
Optometry	6	1	-	7	3	4	-	7	3	5	-	8		
Osteopaths	1	5	-	6	-	3	-	3	2	4	-	6		
Pharmacists	19	38	-	57	16	26	-	42	25	26	-	51		
Pharmacy-Institutional Outlet	-	-	-	0	-	-	-	0	-	-	-	-		
Pharmacy - Institutional	-	-	-	0	-	-	-	0	-	-	-	-		
Pharmacy - Retail	3	-	-	3	-	-	-	0	-	-	-	-		
Wholesale Drug Distributor	-	113	-	113	-	-	-	0	-	-	-	-		
Pharmacy - Drug Research	-	-	-	0	-	-	-	0	-	-	-	-		
Pharmacy - Non-Resident	-	-	75	75	-	-	-	0	NR	NR	NR	-		
Pharmacy - Technician	-	-	650	650	-	-	-	0	NR	NR	NR	-		
Physical Therapist	16	34	-	50	27	35	-	62	22	35	-	57		
Physical Therapy Assistant	1	6	-	7	4	3	-	7	10	5	-	15		
Detective Agency, Private	8	-	-	8	1	-	-	1	5	-	-	5		
Security Agency, Private	3	-	-	3	-	-	-	0	1	-	-	1		
Combination Agency	0	-	-	0	-	-	-	0	2	-	-	2		
Guard/Detective Employee	-	-	407	407	-	-	396	396	-	-	539	539		
Psychoanalyst	-	8	-	8	-	10	-	10	6	6	-	12		
Psychologists Doctorate	9	8	-	17	8	5	-	13	9	15	-	24		
Psychologists Master	2	3	-	5	4	-	-	4	4	-	-	4		
Psychotherapist, Non-licensed	-	-	54	54	-	-	-	0	-	-	58	58		
Radiography	37	15	-	52	17	32	-	49	13	63	-	76		
Radiation Therapy	5	1	-	6	2	3	-	5	-	-	-	-		
Nuclear Medicine, Radiology	6	3	-	9	3	6	-	9	-	5	-	5		
Limited Licensure, Radiology	-	1	-	1	1	-	-	1	1	-	-	1		
Real Estate Appraiser, State	16	2	-	18	1	2	-	3	3	-	-	3		
Real Estate Appraiser Resident	4	6	-	10	-	-	-	0	2	-	-	2		
Real Estate Appraiser General	0	7	-	7	-	5	-	5	1	-	-	1		
Real Estate Broker	51	15	-	66	25	12	-	37	29	10	-	39		
Real Estate Salesperson	144	30	-	174	151	39	-	190	106	10	-	116		
Real Estate Office	-	-	41	41	-	-	-	0	-	-	-	-		
Social Worker, Clinical	55	0	-	55	37	36	-	73	23	24	-	47		
Tattooist Operator	-	-	7	7	-	-	7	7	-	-	15	15		
Tattooist Shop	-	-	4	4	-	-	1	1	-	-	12	12		
Body Piercing Operator	-	-	2	2	-	-	15	15	NR	NR	NR	-		
Body Piercing Shop	-	-	1	1	-	-	3	3	NR	NR	NR	-		
Body Piercing/Tattooist Opera	-	-	2	2	-	-	9	9	NR	NR	NR	-		
Body Piercing/Tattooist Shop	-	-	2	2	-	-	13	13	NR	NR	NR	-		
Veterinary	9	9	-	18	10	18	-	28	23	13	-	36		
TOTALS	2,149	1,673	1,510	5,332	2,049	1,429	555	4,033	1,788	1,390	968	4,146		

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