Remaining Relevant – The Future Role of Licensure Boards

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WE CANNOT SOLVE OUR PROBLEMS WITH THE SAME THINKING WE USED WHEN WE CREATED THEM

-Albert Einstein
Traditional Work of Licensure Boards
Development of Standards

- Licensure
- Continuing Education
- Codes of Conduct
Administrative Duties

- Hire Staff
- Adopt Rules
- Set Policy
- Prescribe Forms
- Complaints and Disciplinary Matters
Communicating with Stakeholders

- Current and future licensees
- Professional societies
- Other boards
- Legislators
- The public
Pressures Driving Change
Drivers

• Licensure reform movement
• Advancement in technology
• Changing stakeholder preferences
• Shifting demographics
• Resource strains on boards
• COVID-19 pandemic
Licensure Reform Movement

- Rise in reform legislation
- Evolving reform tactics
- Increased scrutiny of licensure and boards
Advancements in Technology
And there’s more to come.....
Changing Stakeholder Preferences

• We want it now (Amazon)
• We want access and options (Airbnb, Uber)
• We want the brands we support to give back (Warby Parker, TOMS)
• We demand positive experiences (Disney, Chick-fil-A)
Shifting Demographics in the US

**Bigger**
- In less than ten years, the U.S. population will increase to 350 million people.

**Older**
- Over the next few decades, the proportion of Americans aged 65 and older will grow, from 15% to 24% of the U.S. population.

**More Diverse**
- After 2045, non-Hispanic whites will likely make up less than half of all Americans.
Resource Strains on Boards

• Pressures to do more with less (money, staff, time)
• Self-funded (and hesitant to raise fees)
• Reliant on outdated technology (or on state-wide systems)
• Difficulty filling vacancies (especially public members)
COVID-19 Pandemic

- Public policy (emergency orders that may become permanent related to licensure recognition)
- Blurring of geographic boundaries (telehealth, global work teams, etc.)
- The “great resignation”
How Board Work is Evolving
Increased Partnership with National Associations

- Exam development and administration
- Applicant verification services
- Licensee credentialing
- Standards development
## Movement Toward Adoption of National Standards

<table>
<thead>
<tr>
<th>Achieve</th>
<th>Achieve consistent licensure requirements across jurisdictions</th>
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<tbody>
<tr>
<td>Improve</td>
<td>Improve the licensure mobility model</td>
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<tr>
<td>Provide</td>
<td>Provide for increased equity to promote diversity</td>
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<tr>
<td>Increase</td>
<td>Increase defensibility of licensure requirements</td>
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<tr>
<td>Ensure</td>
<td>Ensure the health, safety, and welfare of the public</td>
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Implementation of Shared Services

- Universal licensure applications
- Centralized candidate and licensee database
- Board vacancy announcements
- Research and data
So, what is left for Boards to do.....?!?
Good Question, Glad You Asked
Our Options

Let me know when this is over.

Think different.
Board Work of the Future
Issuing the License

- Delegate administrative authority to staff to approve “traditional path” applicants and the Board focuses on the “non-traditional” applicants
Enforcement and Discipline

- Consistent application in rulings
- Document complaints
- Preventative measures vs. reactive
Regular Review of Statutes and Regulations

- Evaluation for reducing bias and increasing equity
- Positive changes = wins for legislatures, boards, and applicants
- Increase frequency of reviews
## Exercise Your Voice

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<thead>
<tr>
<th>Stakeholders</th>
<th>Tactics</th>
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<tr>
<td><strong>Education – Internal Audiences</strong></td>
<td><strong>Students</strong>  • Presentations to local universities on the path to licensure  • Involvement in student chapter events</td>
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<td><strong>Emerging Professionals</strong>  • Involvement in state chapter events  • Engage on social media channels</td>
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<td><strong>Licensees</strong>  • Communications on statute, rule changes</td>
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<td><strong>Outreach – External Audiences</strong></td>
<td><strong>Governor’s Office</strong>  • Annual reporting on board activities  • Engage in the appointment process</td>
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<td><strong>Legislature</strong>  • Providing testimony when asked  • Find opportunities to educate on importance of licensure and vital board role in public protection</td>
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<td><strong>The Public</strong>  • Does the public in your state know that you exist to protect THEM?</td>
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Engagement in National Associations

- Your voice in setting national policy in the disciplines you regulate
- Vital check on national association work
- Opportunity to serve in leadership and provide input on national direction
- Exposure to best practices across the country
Small Group Discussion
Discussion Topics

- Brainstorm ideas for how board work can evolve to create more/new value.
- Identify your best two ideas to share with the large group.
- Consider things you could/should STOP doing to create more capacity to take on higher-value activities.
Report Out
Call to Action

Do One Thing
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Copy with image
Timeline slide

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<th>2022</th>
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CARE CONFERENCE 2022
For more information, FAQs and updates, visit the BOC website at BOCATC.org.