



**Secretary of State  
Office of Professional Regulation**

**Thirty Fifth Annual Report  
on  
Professional Licensing**



**Jim Condos, Secretary of State**

**Colin R. Benjamin, Director**

**As of: July 2016**

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

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on  
Professional Licensing**

Published by:

Jim Condos, Secretary of State

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**A note to the reader:**

This Director's Annual Report for the Office of Professional Regulation (OPR, Office) covers Fiscal Year 2016—July 1, 2015, through June 30, 2016. It contains the Director's report as well as a summary of the activity of the regulatory programs for the 50 professions with 155 license types, supported and managed by OPR. You will also find tables and charts providing a report on the activities, revenues, and expenditures for all regulatory programs administered under the jurisdiction of OPR.

Information relating to specific professions may be accessed via our web page: <https://www.sec.state.vt.us>. Comments and suggestions are welcome. Write or call the Director, Office of Professional Regulation, Secretary of State, 89 Main Street, 3<sup>rd</sup> Floor, Montpelier, Vermont 05620-3402, (802) 828-1505.

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This report contains information regarding the following professions:

Accountants Acupuncturists Alcohol & Drug Counselors Architects Athletic Trainers Audiologists Auctioneers Applied Behavior Analysts Barbers & Cosmetologists Body Piercers Boxing Chiropractors Clinical Mental Health Counselors Crematoriums Dental Examiners Dietitians Electrologists Funeral Service	Hearing Aid Dispensers Landscape Architects Land Surveyors Marriage & Family Therapists Midwives, Licensed Motor Vehicle Racing Naturopaths Nursing Nursing Home Administrators Occupational Therapists Opticians Optometrists Osteopathic Physicians and Surgeons Pharmacists Physical Therapists Private Investigative/Security Svcs. Professional Engineers Property Inspectors	Psychoanalysts Psychologists Psychotherapists, Non-licensed Radiologic Technologists Real Estate Appraisers Real Estate Brokers, Salespersons and Brokerage Firms Respiratory Care Practitioners Social Workers, Clinical Speech Language Pathologists Tattooists Veterinarians
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## Director's Report

Fiscal Year 2016

Recently, during an interview with a prospective employee, I was trying to describe why I so enjoyed my work at the Office of Professional Regulation (OPR). What is it that makes me want to come to work at OPR every day? Of course I come to work to protect the public; it goes without saying. As is the case with most state government agencies, the work by the exceptional staff of dedicated public servants here at OPR *results* in public protection. But the *result* of our work is not the same as the *belief system* behind it. What we believe points us to why we do what we do and why others wish to participate in, and support, it. What appeared to inspire the applicant that sat in front of me was my statement that the belief system at the heart of OPR is all about *smart government*.

28 years ago, the Vermont Legislature gathered up and consolidated more than 30 disparate and segregated professional regulatory boards and placed them under an umbrella agency (OPR) within the Secretary of State's Office. Today, OPR oversees professional regulation by issuing 155 different license types within 50 separate professions. The legislative intent, or *belief*, behind the creation of OPR was and remains simple: unify, streamline and focus professional regulation within government operations. The Legislature did not then, and does not today, wish to see state government regulate each profession or occupation in a different manner, with a separate IT system, a separate staff, and, most importantly, a distinct business process. Unification through OPR is a smart approach not just for the operation of state government, but for the marketplace it regulates that is not served by confronting a confusing state regulatory environment.

As expected, over time, the consolidation of professional licensing at OPR has led to significant efficiencies in the business process of professional regulation in Vermont and to a smarter government solution. The complex business process necessary to drive each of the essential components of professional regulation, from licensing, to inspection, to enforcement, has been, and continues to be, harmonized whenever possible across all 50 professions so that, for the most part, OPR does things one way, the most efficient way, not 50 different ways, to the benefit of our licensees and the general public. In other words, through a licensing umbrella agency model, Vermont has eliminated enormous amounts of excess red tape that no longer stifles the marketplace and the professionals that operate within it. This is important for today's OPR and for the future as OPR continues to onboard additional professions each year through legislative decisions to either regulate a new profession or move an existing regulated profession to OPR from another branch of state government.

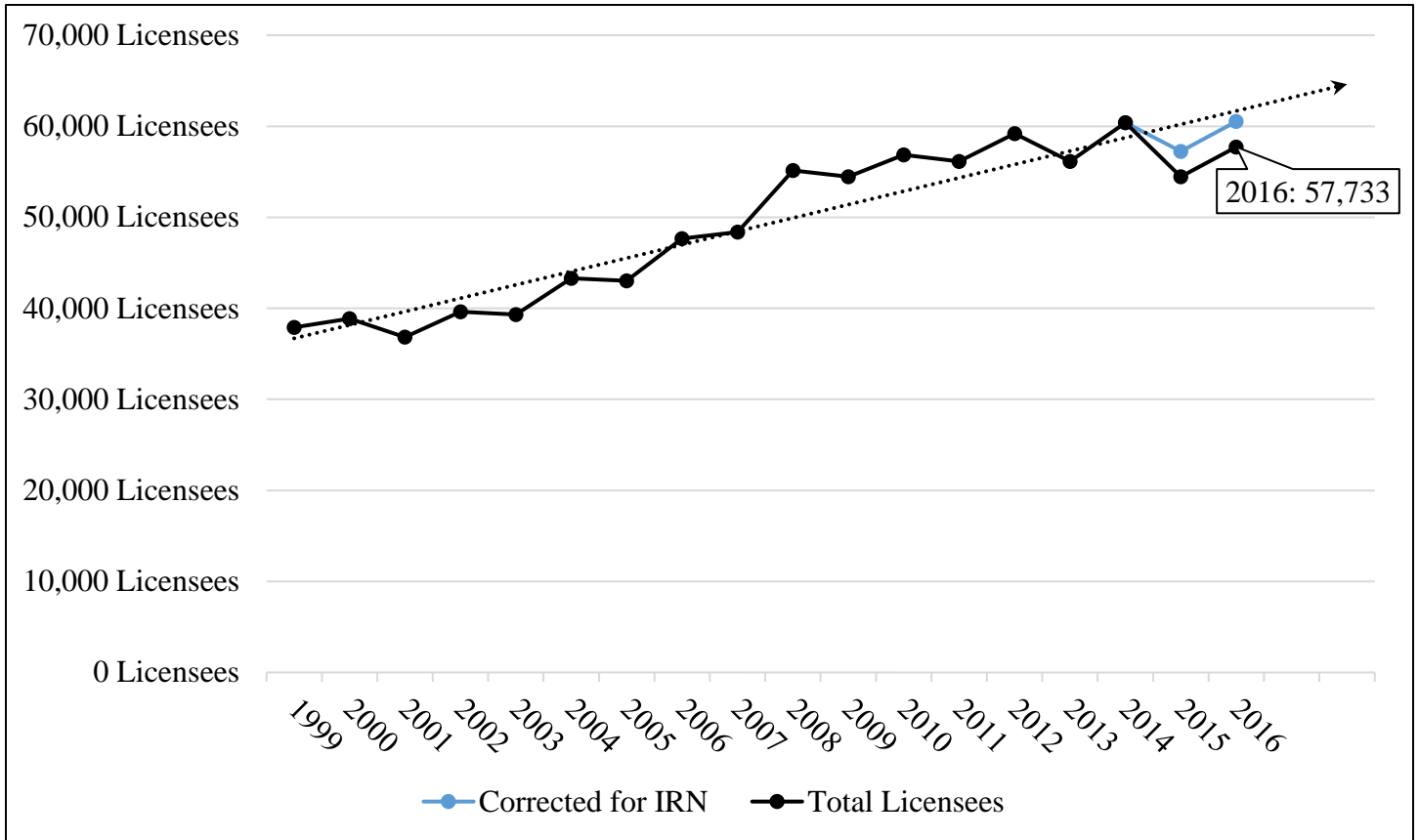
Why we do what we do at OPR is because it is smart government. Smart government is our mission and forms the basis of our collective belief system. How do we achieve our mission at OPR? We unify the professions through consolidation, manage and streamline each profession's business process utilizing best practices, and continuously focus our attention as a state agency on what we do best: the business of professional regulation. OPR is proud to provide public protection for Vermonters through efficient licensing of professionals and smart government.

Respectfully submitted,



Colin R. Benjamin, Director

## Annual Licensure Data: 1999-2016



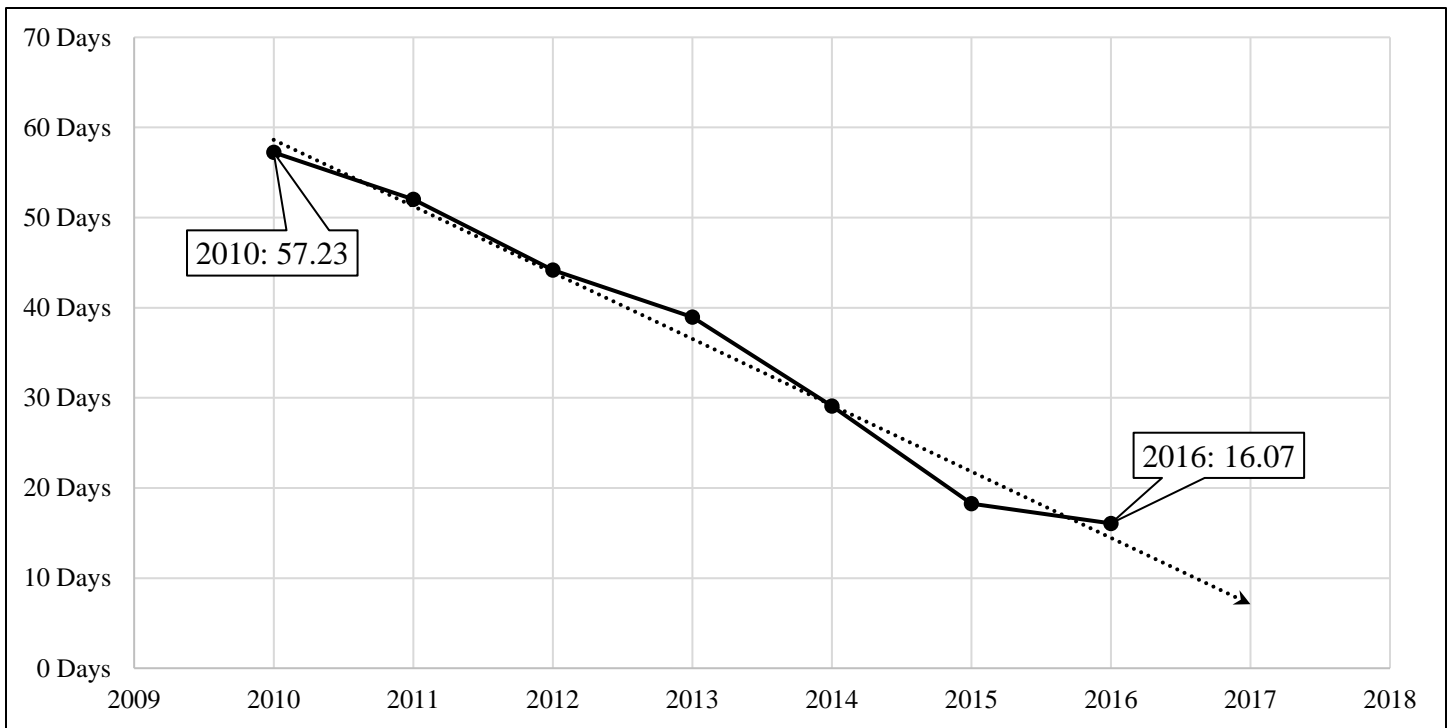
**Figure 1:** Trend in total annual licensure.

Each professional license is issued in accordance with a pre-existing odd or even year renewal cycle. Nursing, which comprises approximately 38% of the total licensure population, is OPR’s largest profession. Consequently, OPR’s total annual licensure data is heavily influenced by the Nursing renewal cycle. Specifically, this impact manifests as a growth in OPR’s licensee population during even years, and a slight decrease during odd years.

However, in 2015 a new policy prevented 2,785 international registered nurses (IRN) from renewing their professional licenses. This resulted in an irregularly steep nursing population decline. Hypothetical trend line “Corrected for IRN” illustrates the total licensure which may have occurred, had the IRN instead remained active.

As a result of the loss of IRN, the total licensure population is about 3% lower than it would otherwise be at the end of 2016. Nevertheless, the total licensure is expected to continue to grow at an average rate of 2.5% per annum. Moreover, with the addition of new professions at OPR, such as alcohol and drug abuse counselors and foresters, the rate of growth of the total number of licensees, is likely to increase.

## Average Annual Initial License Application Duration Data: 2010-2016



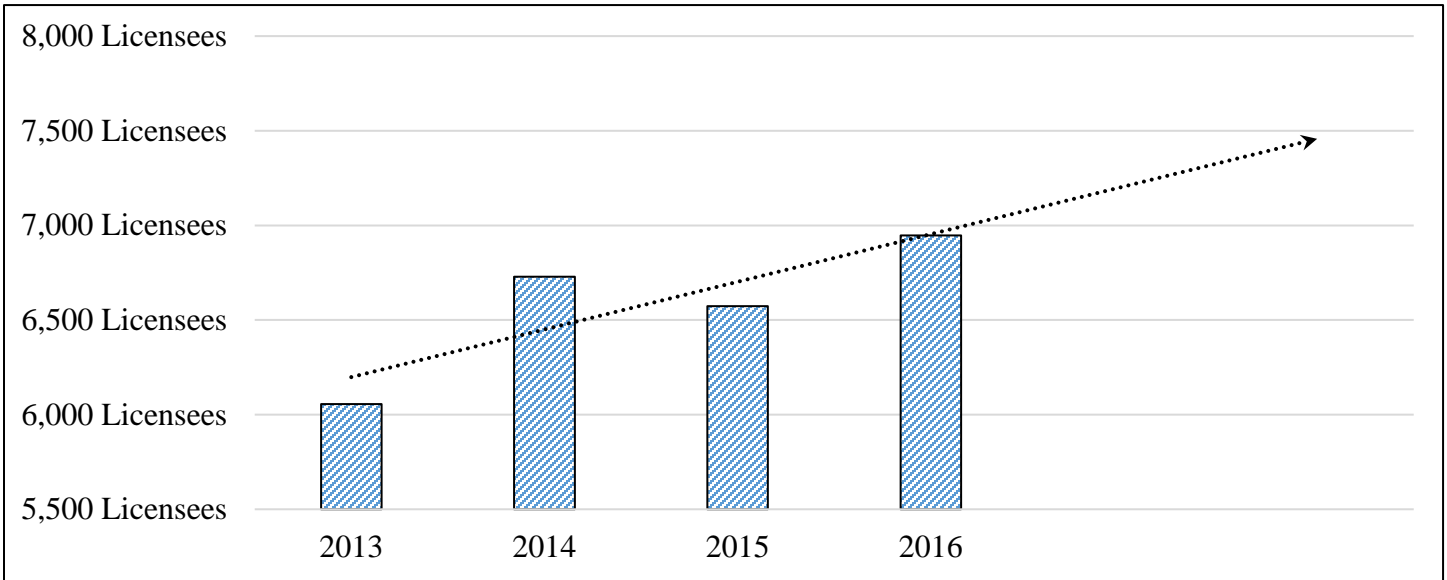
**Figure 2:** Trend in mean initial license application duration, across all professions.

The average initial license application processing time continues to decrease each year. The average increase in efficiency is equal to roughly -7.36 processing days per year. However, the above graph **does not** represent OPR's operational efficiency, but rather that of the entire process. These measurements and any increase in efficiency therein, are highly dependent on external factors. For example, applications by endorsement require other state agencies and licensing boards to provide OPR with the requisite information. Similarly, applications by examination require the applicant to sit for an exam. The same can be said for applications requiring board approval, which remain pending until the following board meeting.

In fact, nearly all professions allow for application in multiple ways (i.e. registration, endorsement, and examination). While applications by registration are very quick (often same-day turnover), applications by endorsement or exam can require considerably longer durations. As such, the above graph and all measurements regarding the average initial license application processing duration, reflect the average time needed to receive a license across all pathways, rather than OPR's individual performance.

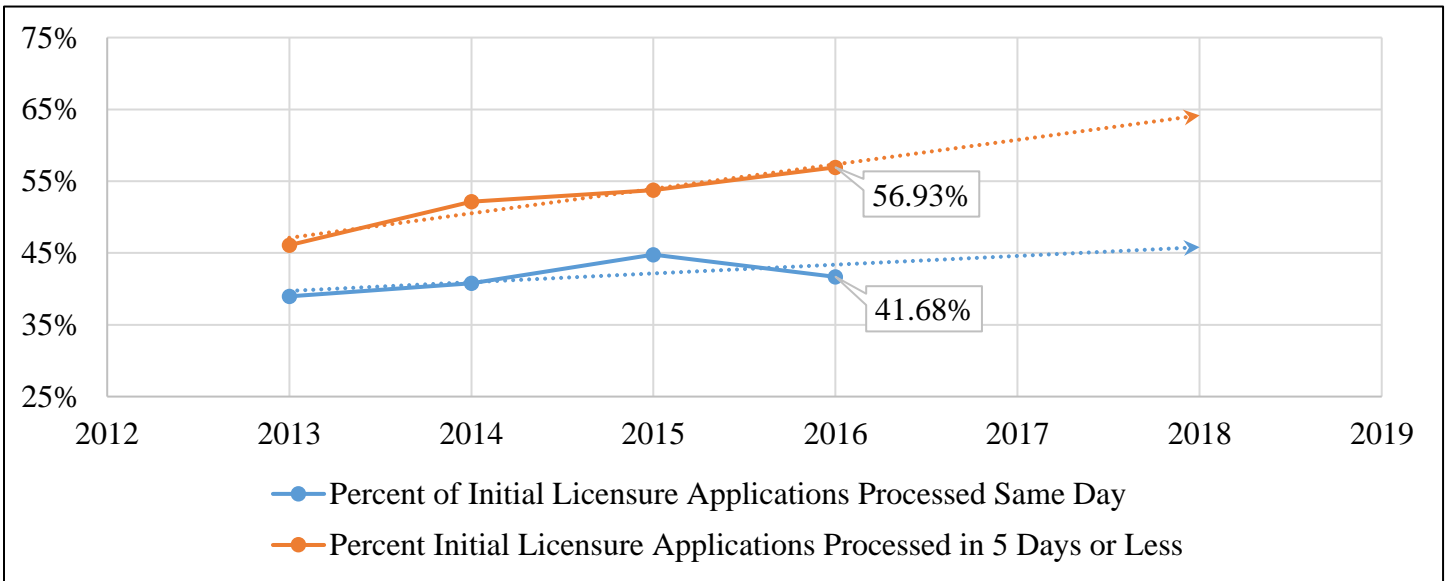
OPR's most significant software limitation is the inability to track application processing durations independent from the responsibilities of external actors. Future software considerations will better capture OPR's performance within the larger process of license administration. It is important to acknowledge that the majority of applications are not complete upon submission to OPR. As such, it is assumed that only those applications which are processed same-day, were submitted to OPR in a complete fashion.

## Initial Licensure Application Data: 2013-2016



**Figure 3:** Trend in frequency of initial licensure applications.

In 2016, there were nearly 7,000 new applications for professional licensure, of which 2,741 were processed same-day and 3,955 were processed in 5 business days or less. On average, the number of new license applications continues to grow at a rate of roughly 252 new applications per year.

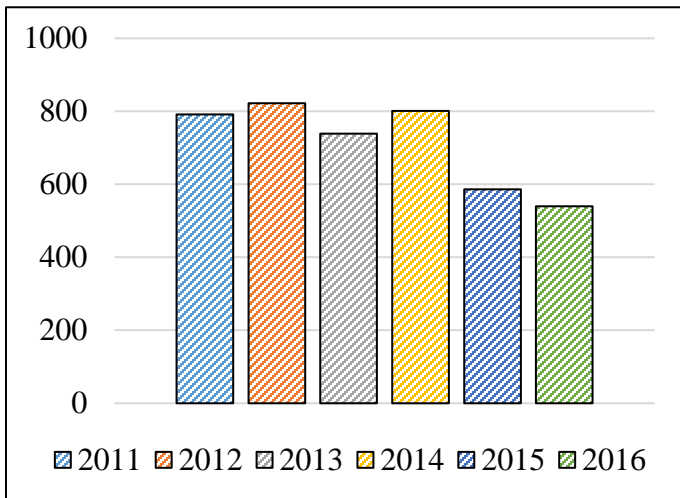


**Figure 4:** Proportional trends in initial licensure processing duration.

Notably, the proportion of applications processed same-day is also growing, at an average rate of roughly 1.2% per annum. Likewise, the proportion of license applications processed in 5 business days or less, is increasing at an average rate of roughly 3.4% per annum. It is both possible and likely that OPR is processing all applications same-day, if said applications are considered complete at the time of submission. The growth in 5-day processing times, is likely a result of increases in efficiencies with external agencies/boards.

Additionally, it is worth noting that all license renewals are performed online, and are considered same-day. In this way, the initial application for licensure is the longest process any licensee will experience, unless disciplinary review is required.

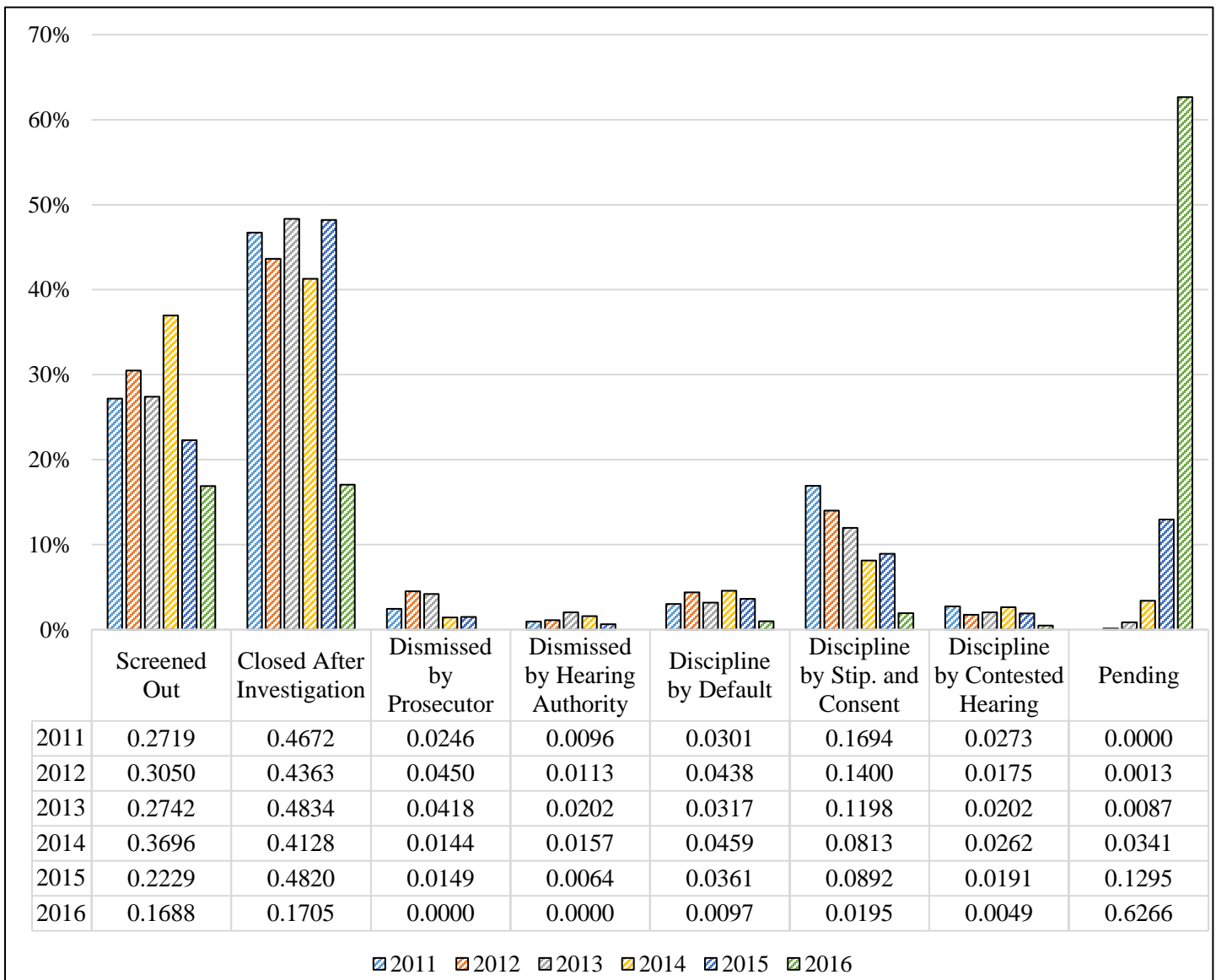
## Complaint Resolution Data: 2011-2016



In 2016, OPR received 540 new complaints. Since 2014, there is a small annual growth in the proportion of cases closed after screening or investigation. It is hypothesized that an emphasis on enhanced screening and investigative procedures will reduce the proportion of cases dismissed by the hearing authority or by the prosecutor, as well as an increase in the proportion of cases resulting in discipline by stipulation and consent, or by contested hearing.

However, at the time of this report's writing, there are still a large number of pending cases: 2016, 386; 2015, 61; 2014, 26; 2013, 6; 2012, 1. The data limitations as a result of the high number of pending cases, prevents statistical inference about the effects of new enforcement processes.

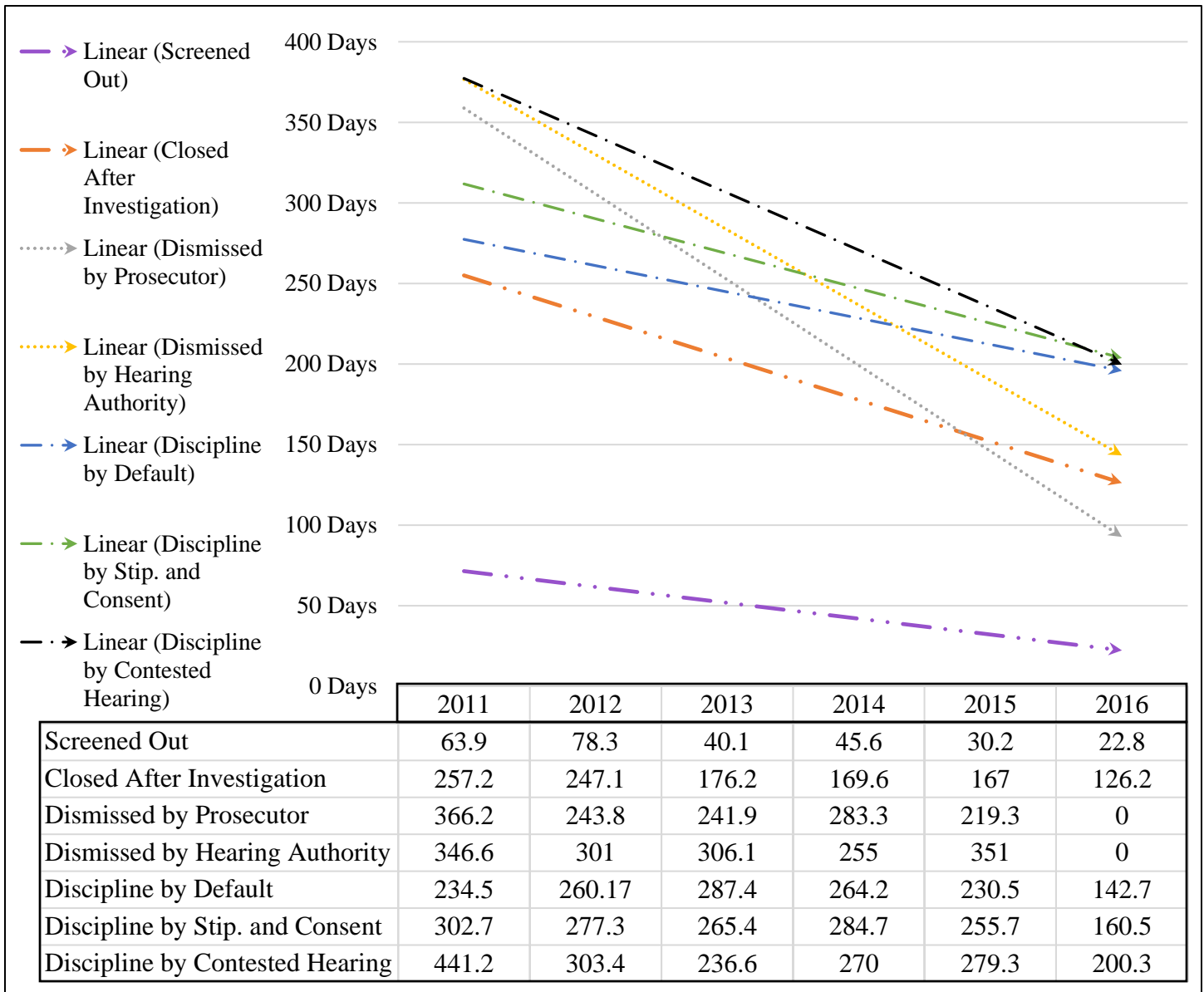
**Figure 5:** Total new complaint cases per annum.



**Figure 6:** Proportional Trends in Annual Complaint Case Resolution.



## Complaint Processing Duration Data: 2011-2016



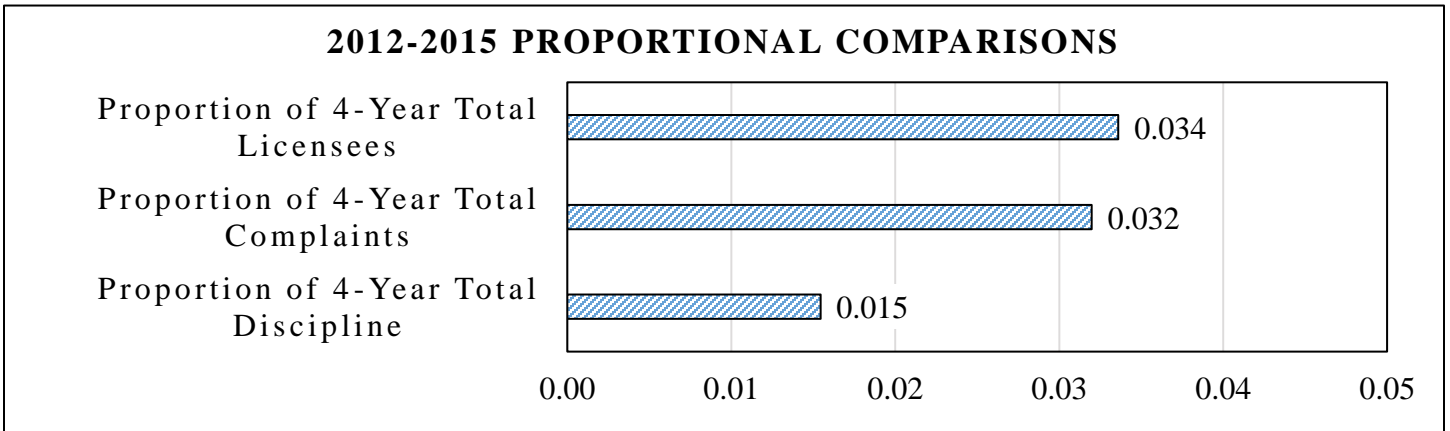
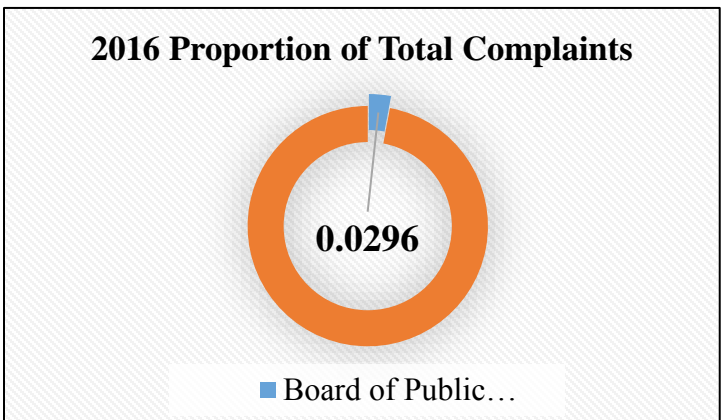
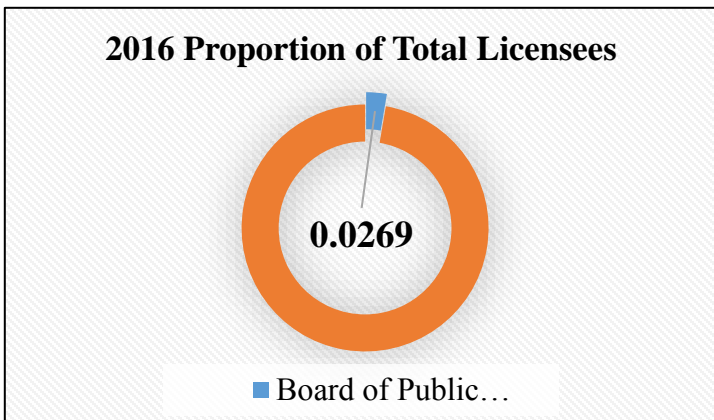
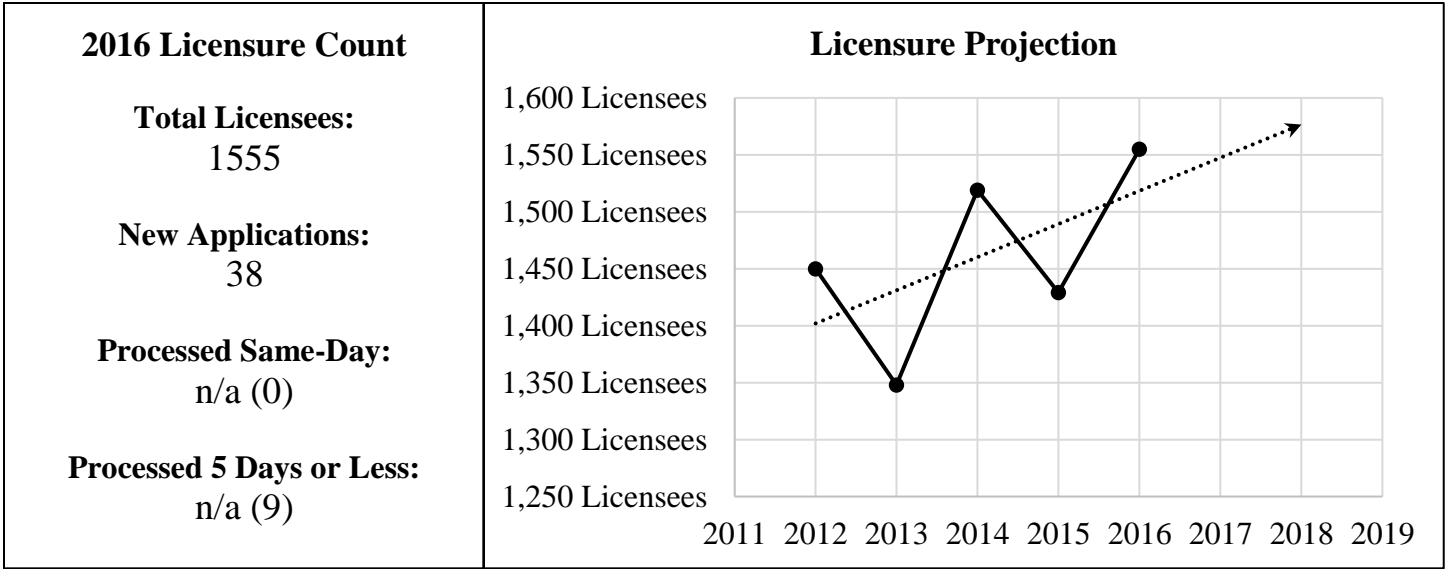
**Figure 7:** Trends in average complaint case duration (days) by resolution outcome.

Between 2011 and 2016, the average time required for a complaint case to be screened out (closed) or closed after investigation has decreased at an average annual rate of -9.8 days and -25.8, respectively. Between 2011 and 2015, the average time required for a complaint to be dismissed by the prosecutor or by the hearing authority has decreased by an average annual rate of -25.4 days and -3.7 days, respectively. The same is true for discipline by default, by stipulation (stip.) and consent, and by contested hearing: -0.4 days, -8.7 days, and -35.7 days, respectively. On average, OPR has successfully decreased the enforcement duration in all case resolutions.

As stated previously, there are still a large number of pending cases. As a result, all data from 2014 forward, is subject to at least minor change. Similarly, data for 2016 is considered accurate only in the “screened out” and “closed after investigation” resolutions. Additional data from 2016 will be available in the 2017 annual report.

# Board of Public Accountancy

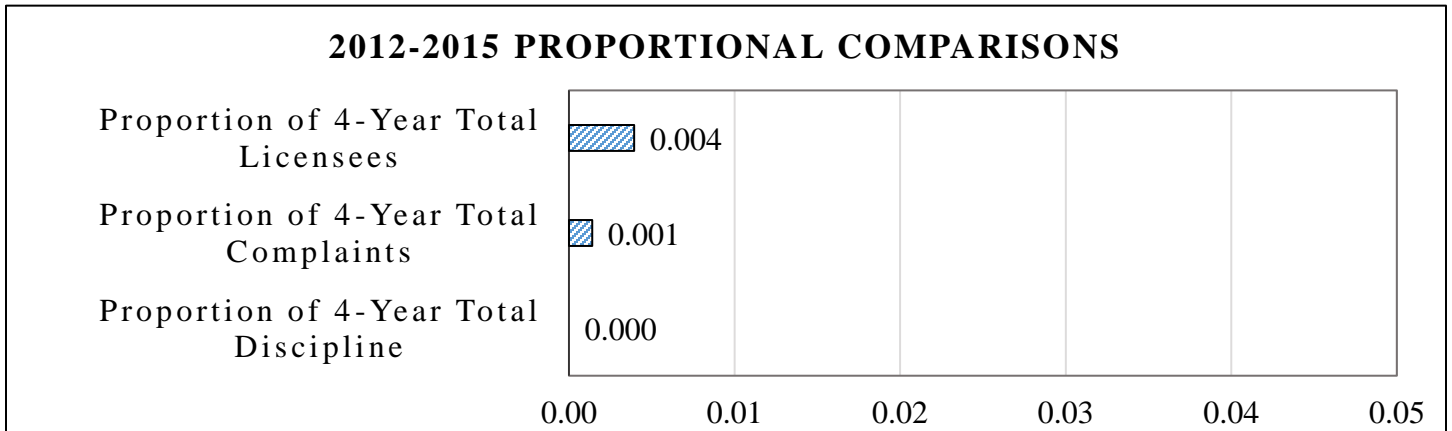
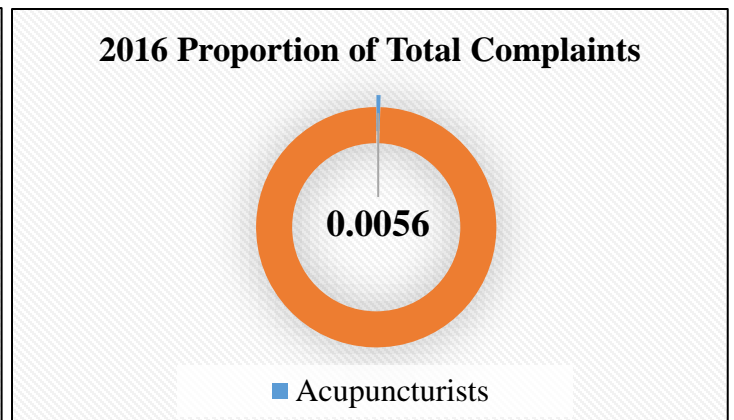
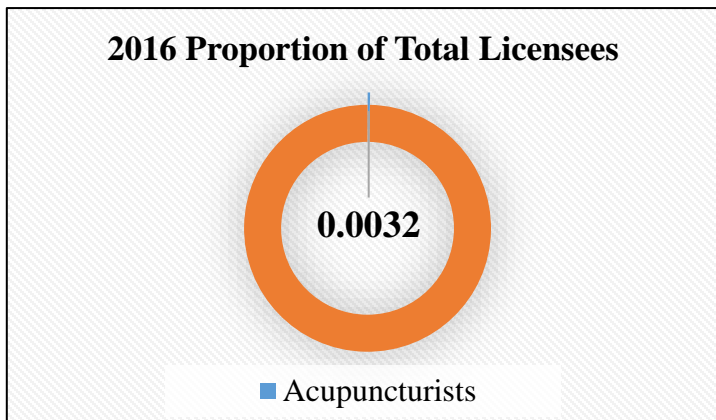
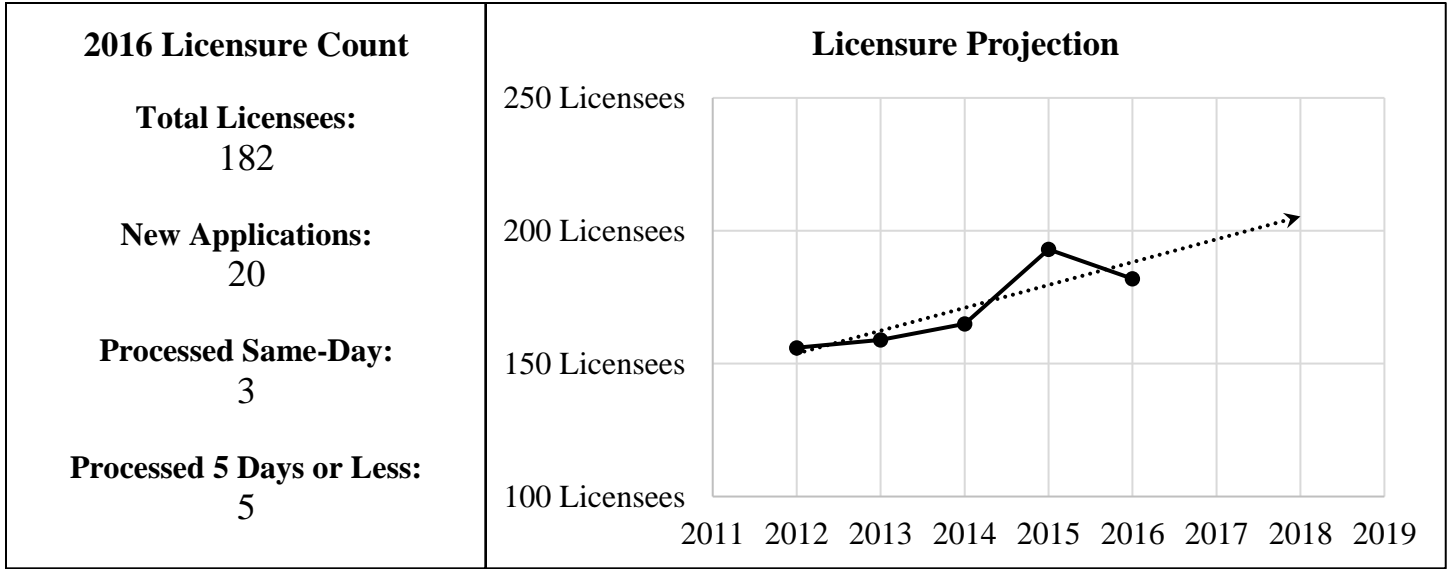
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past 5 years, the Public Accountancy profession grew by an average rate of 30 licensees per annum. Public Accountancy comprises a small proportion of the total licensure (2016: 2.7%) and, historically, is responsible for about 1.5% of the total discipline. Public accountancy’s application process begins with the scheduling of 4 exams (18 months to complete), then a 4-year allowance to finalize additional licensure requirements. In addition to the aforementioned details, these applications also require the board’s approval (i.e. a board meeting). As such, there are no expectations of same-day or same-week application processing.

# Acupuncturists

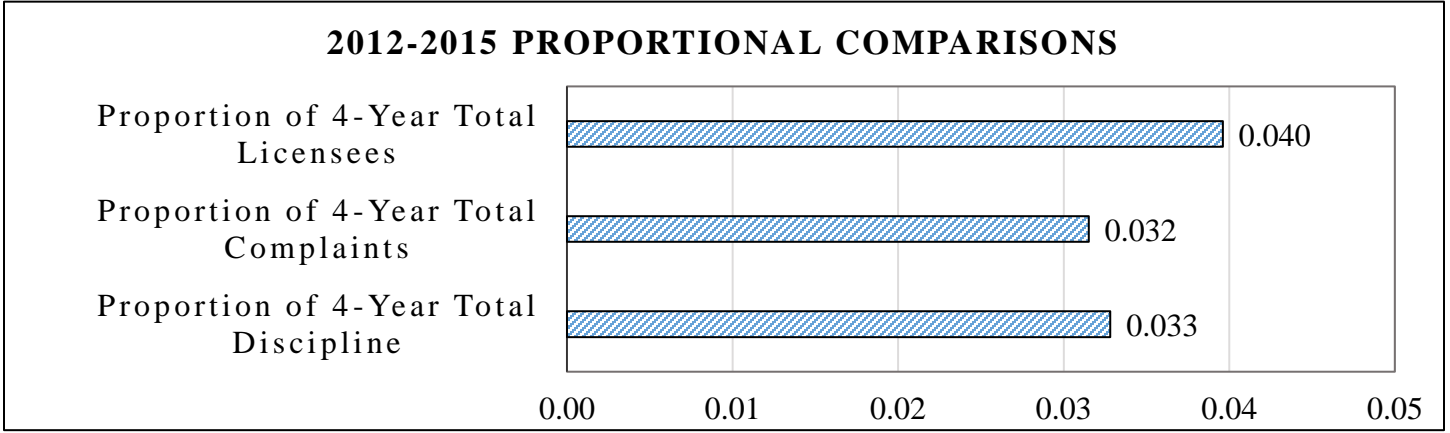
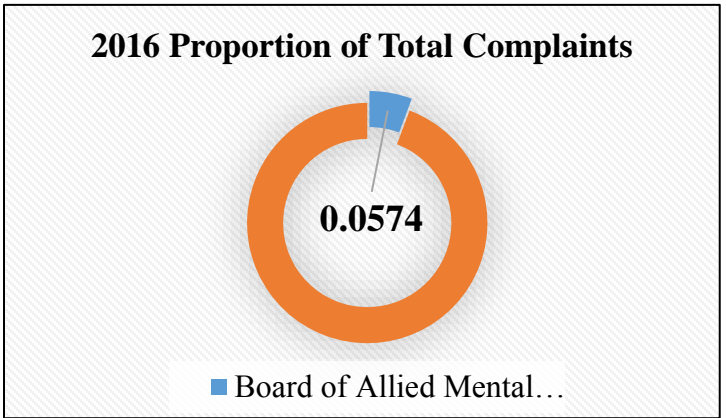
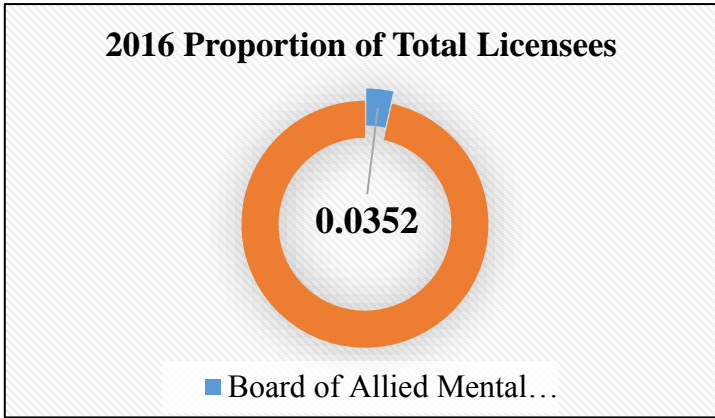
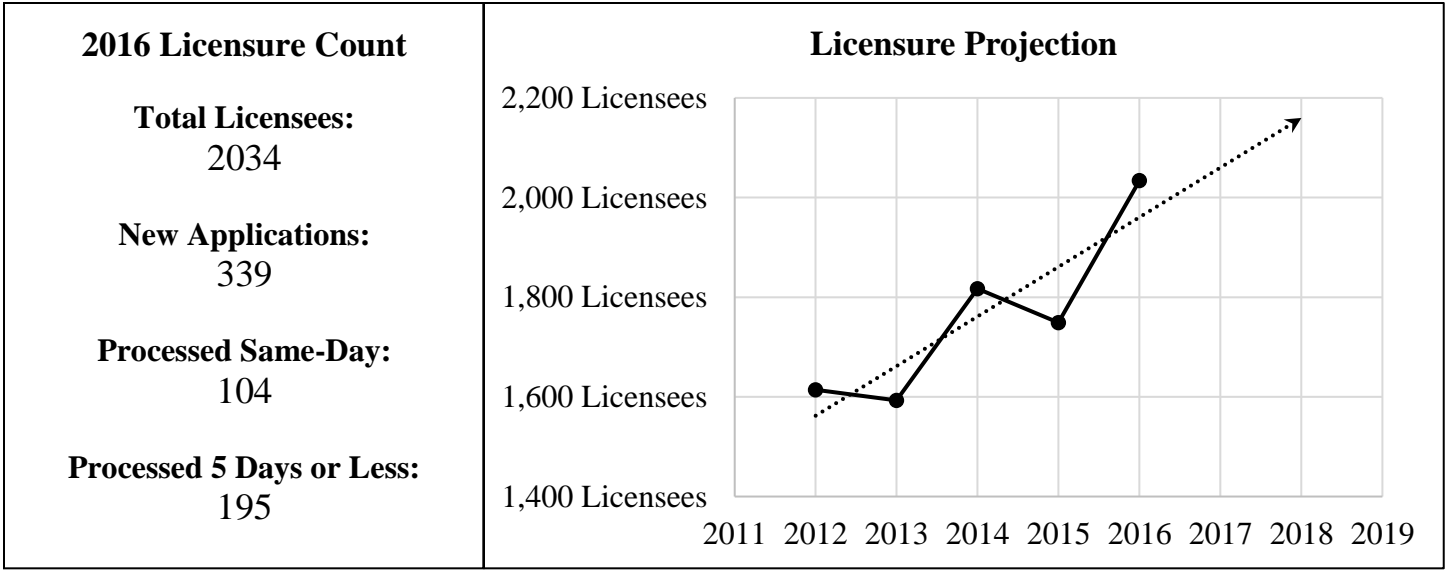
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Acupuncture profession grew at an average rate of 9 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.3%) and historically makes up 0% of the total discipline.

# Board of Allied Mental Health Practitioners

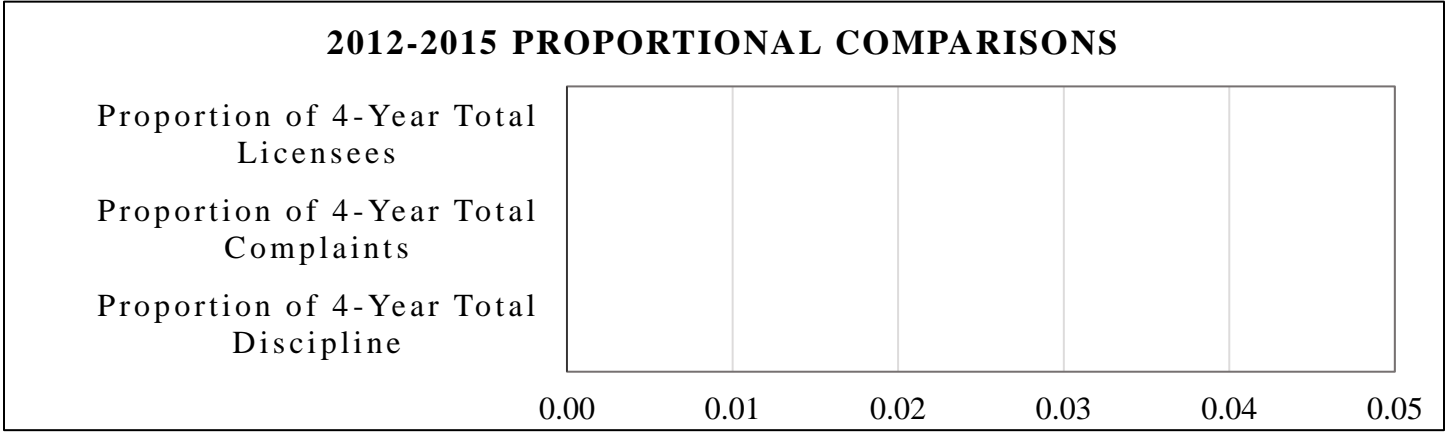
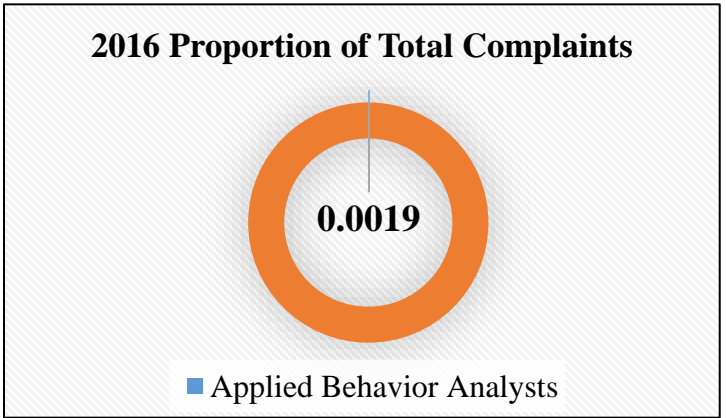
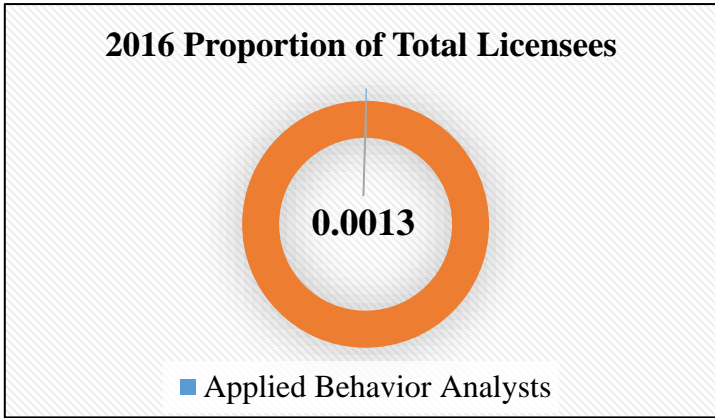
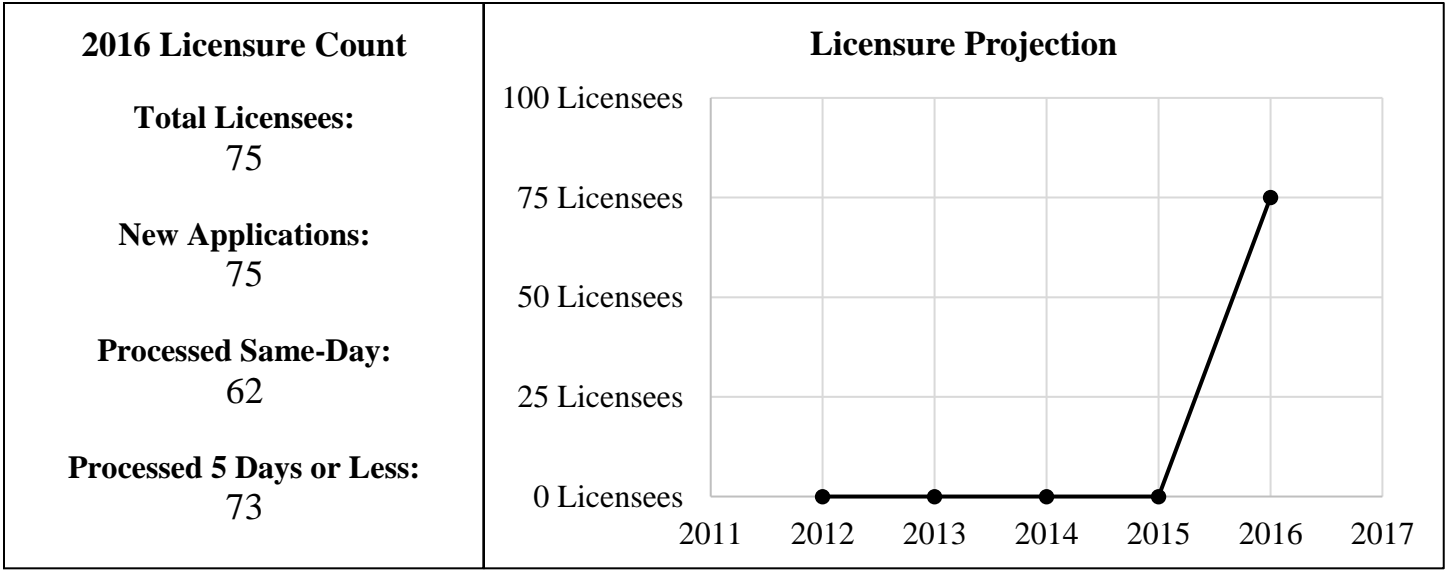
Regulatory Model: Board	Renewal Cycles: Odd & Even Years
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Over the past five years, the Allied Mental Health professions grew by an average rate of 100 licensees per annum. These professions make up a small proportion of the total licensure (2016: 3.5%), and historically are responsible for about 3% of the total discipline.

# Applied Behavior Analysts

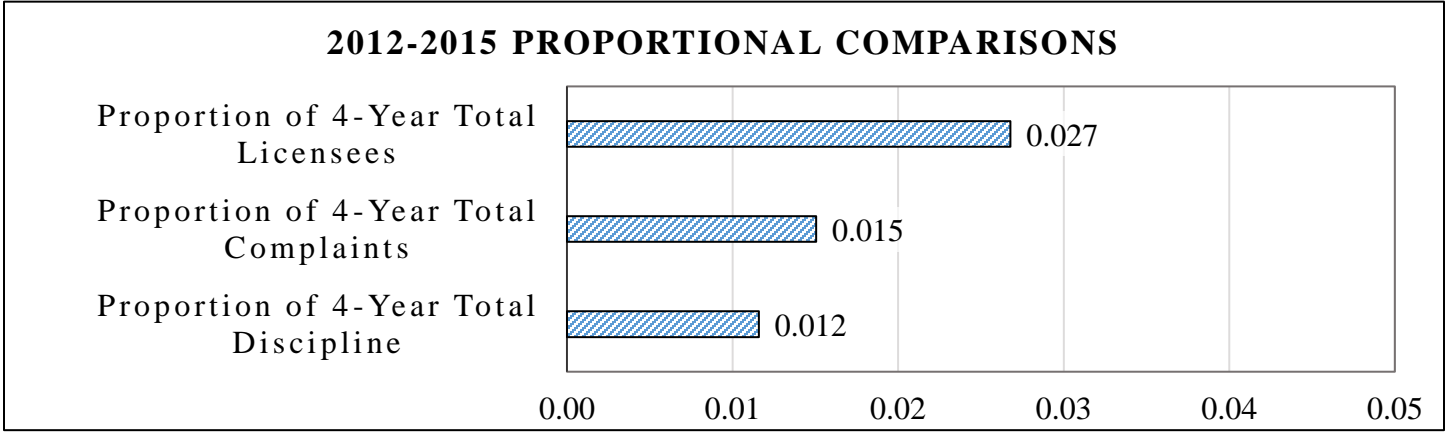
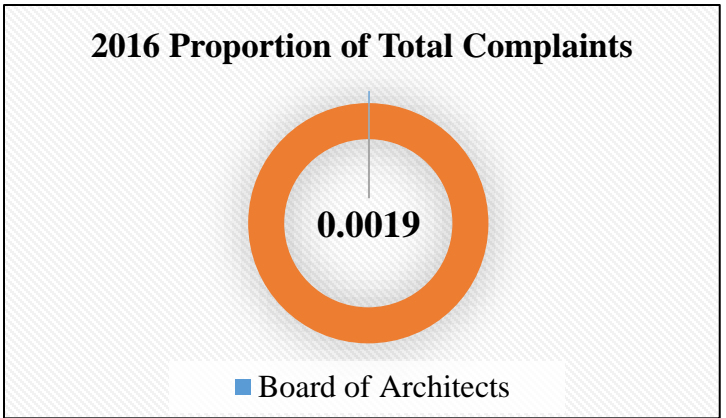
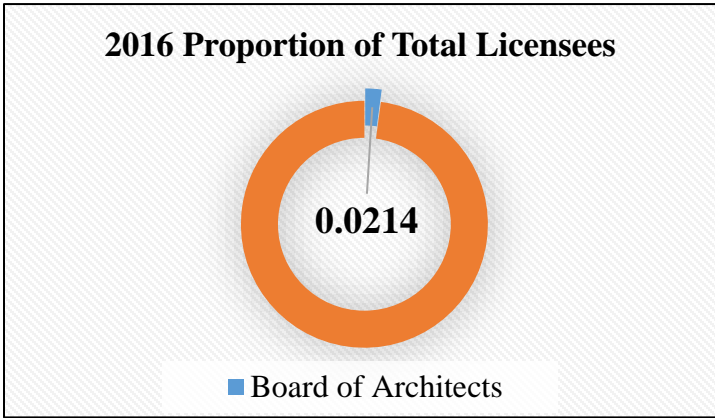
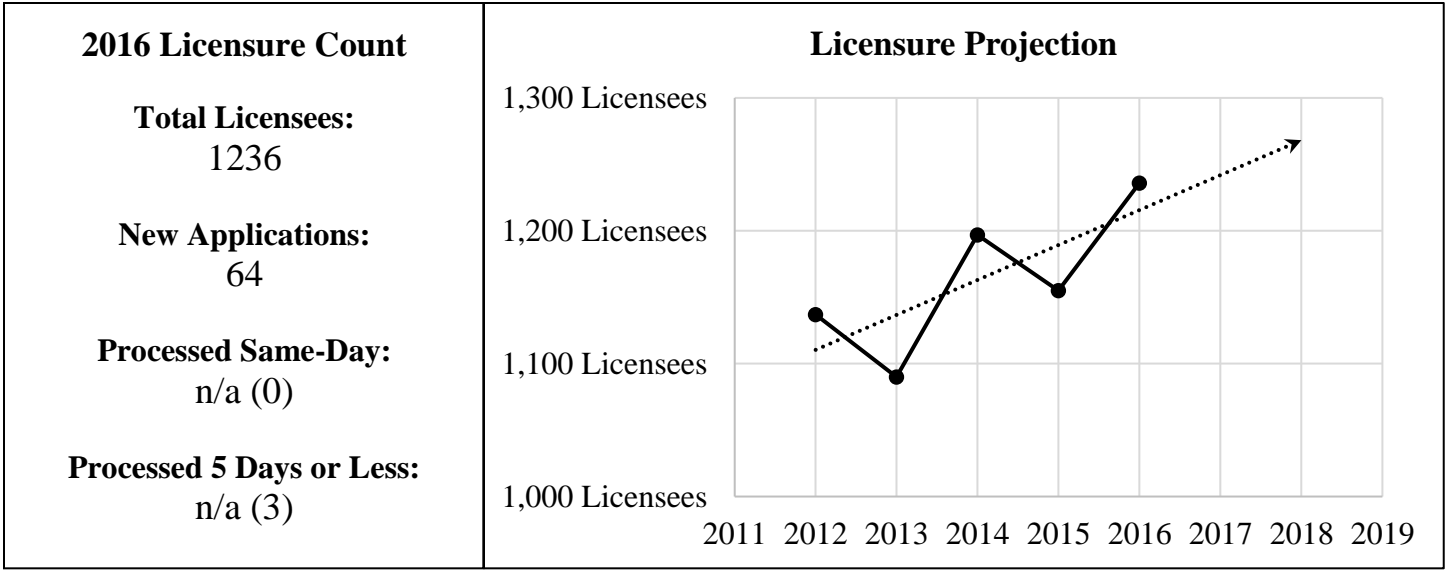
Regulatory Model: Advisor	Renewal Cycles: Even Years
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In fiscal year 2016 there were 75 Applied Behavior Analysts licensed at OPR. This is the profession’s first year under OPR regulation. Nearly all license applications were processed same-day or in 5-days or less.

# Board of Architects

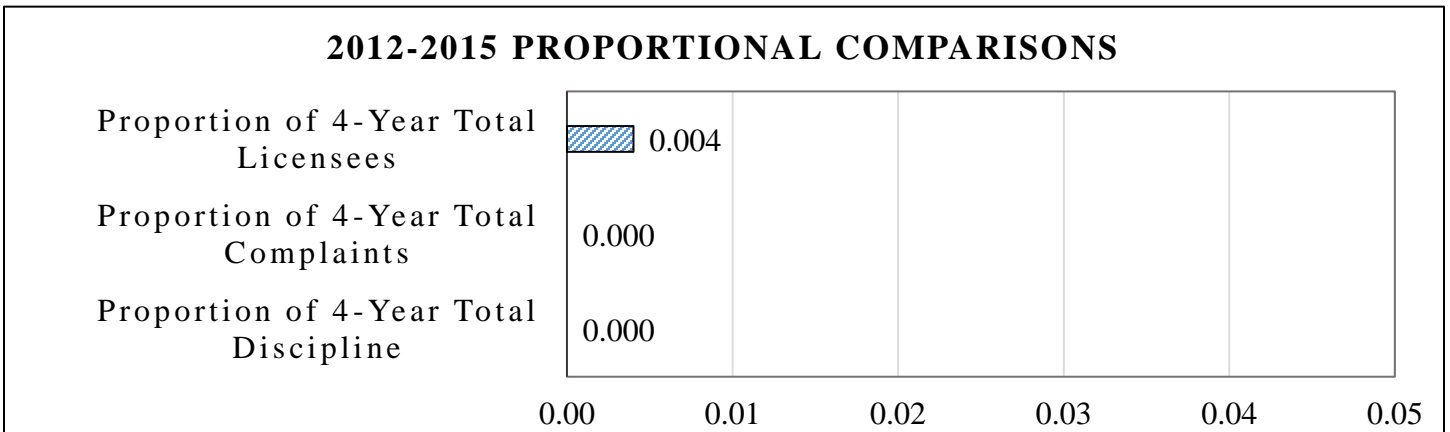
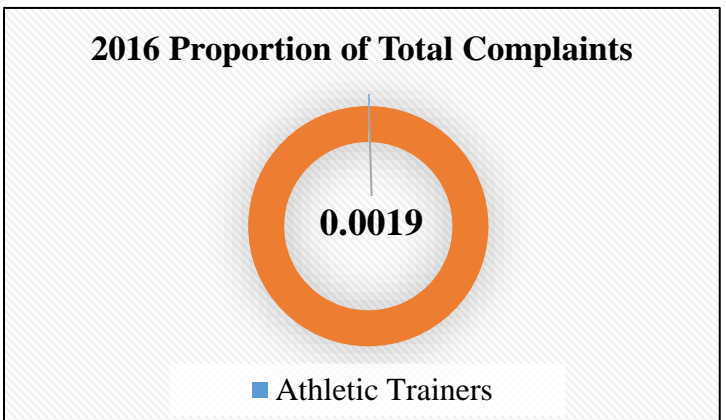
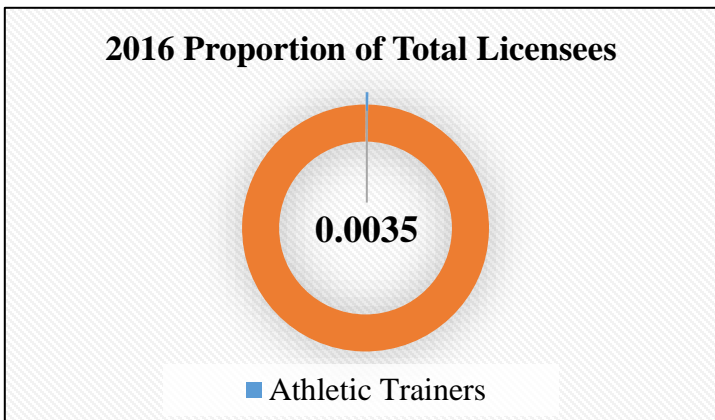
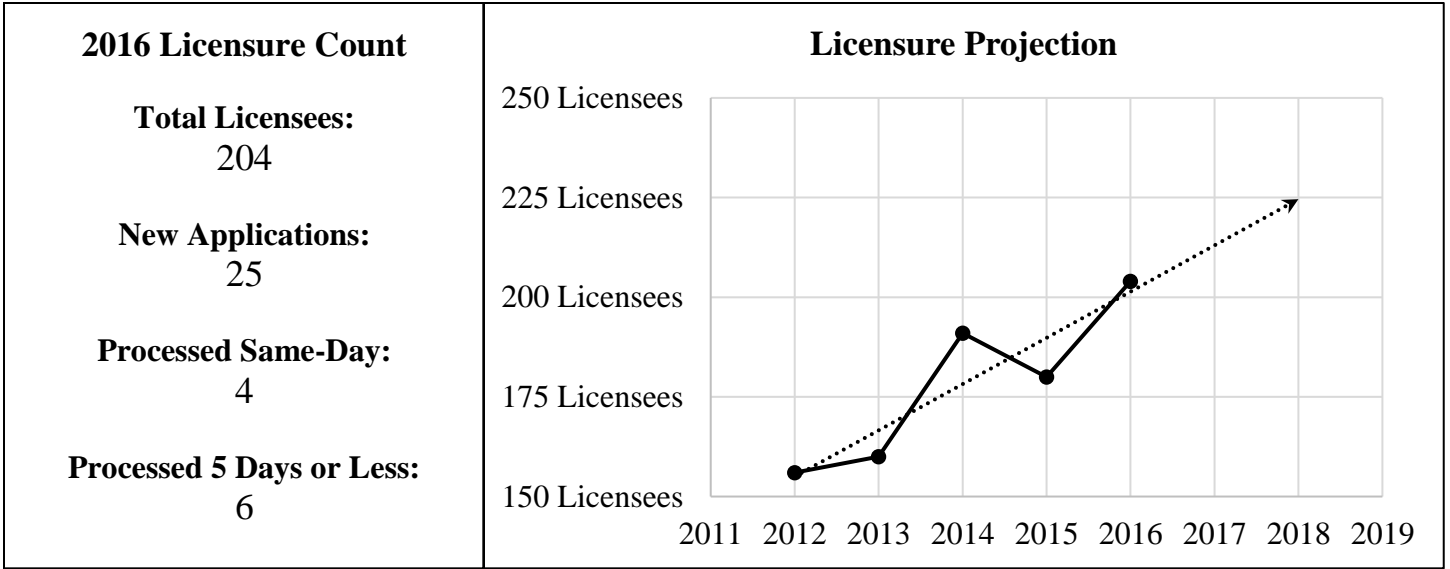
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Architect profession grew by an average rate of about 26 licensees per annum. This profession involves a pre-determined license application process allowing up to 5 years for completion, and same-day or same-week license processing is not expected. This profession makes up a small proportion of the total licensure (2016: 2.1%), and historically is responsible for 1.2% of the total discipline.

# Athletic Trainers

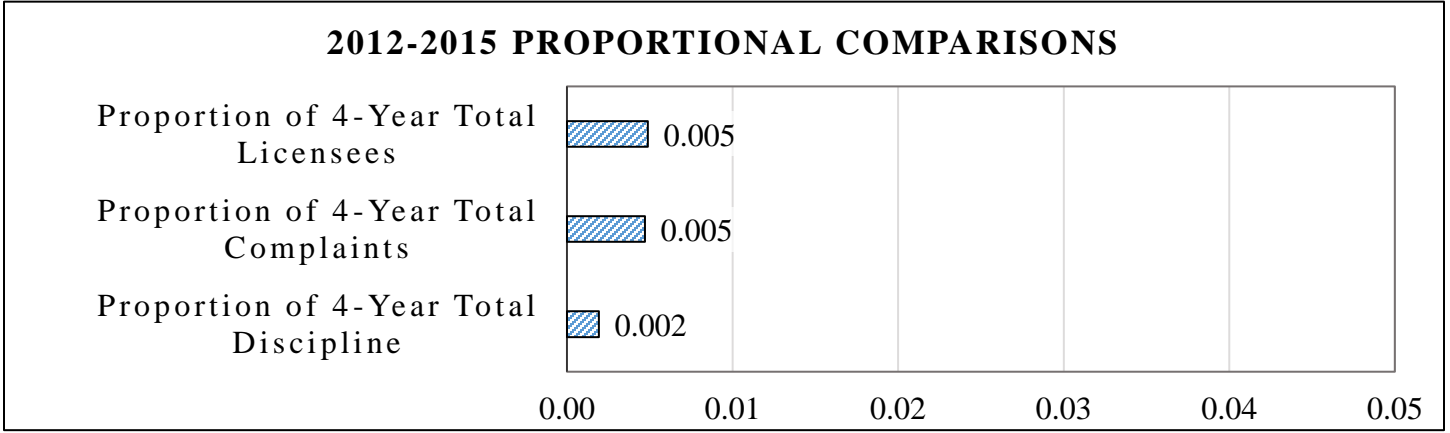
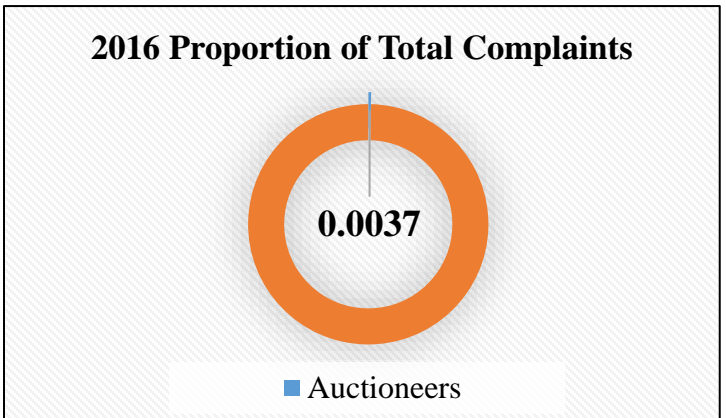
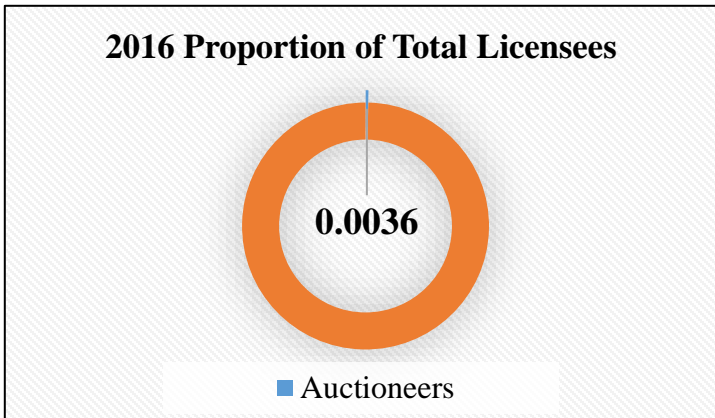
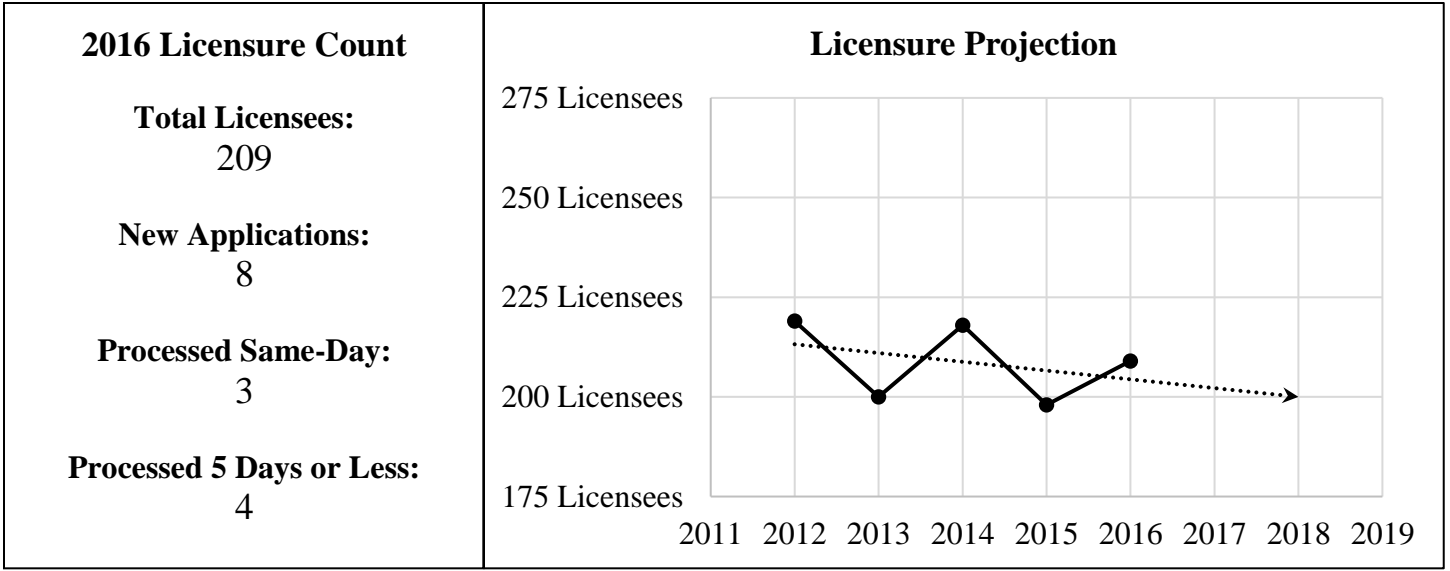
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the athletic trainer profession grew by an average rate of about 12 licensees per annum. This profession makes up a small proportion of the total licensure (2016: 2.1%), and historically is responsible for 0% of the total discipline.

# Auctioneers

Regulatory Model: Advisor	Renewal Cycles: Even Years
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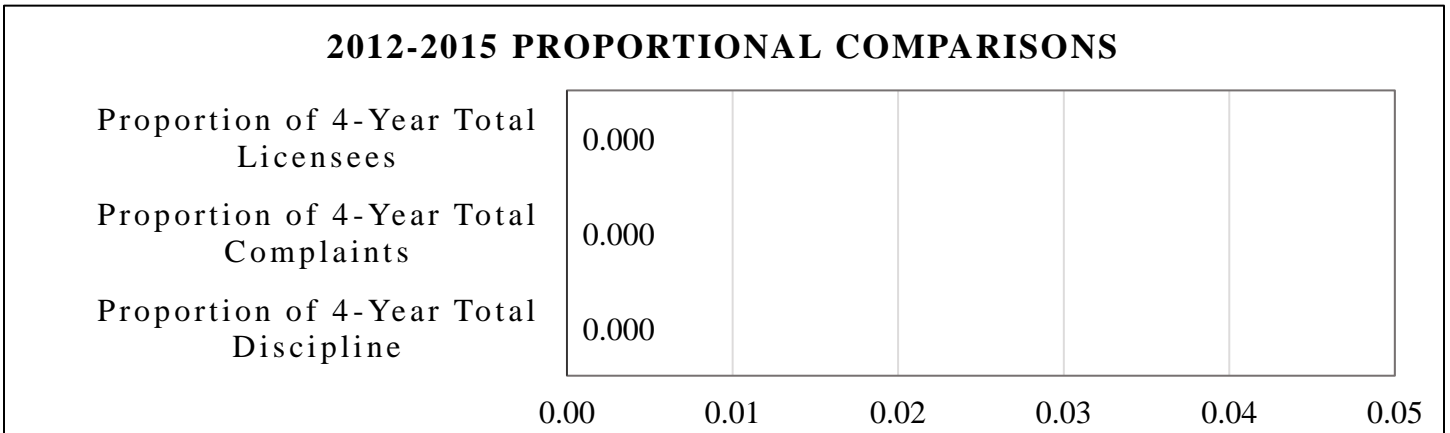
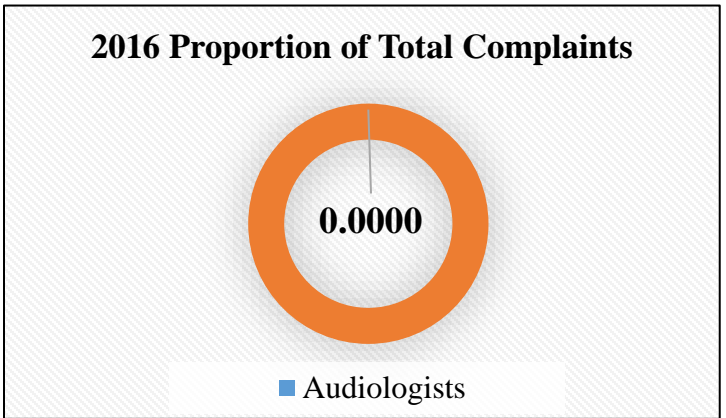
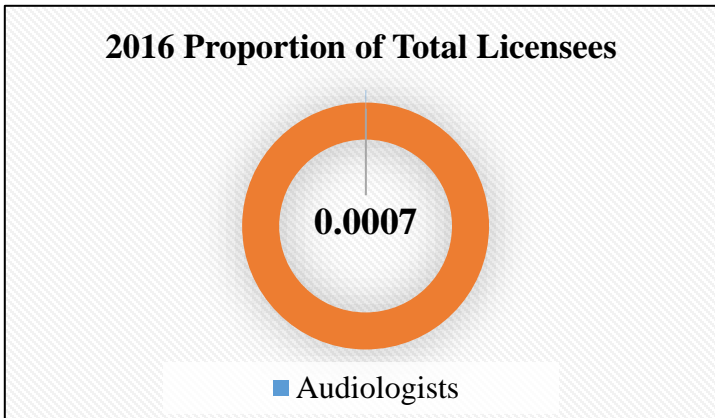
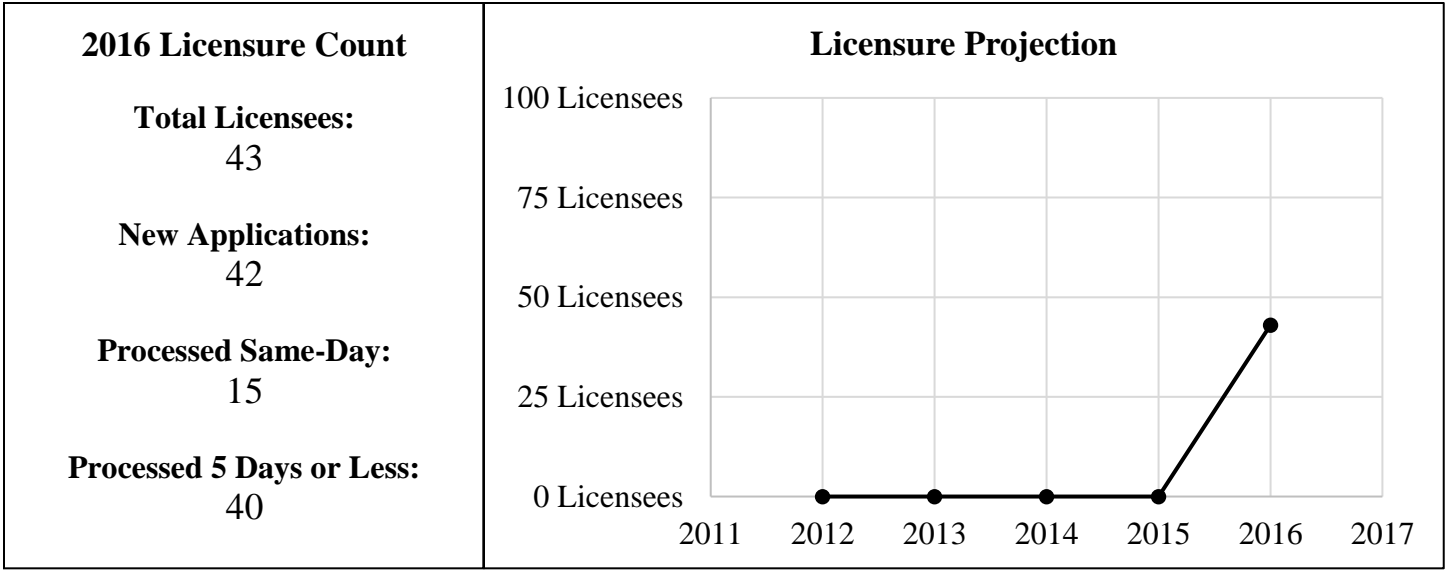


Over the past five years, the Auctioneer profession lost an average of 2 licensees per annum. This profession makes up a small proportion of the total licensure (2016: 0.4%), and historically is responsible for 0.2% of the total discipline.



# Audiologists

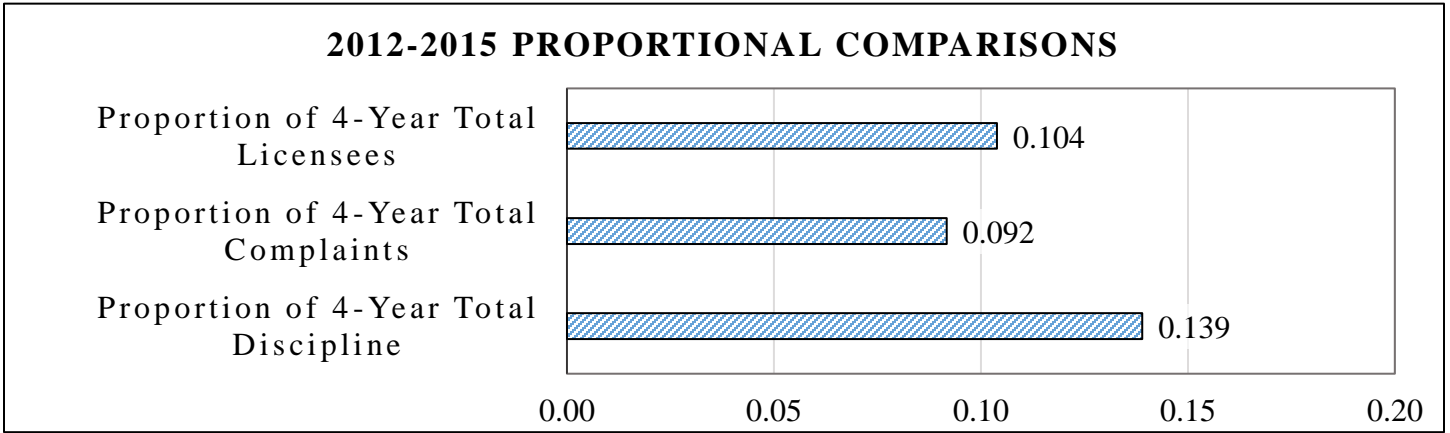
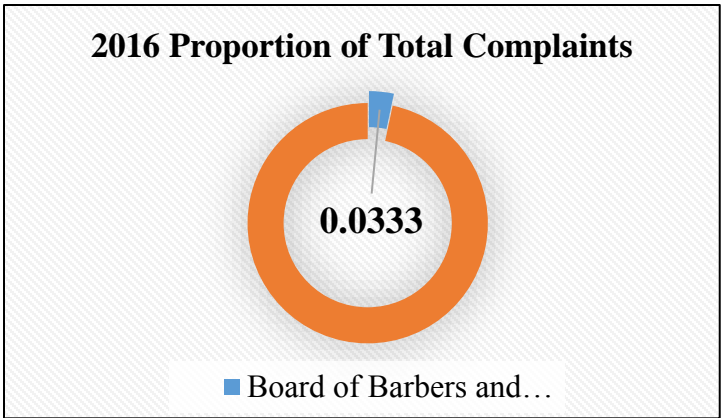
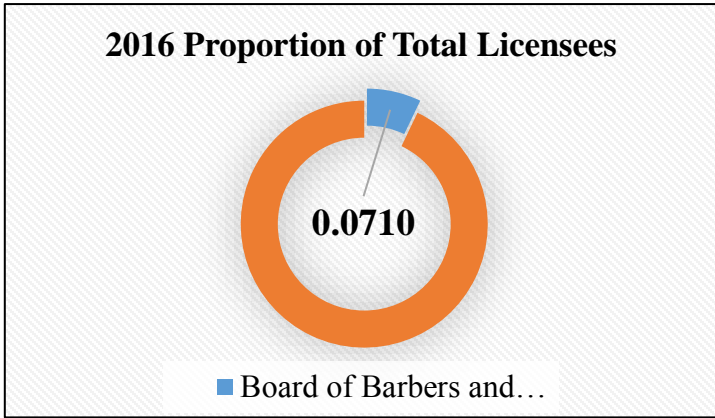
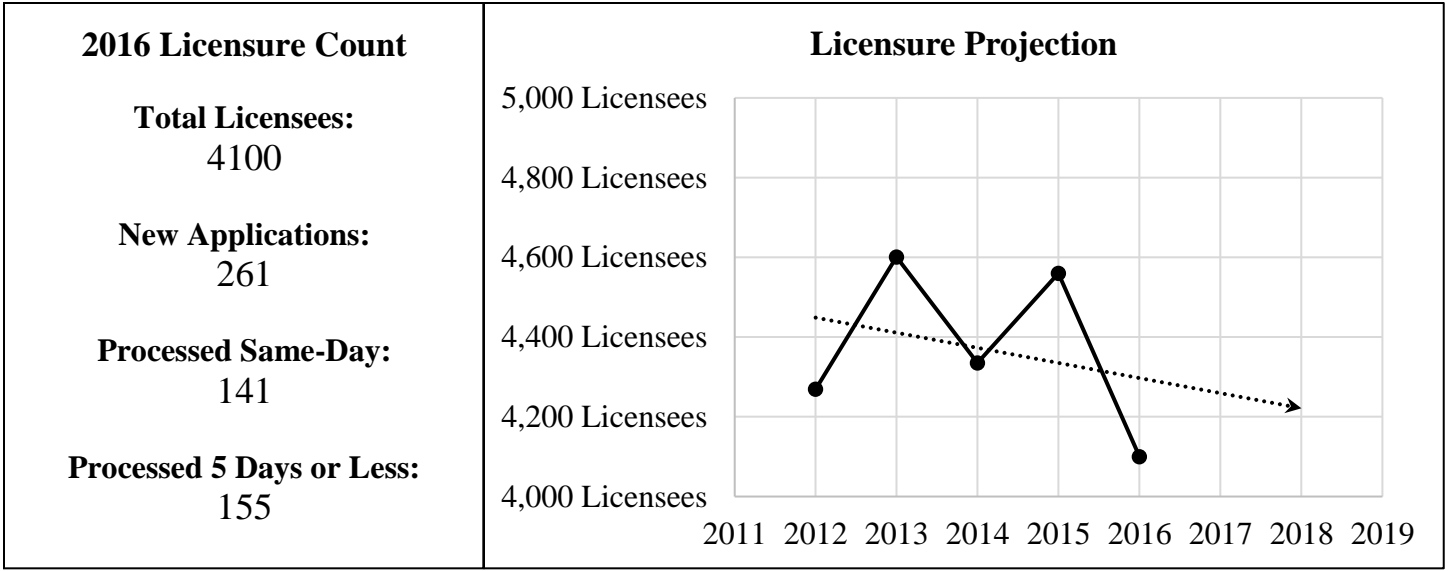
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Audiologists are a new profession under OPR. There is currently little data on this profession.

# Board of Barbers and Cosmetologists

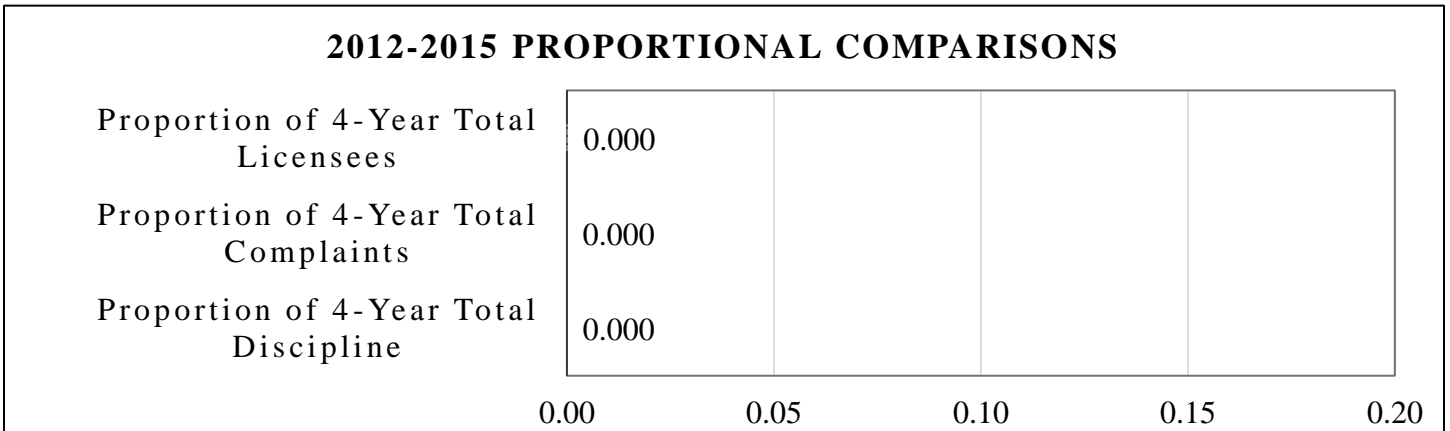
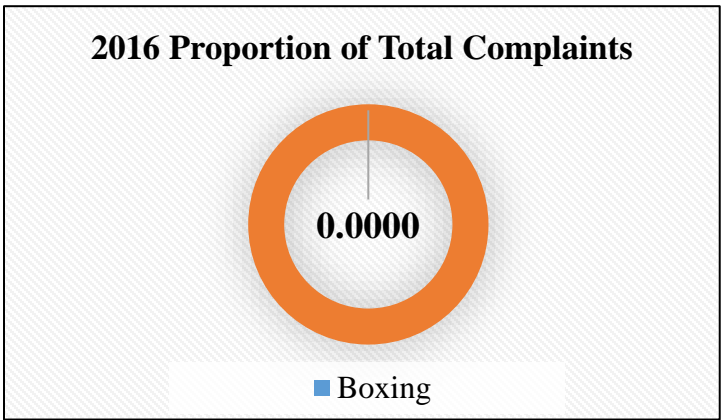
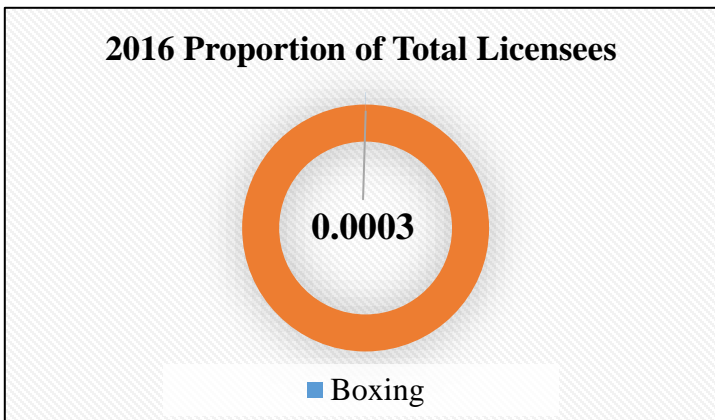
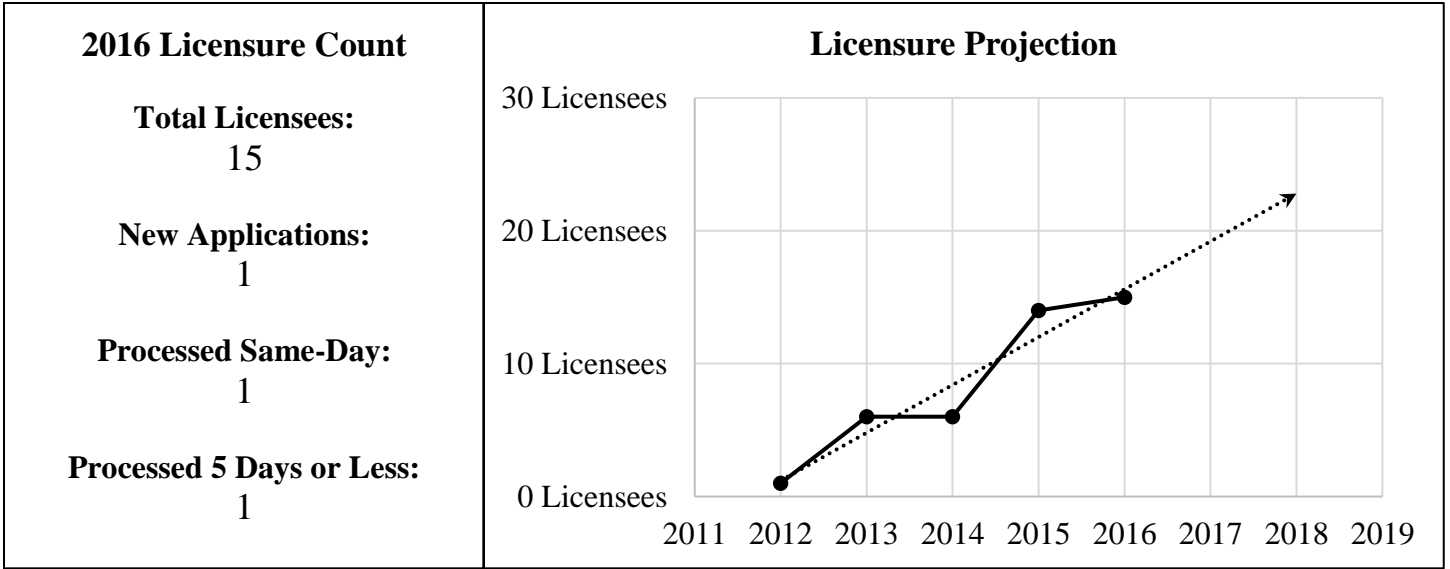
Regulatory Model: Board	Renewal Cycles: Odd & Even Years
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Over the past five years, the Barber and Cosmetology professions lost an average of 38 licenses per annum. These professions make up a small proportion of the total licensure (2016: 7.1%), and historically are responsible for about 14% of the total discipline.

# Boxing

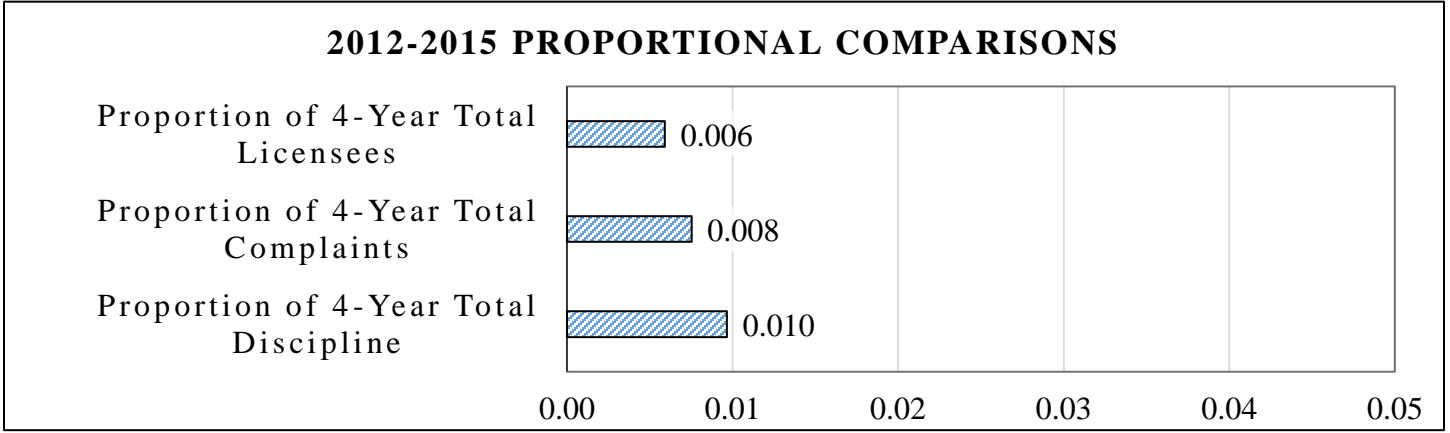
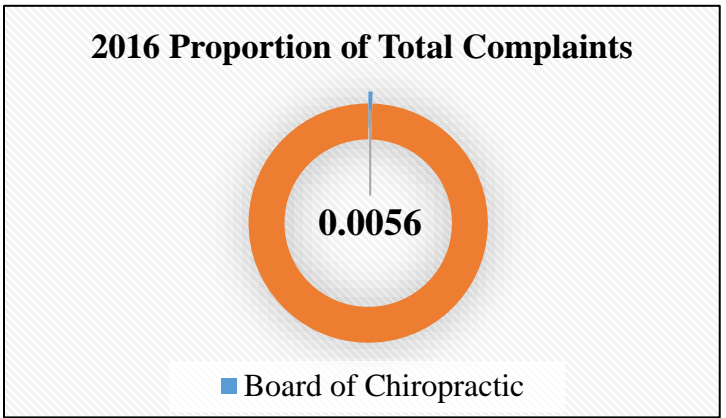
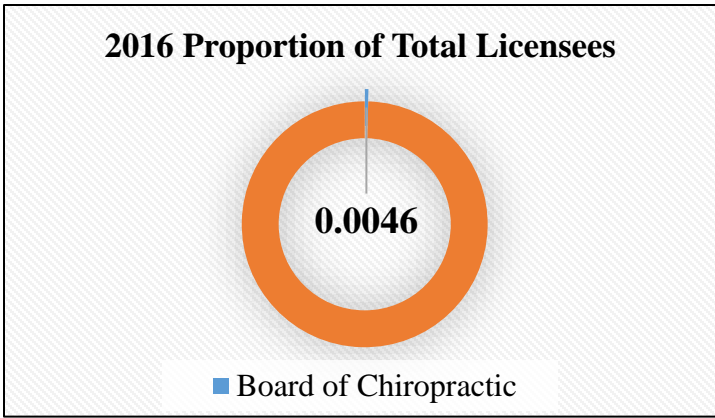
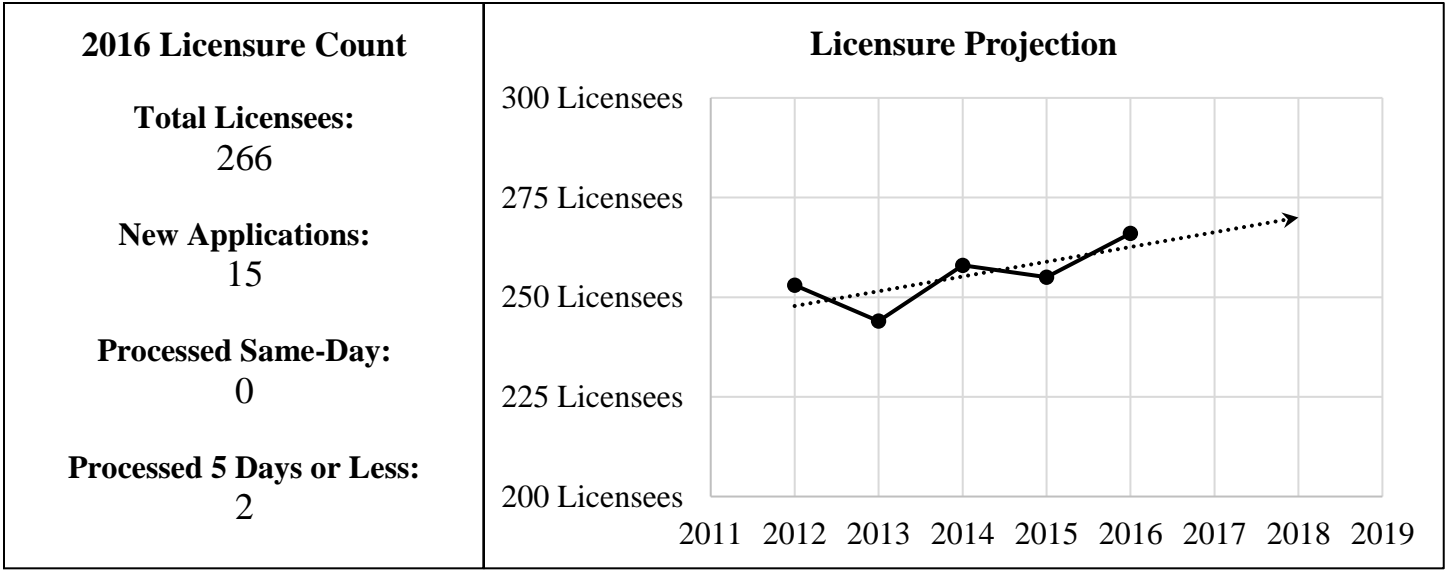
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Boxing profession grew by an average rate of about 3 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.03%), and historically is responsible for 0% of the total discipline.

# Board of Chiropractic

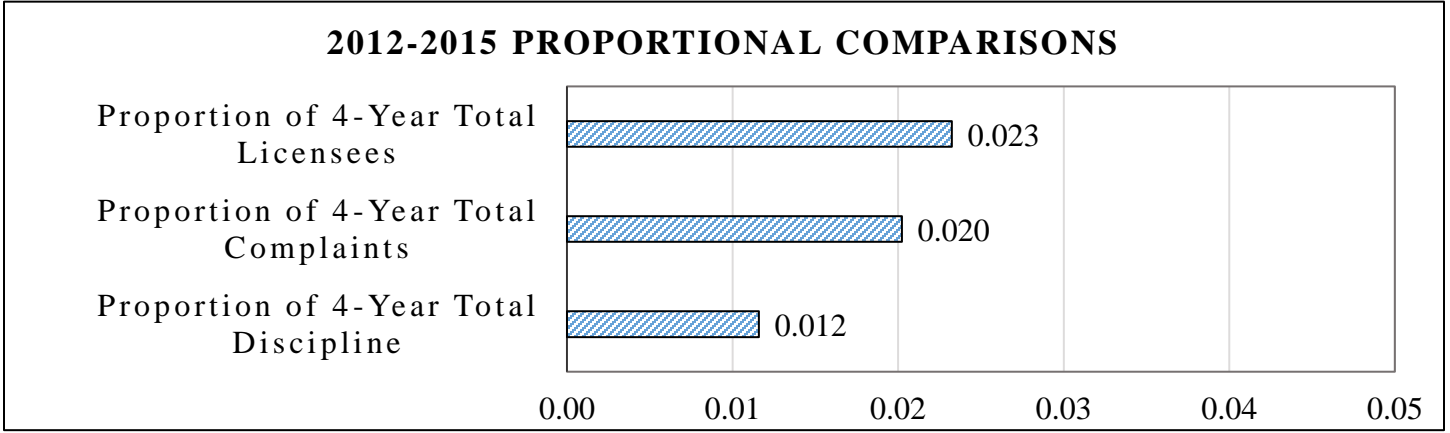
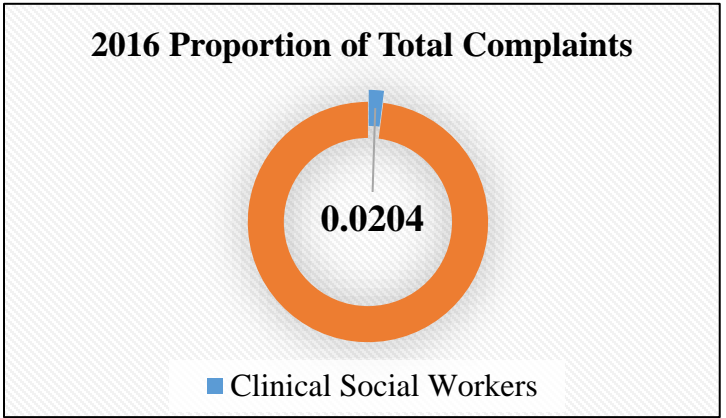
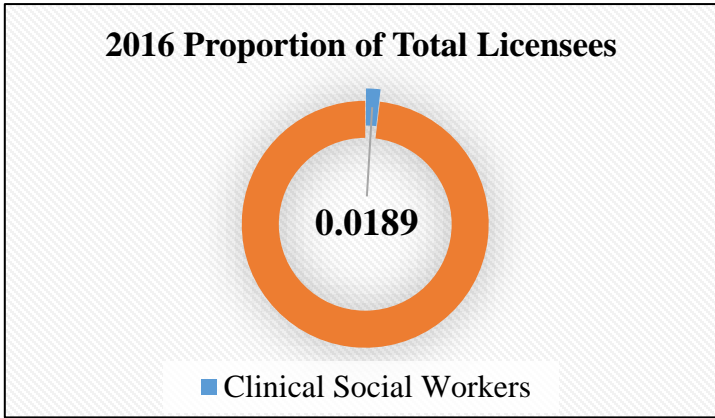
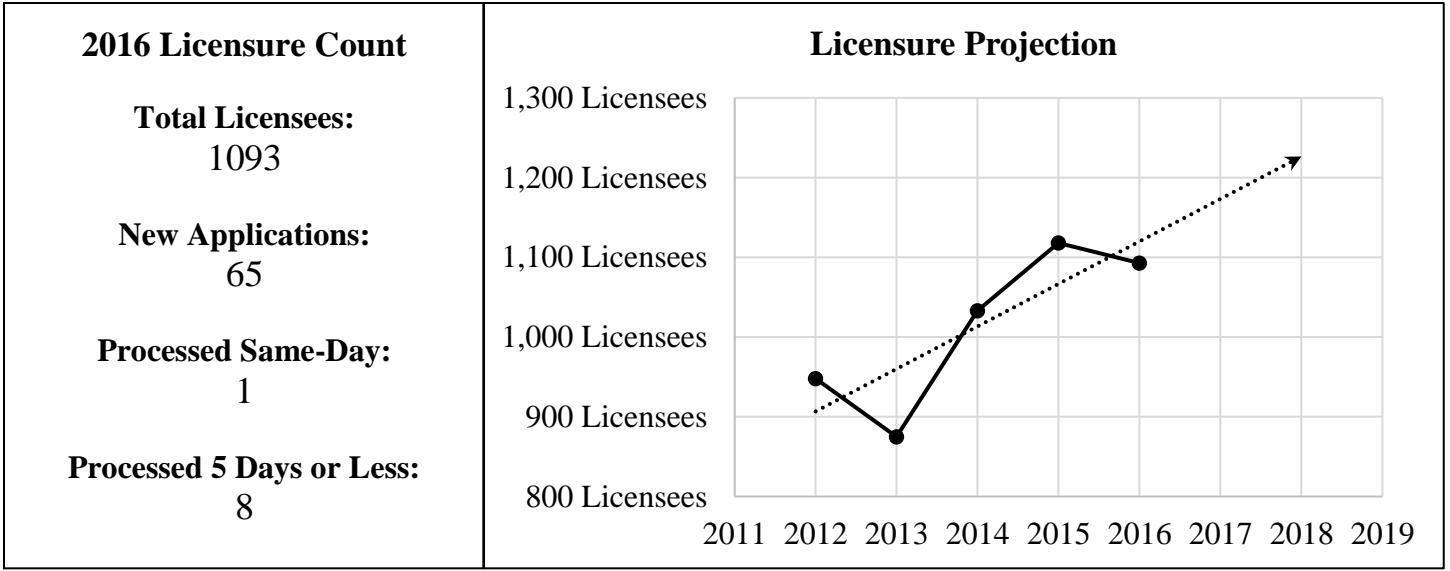
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Chiropractic profession grew by an average rate of about 3.5 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.5%), and historically is responsible for 1% of the total discipline.

# Clinical Social Workers

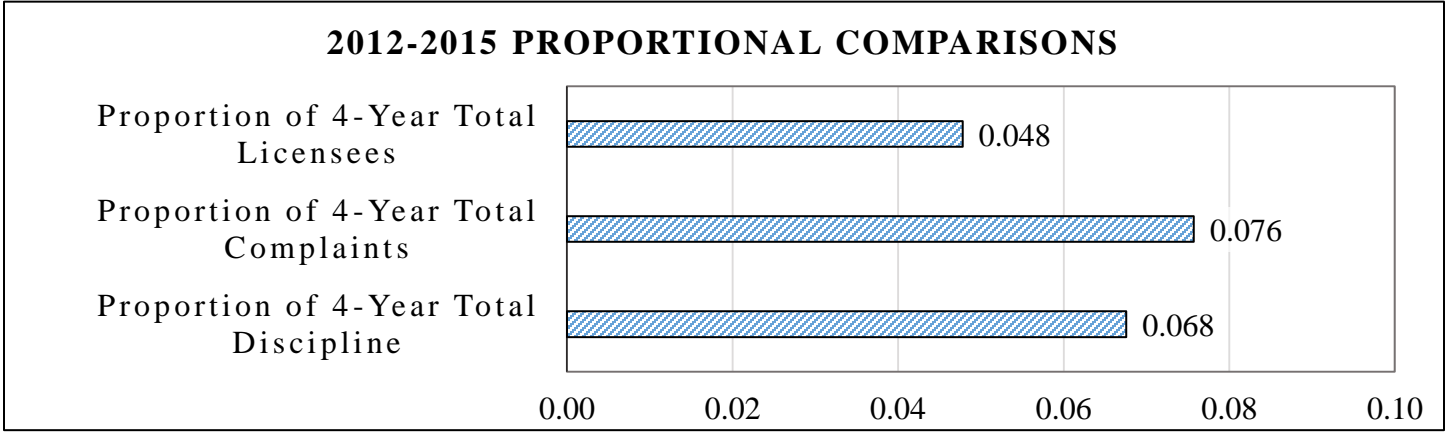
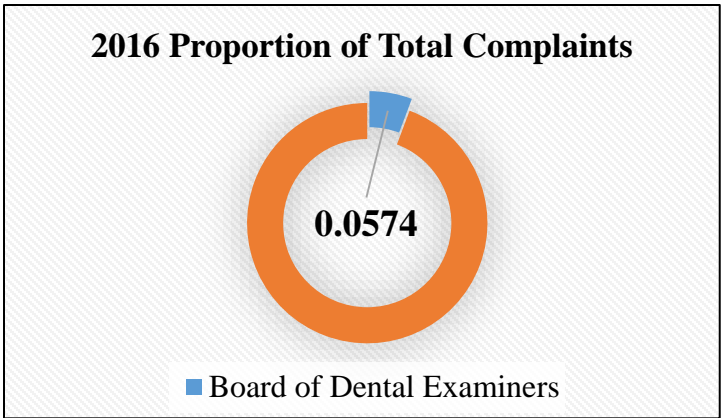
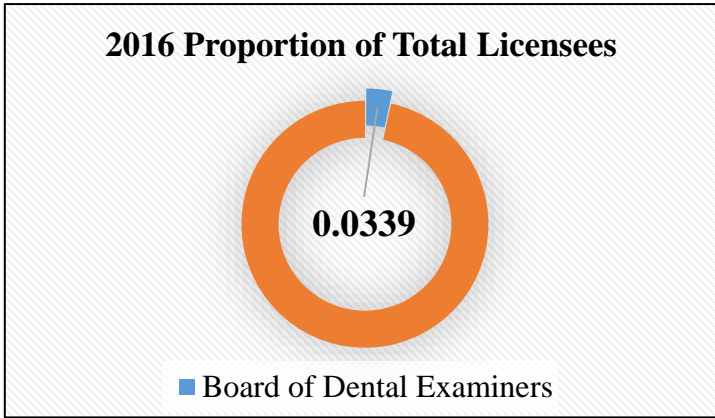
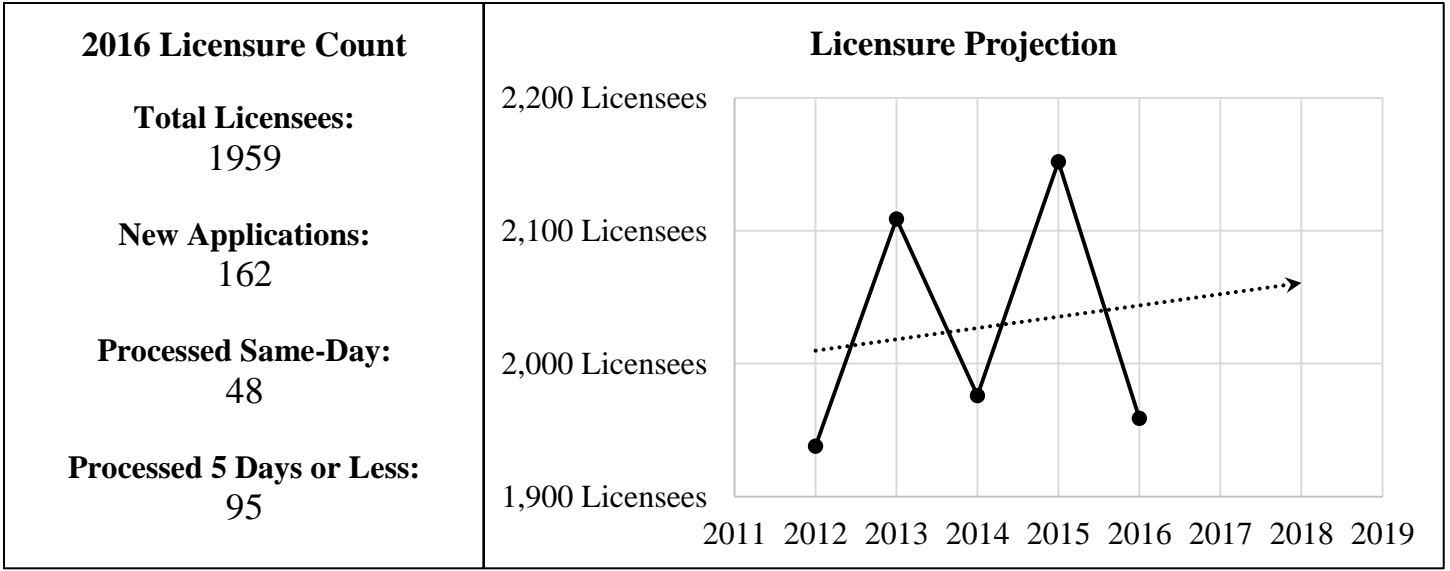
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the clinical social worker profession grew by an average rate of about 53 licensees per annum. This profession makes up a small proportion of the total licensure (2016: 1.9%), and historically is responsible for 1.2% of the total discipline.

# Board of Dental Examiners

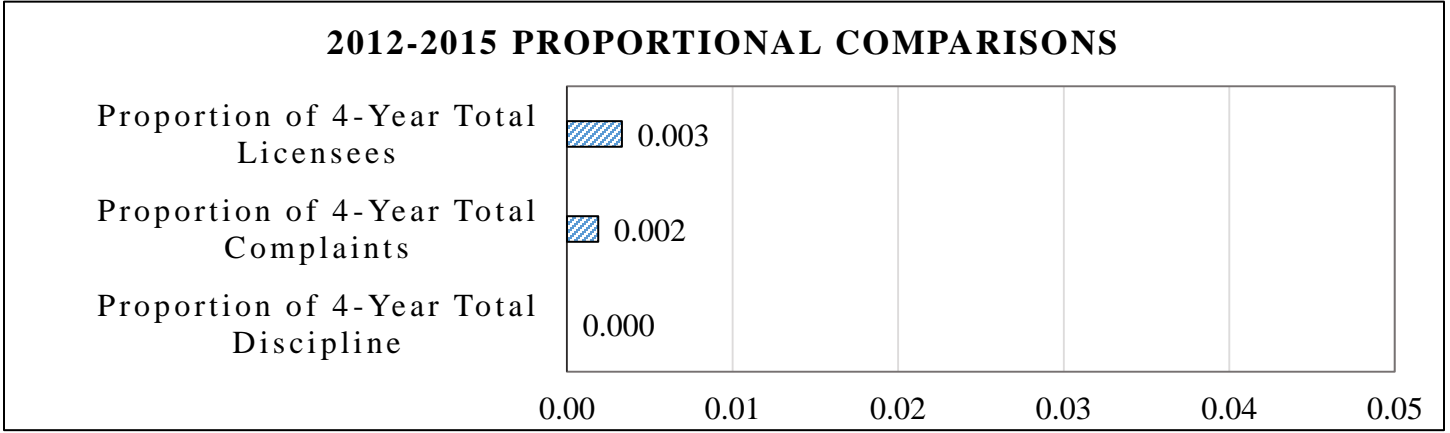
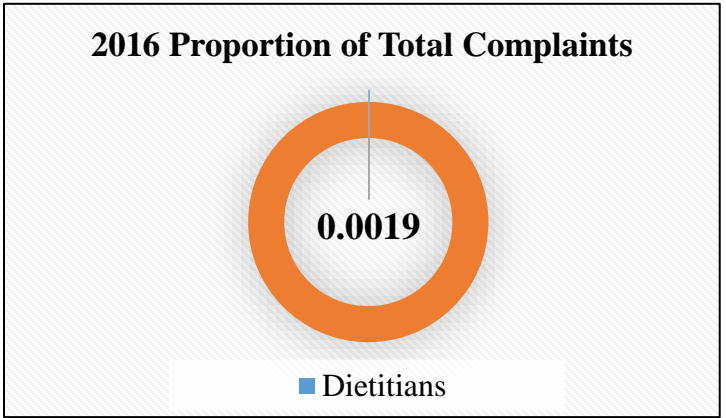
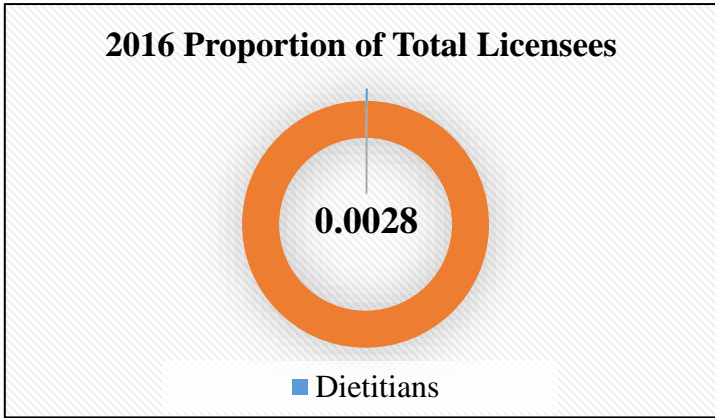
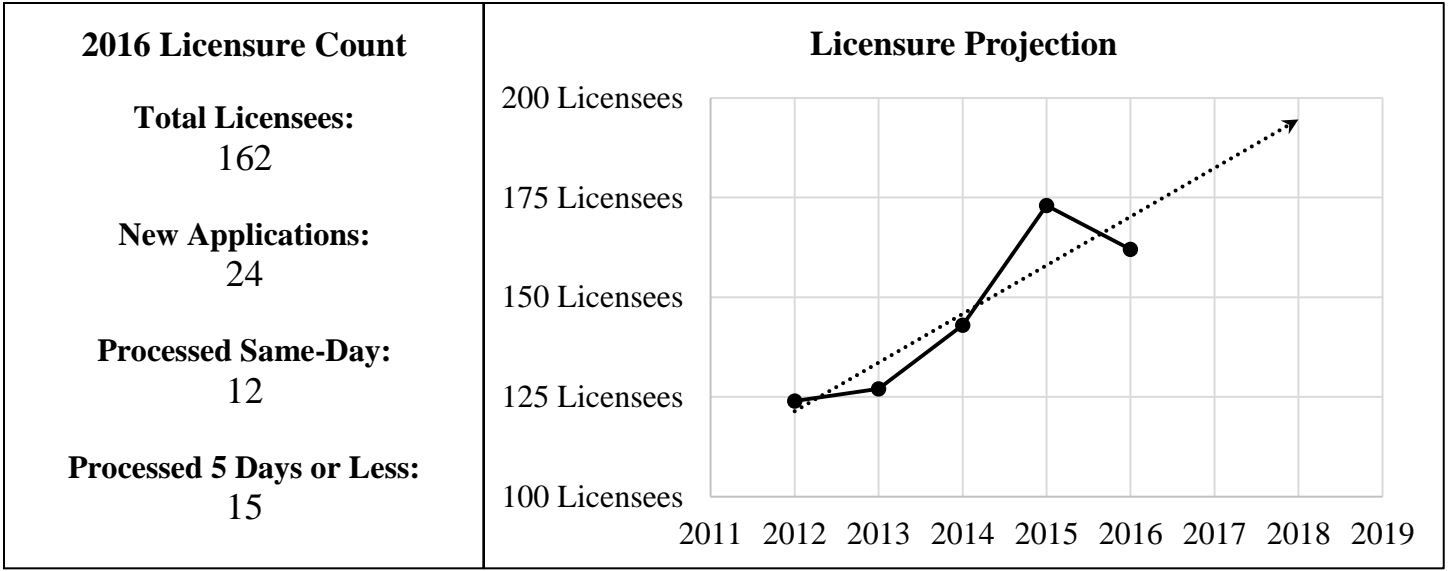
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Dental Examiner professions grew by an average rate of about 9 licensees per annum. These professions make up a small proportion of the total licensure (2016: 3.4%), and historically are responsible for 6.8% of the total discipline.

# Dietitians

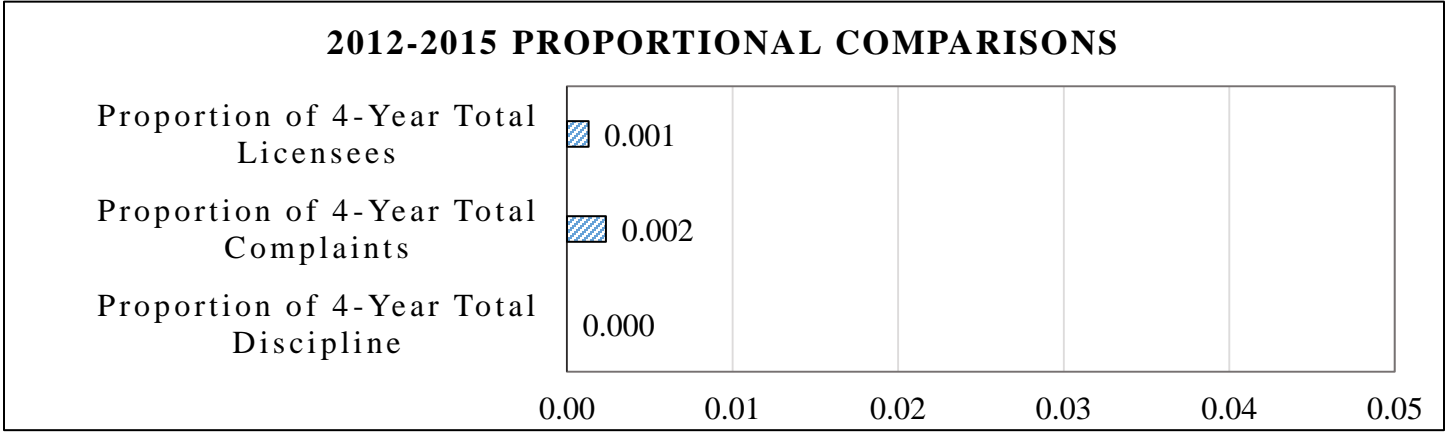
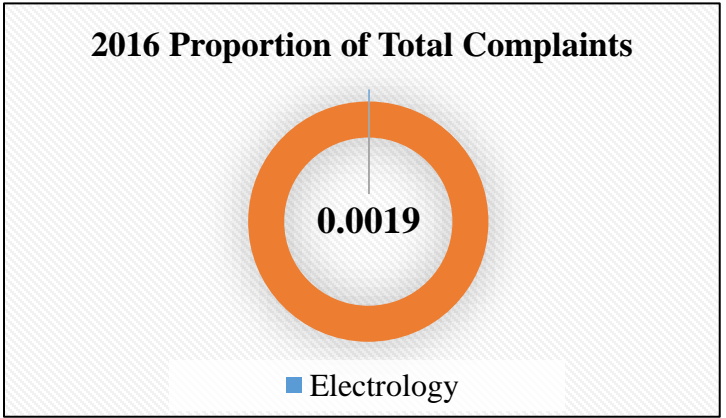
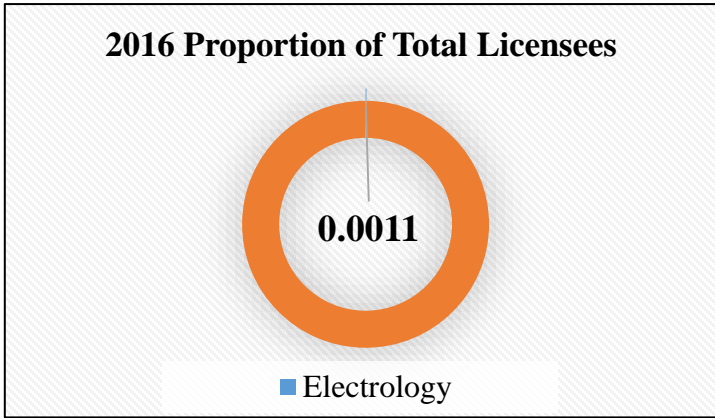
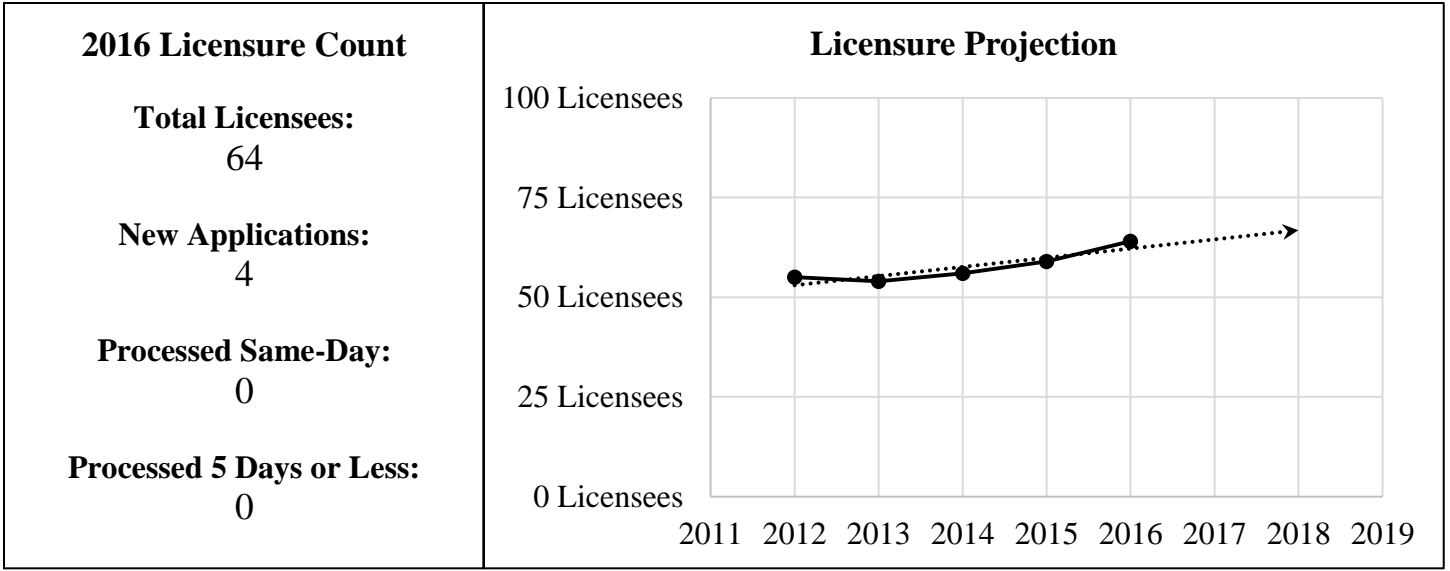
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Dietitian profession grew by an average rate of about 12 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.3%), and historically is responsible for 0% of the total discipline.

# Electrology

Regulatory Model: Advisor	Renewal Cycles: Odd Years
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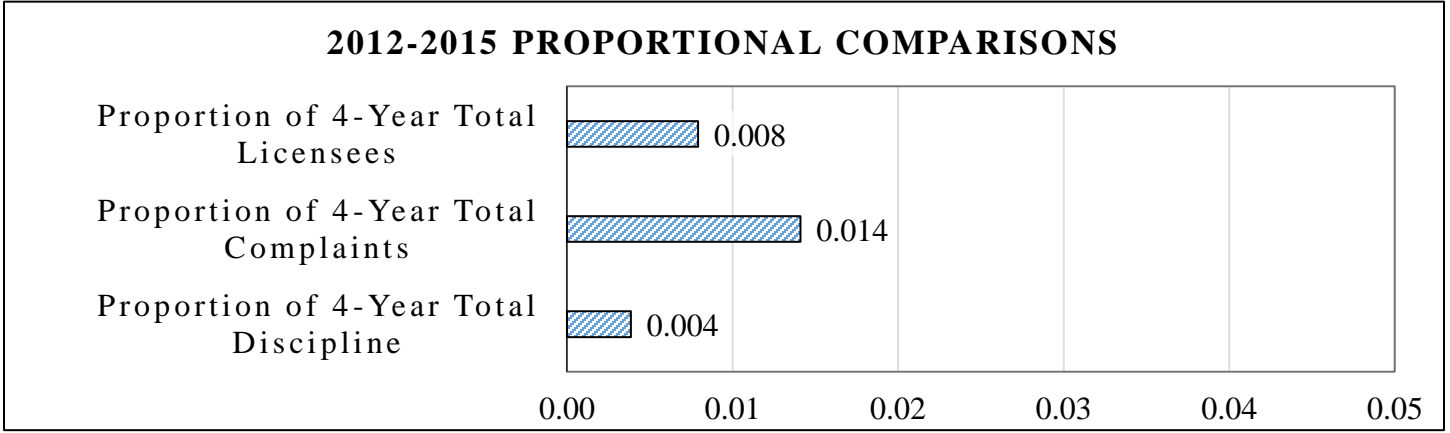
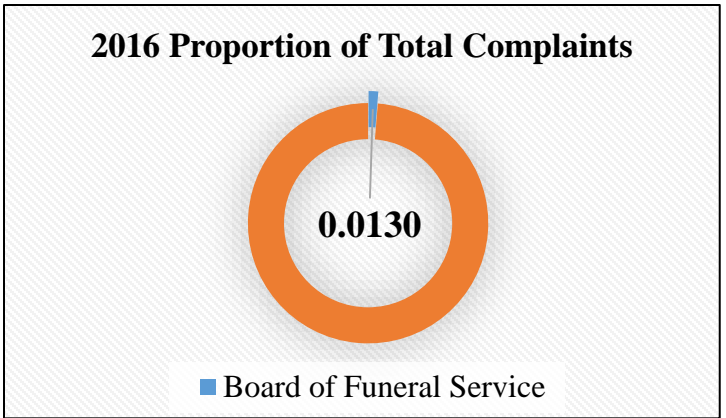
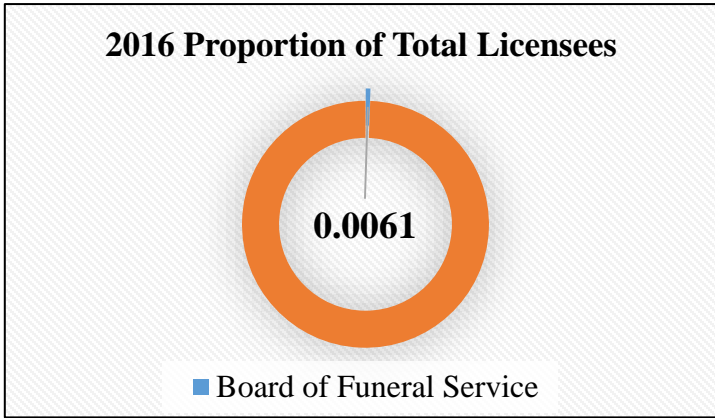
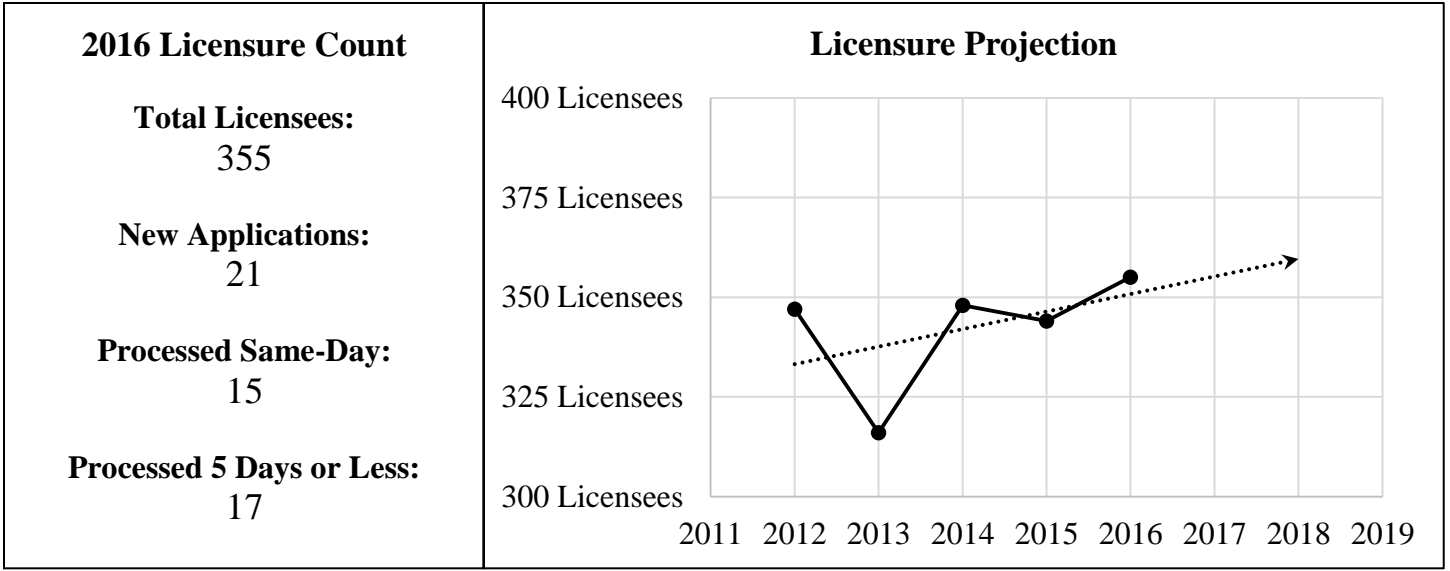


Over the past five years, the Electrology profession grew by an average rate of about 2 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.1%), and historically is responsible for 0% of the total discipline.



# Board of Funeral Service

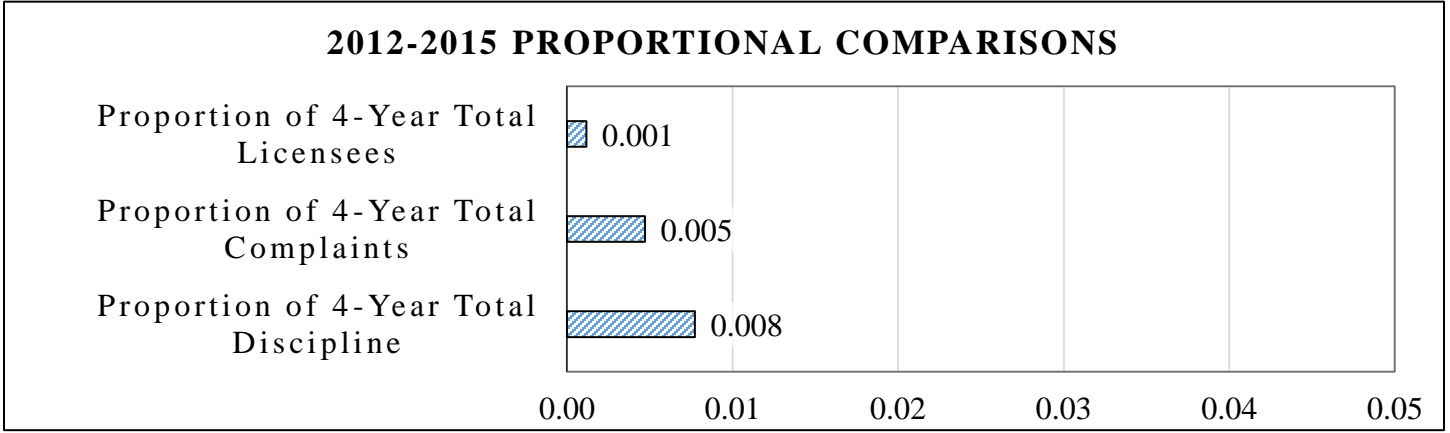
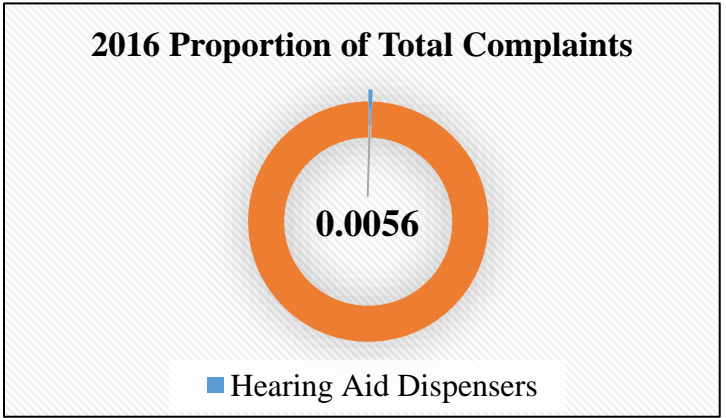
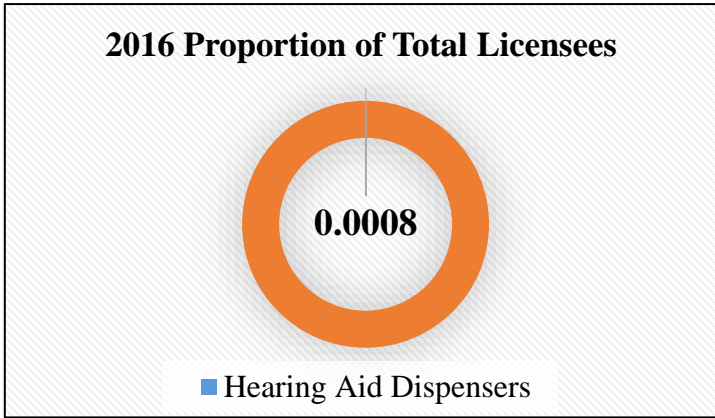
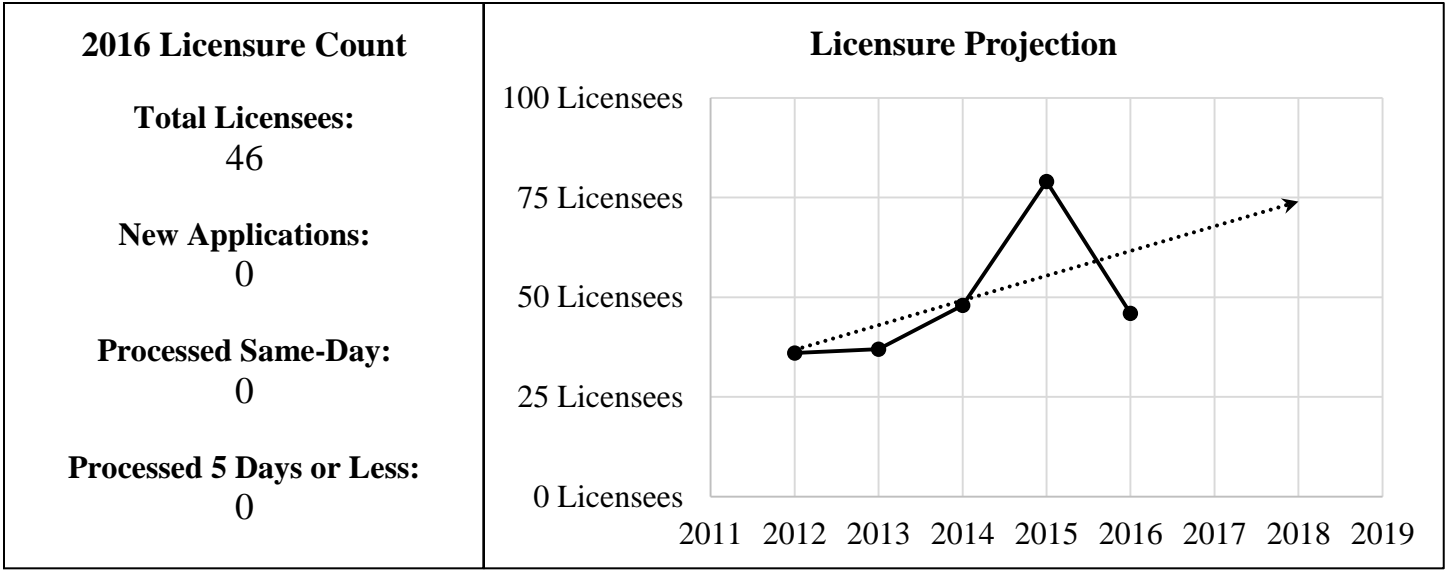
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Funeral Service professions grew by an average rate of about 4 licensees per annum. These professions make up a very small proportion of the total licensure (2016: 0.06%), and historically are responsible for 0.4% of the total discipline.

# Hearing Aid Dispensers

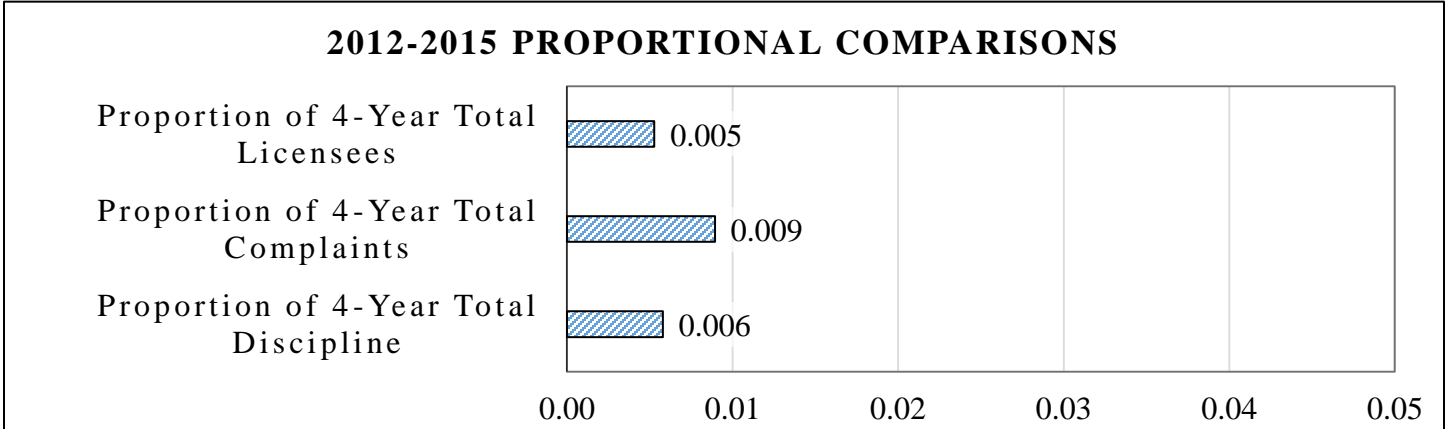
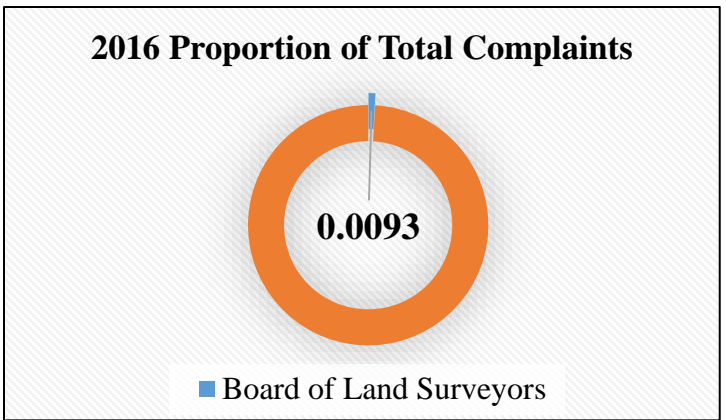
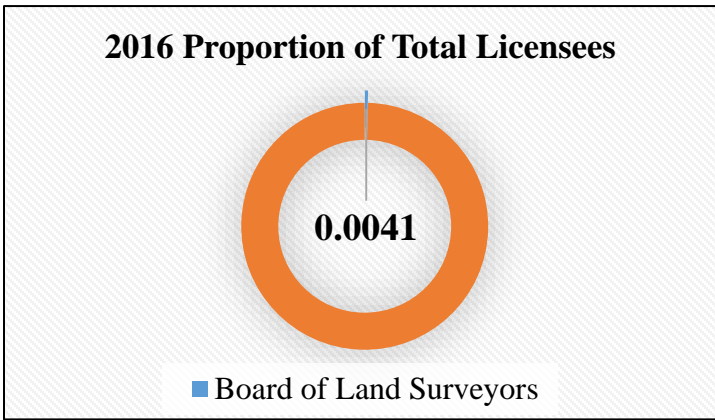
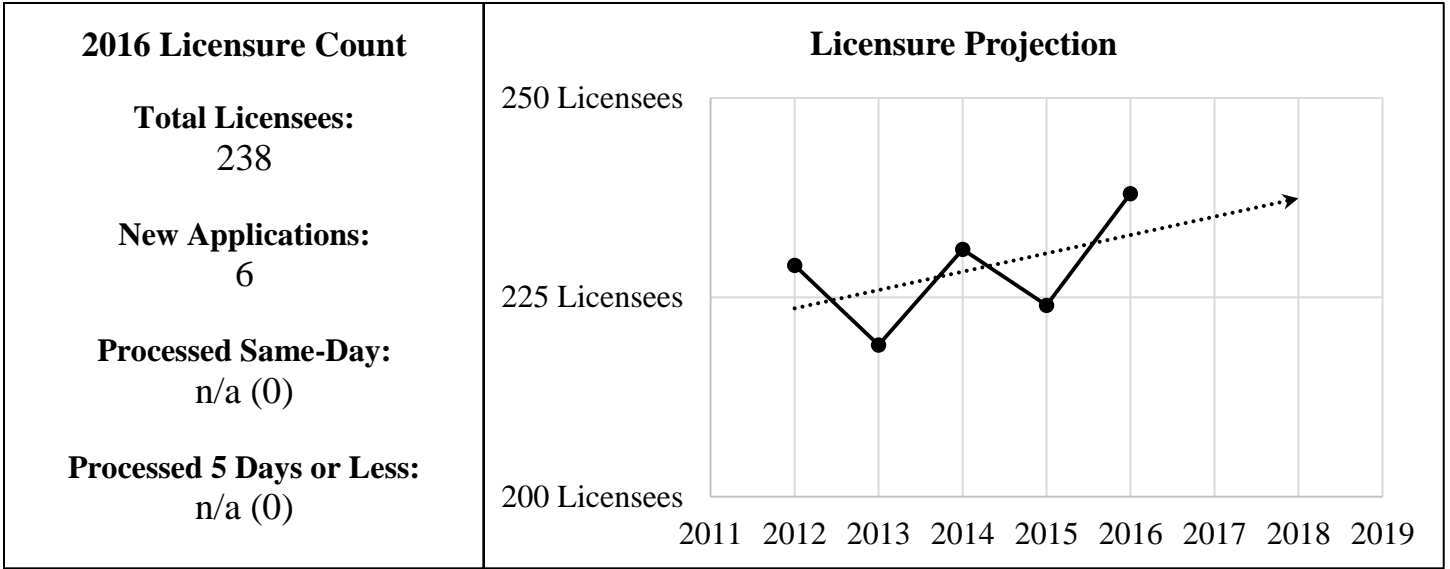
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Over the past five years, the Hearing Aid Dispenser profession grew by an average rate of about 6 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.08%), and historically is responsible for 0.08% of the total discipline.

# Board of Land Surveyors

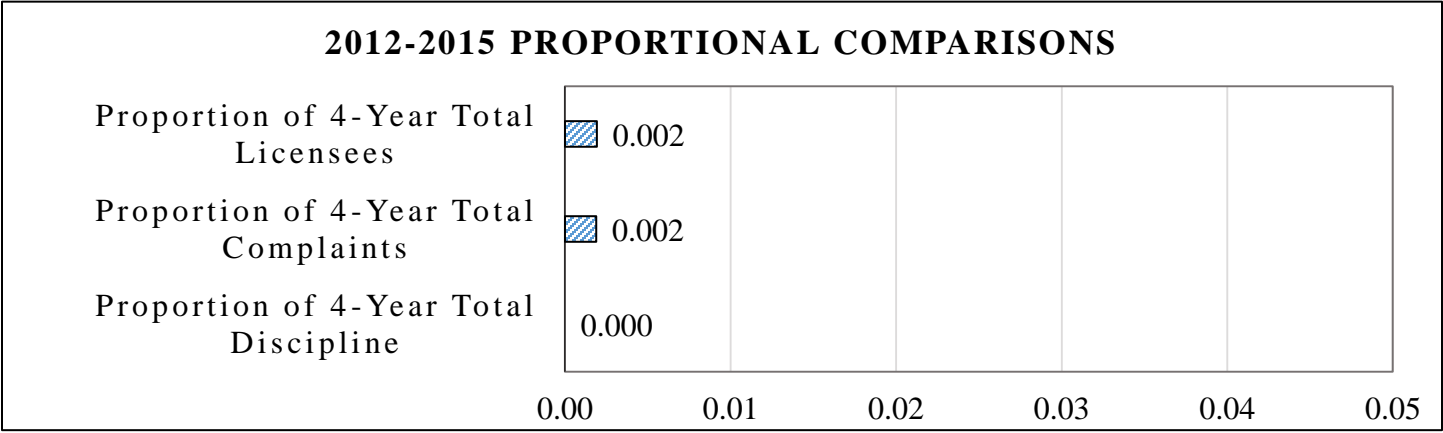
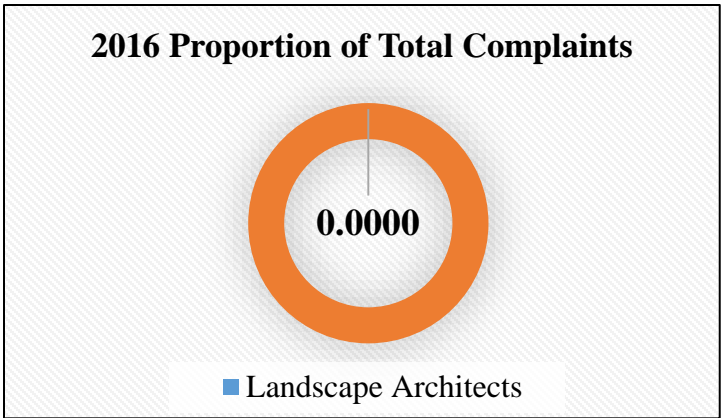
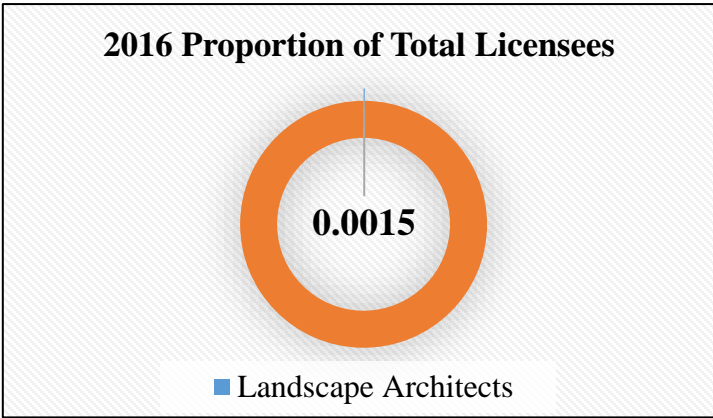
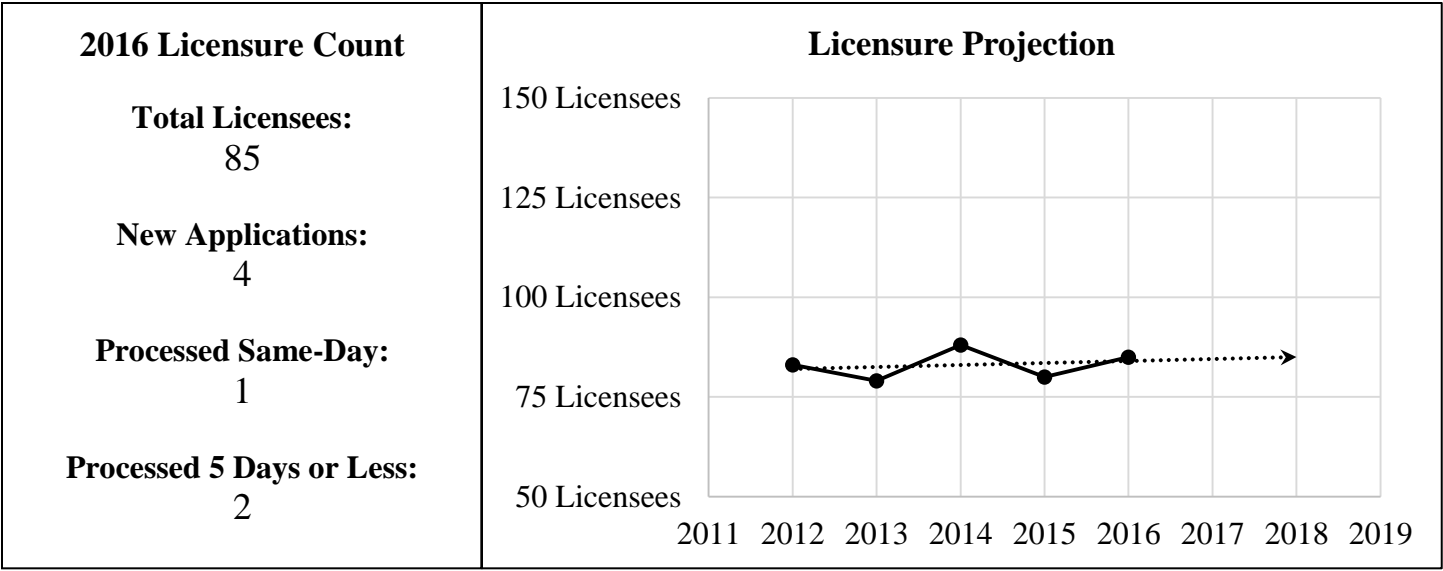
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Land Surveyor profession grew by an average rate of about 2 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.4%), and historically is responsible for 0.6% of the total discipline.

# Landscape Architects

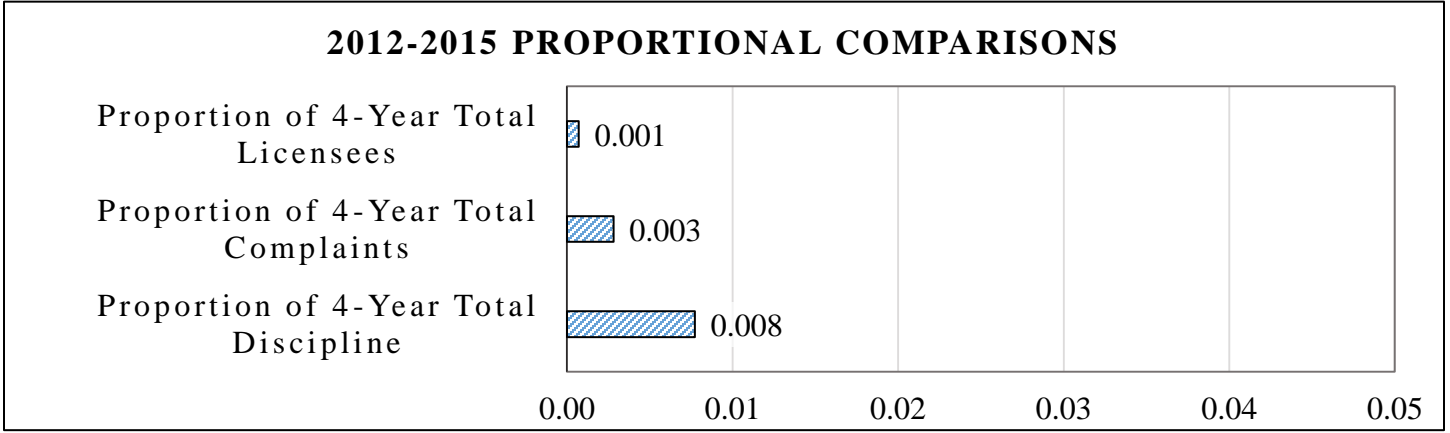
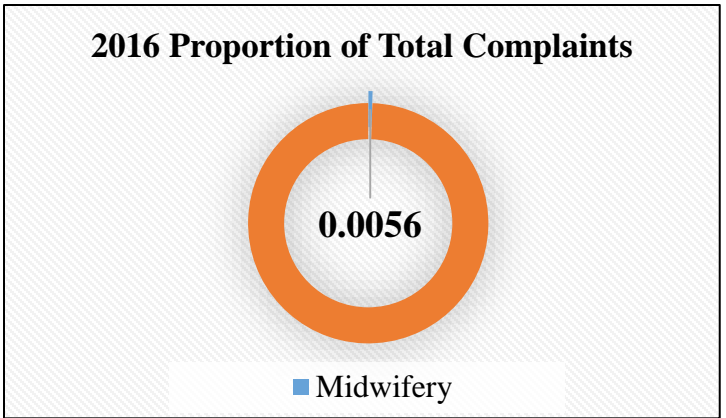
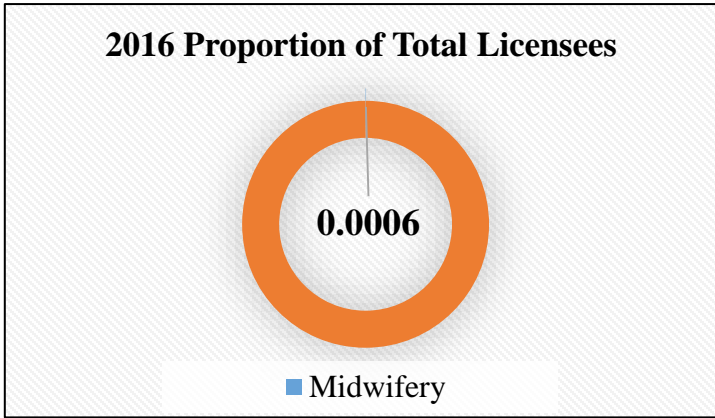
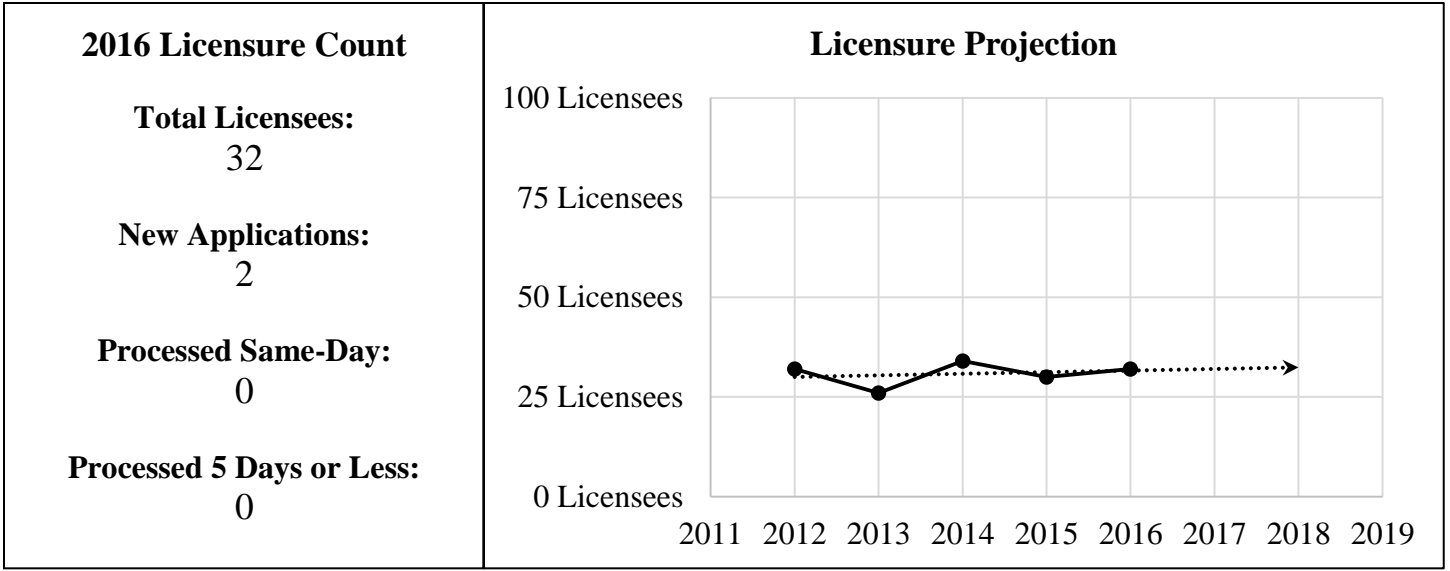
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Over the past five years, the Landscape Architect profession grew by an average rate of about 0.5 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.2%), and historically is responsible for 0% of the total discipline.

# Midwifery

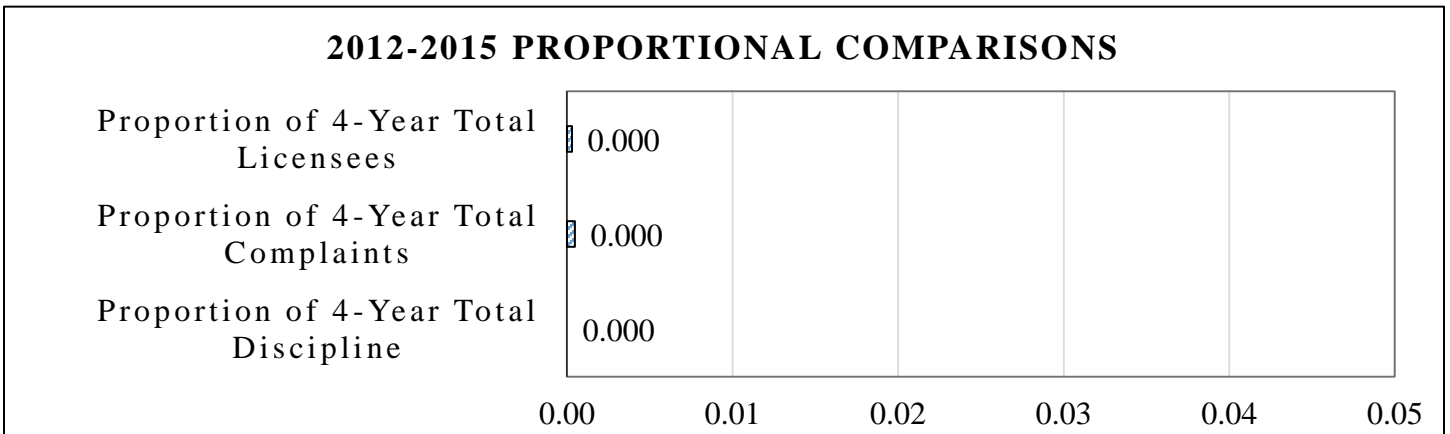
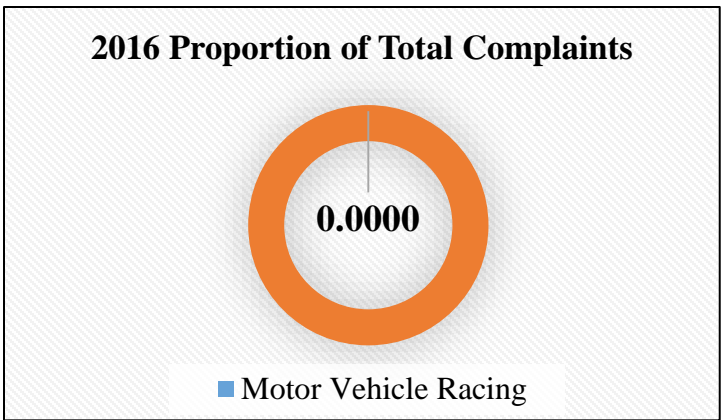
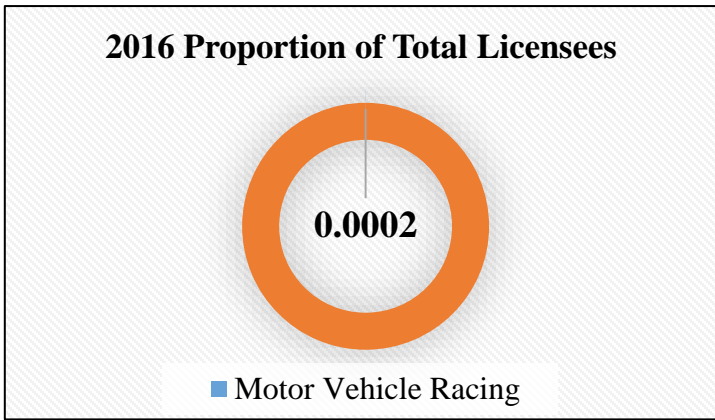
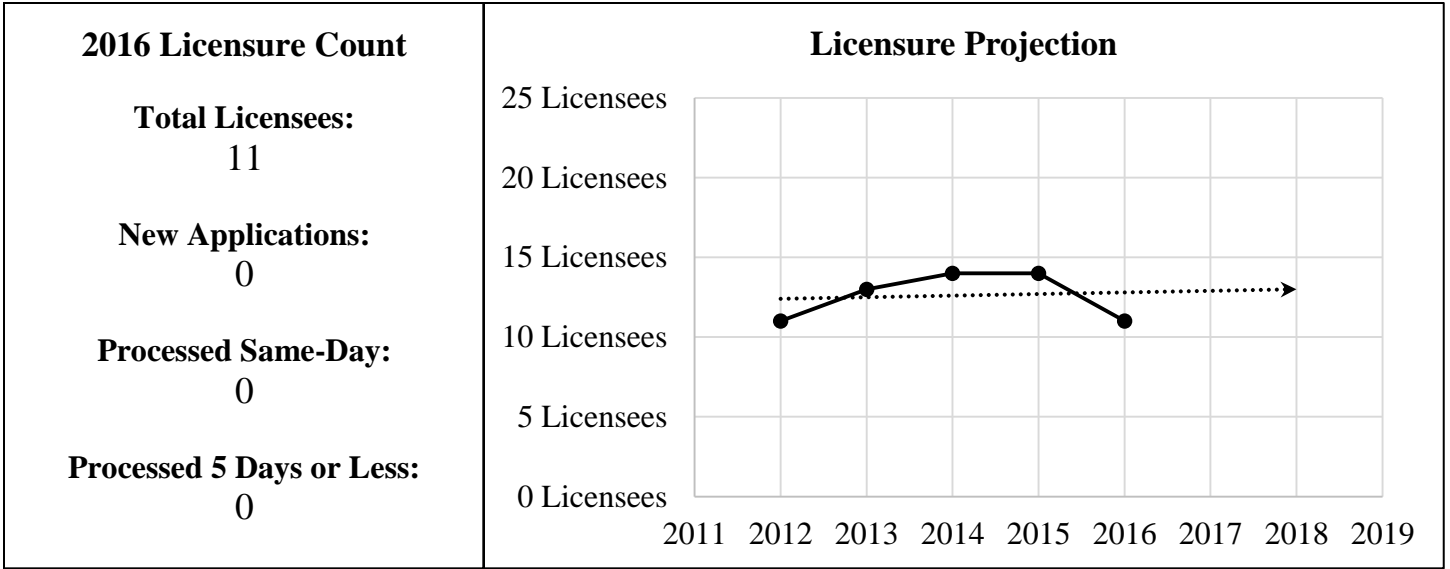
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Over the past five years, the Midwifery profession grew by an average rate of about 0.4 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.6%), and historically is responsible for 0.8% of the total discipline.

# Motor Vehicle Racing

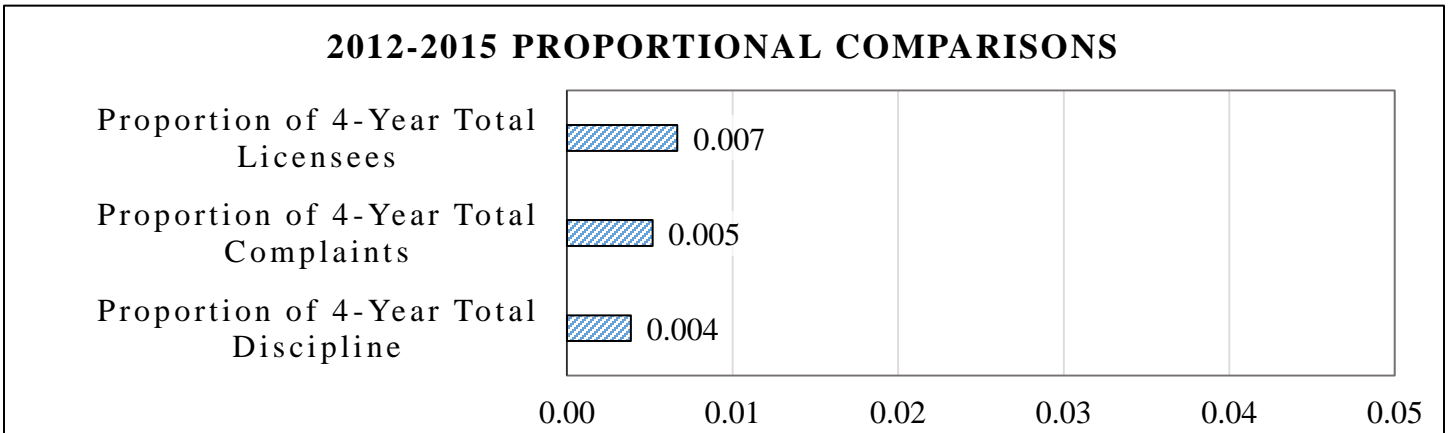
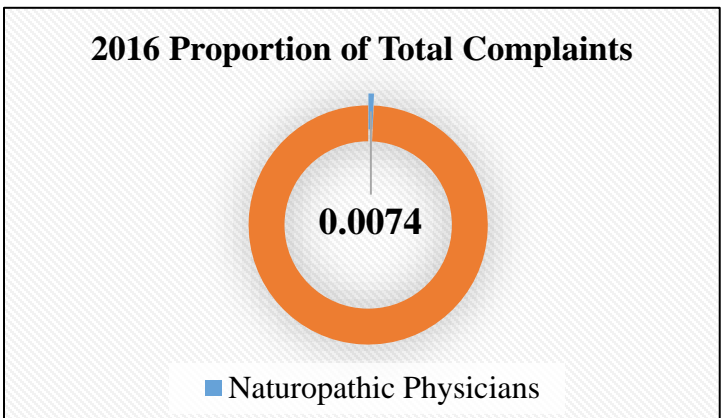
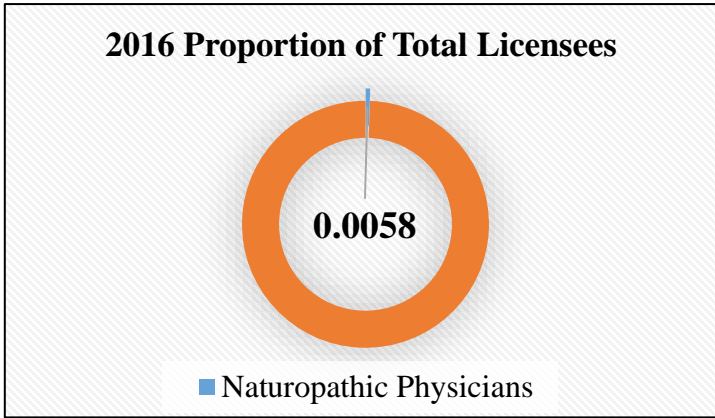
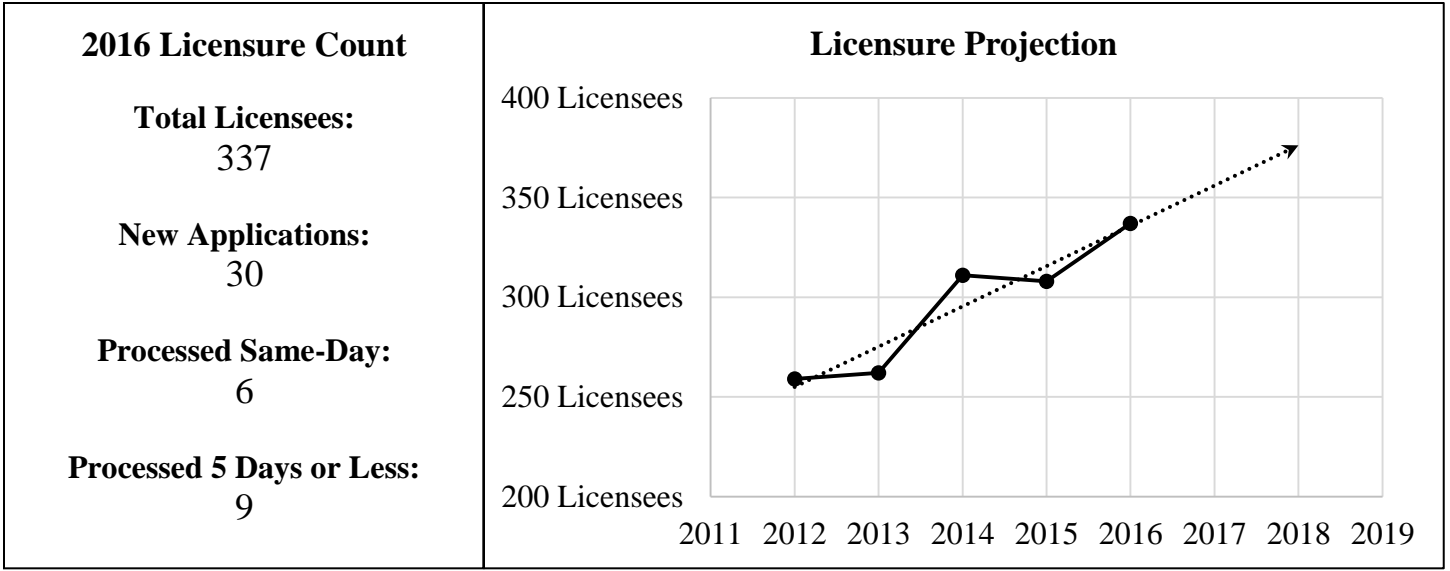
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Motor Vehicle Racing profession remains largely unchanged. This profession makes up a very small proportion of the total licensure (2016: 0.02%), and historically is responsible for 0% of the total discipline.

# Naturopathic Physicians

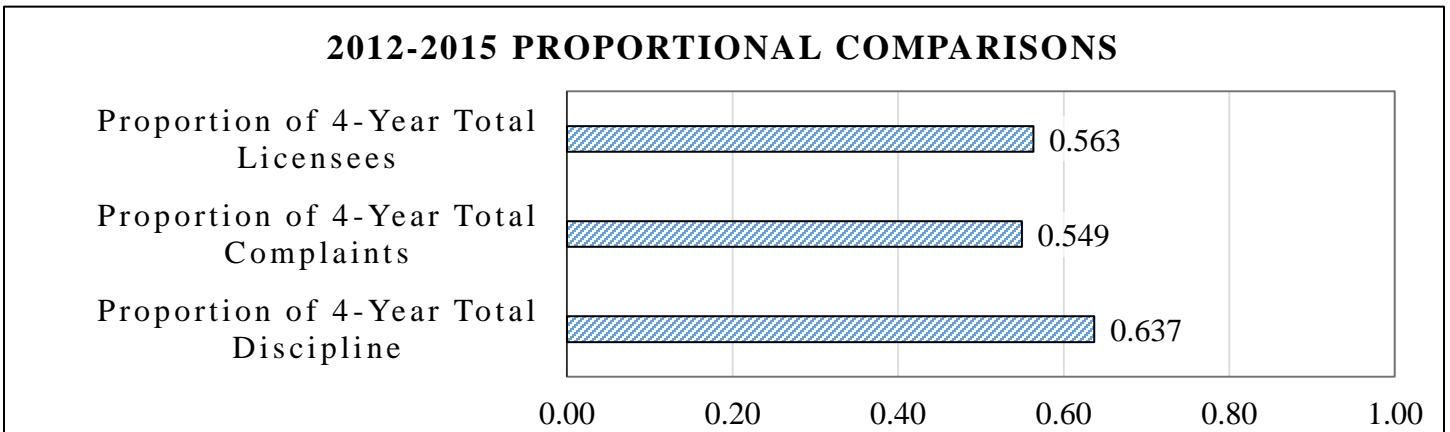
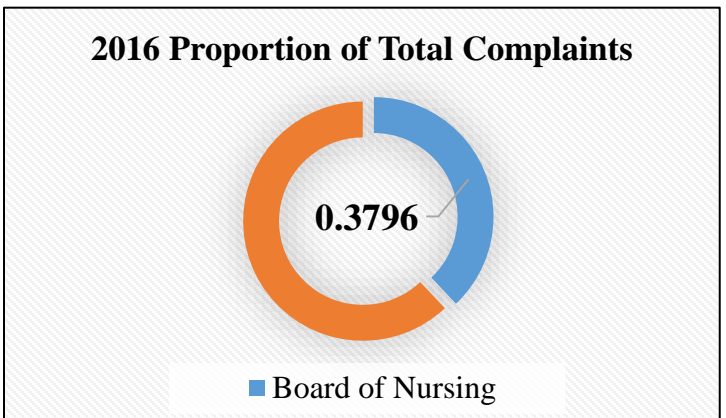
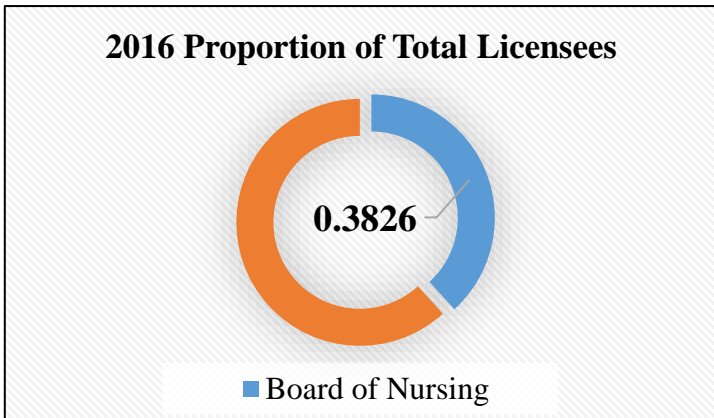
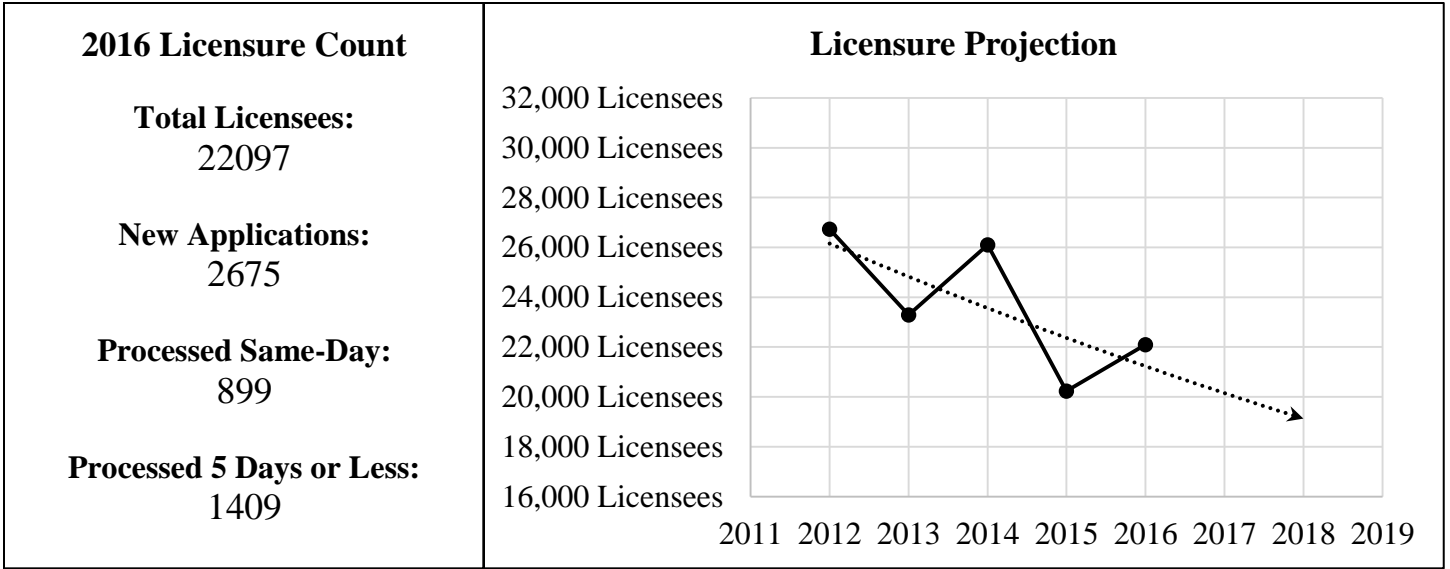
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Naturopathic Physician profession grew by an average rate of about 20 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.6%), and historically is responsible for 0.4% of the total discipline.

# Board of Nursing

Regulatory Model: Board	Renewal Cycles: Odd & Even Years
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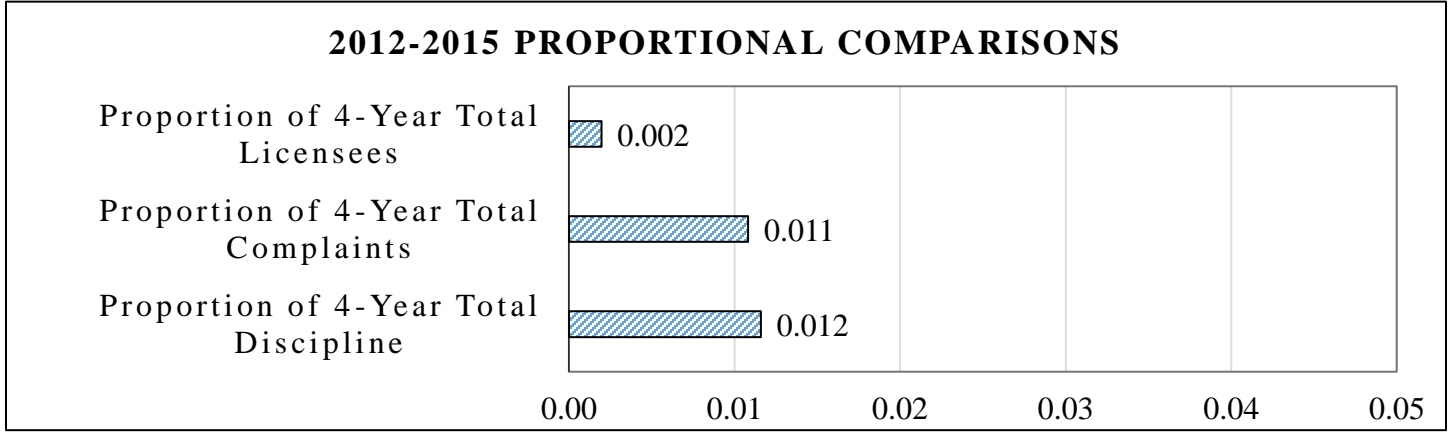
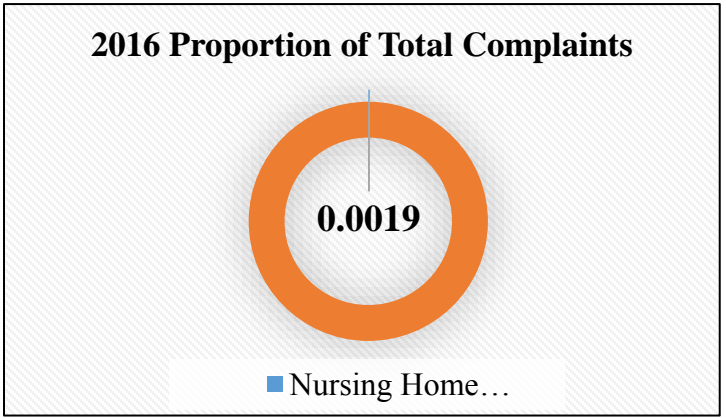
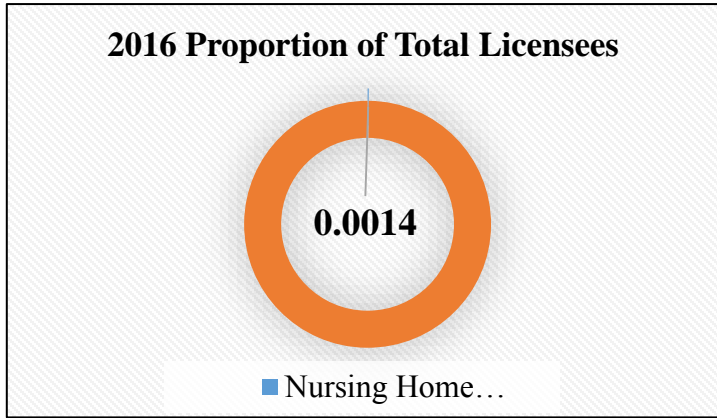
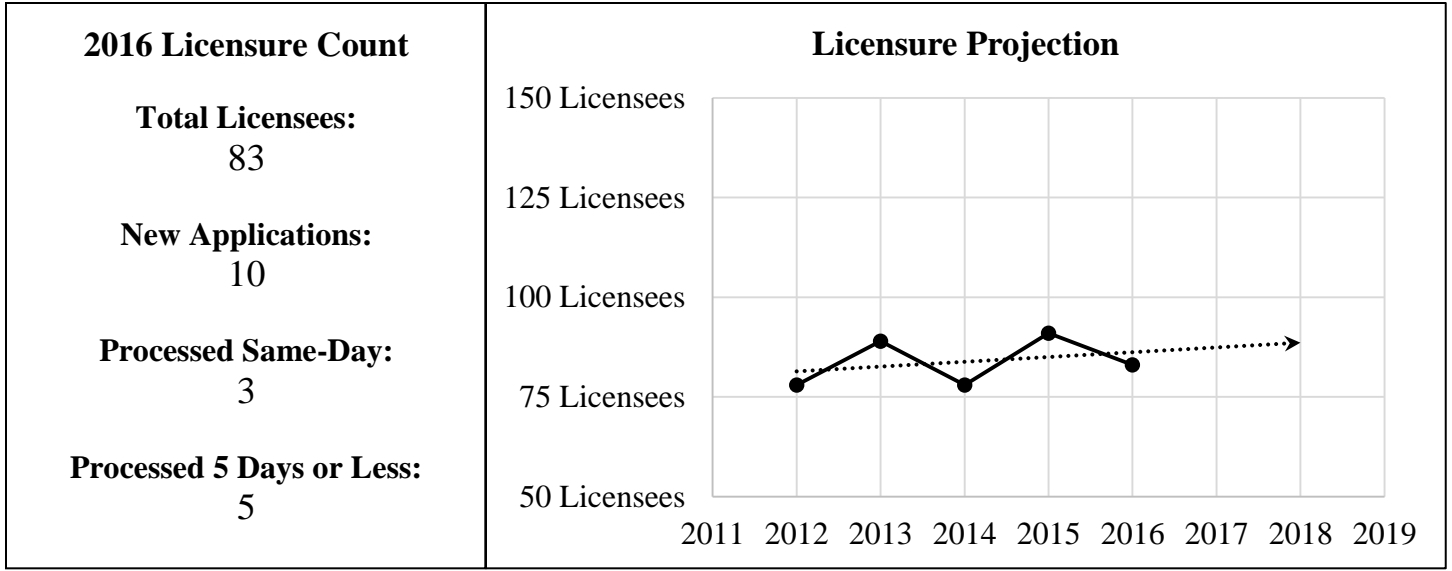


Over the past five years, the Nursing Professions lost an average of 1,232 licensees per annum. In 2015 a new policy prevented 2,785 international registered nurses (IRN) from renewing their licenses. As such, the licensure rate for nursing appears to be in a steep decline. However, if the IRN remained active, the nursing licensure decline would be far less dramatic. The nursing professions make up a large proportion of the total licensure (2016: 38.3%), and historically are responsible for about 64.8% of the total discipline.



## Nursing Home Administrators

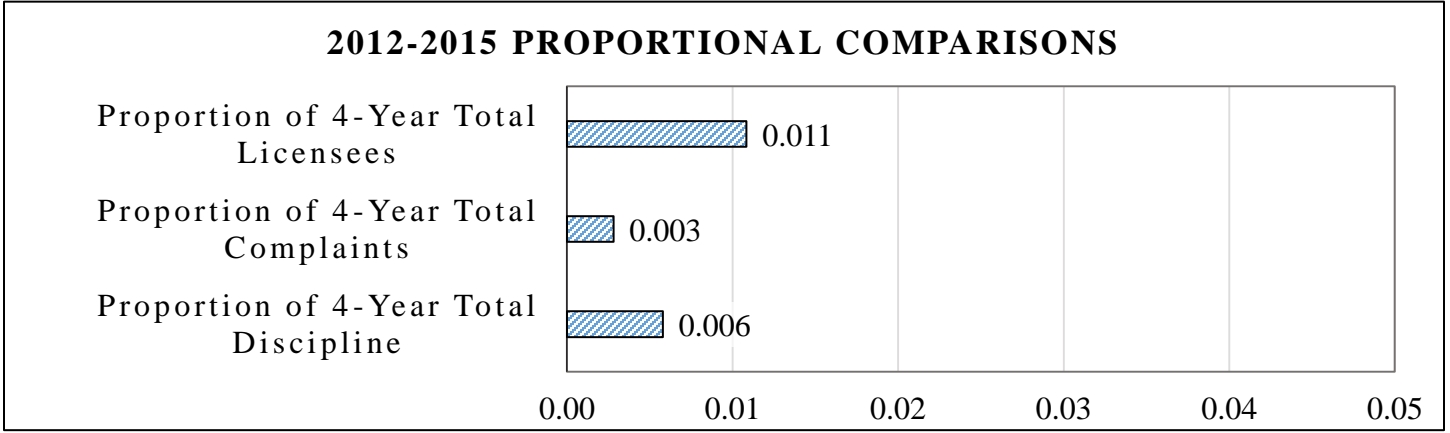
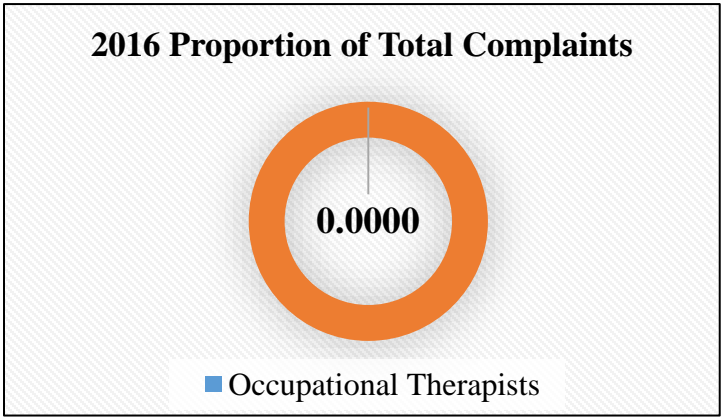
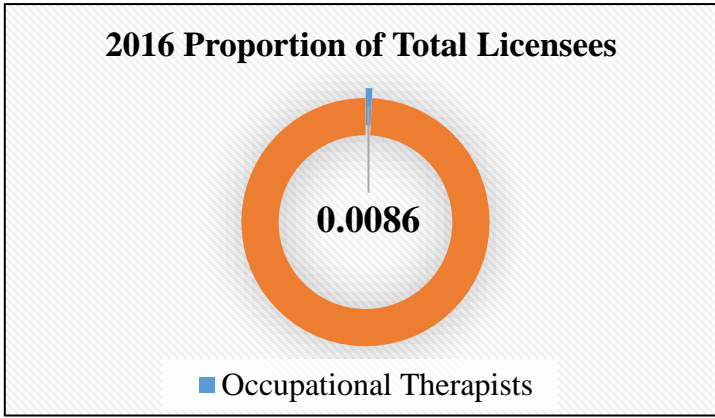
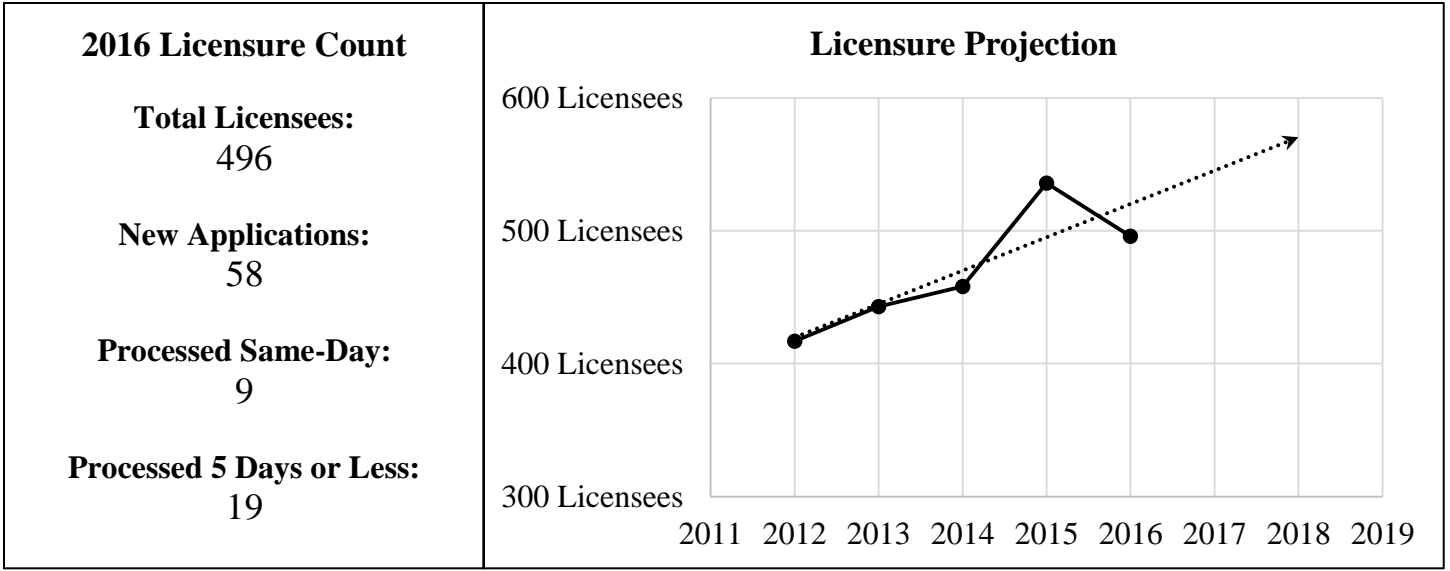
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Nursing Home Administrator profession grew by an average rate of about 1.2 licensees per annum. This profession makes up a small proportion of the total licensure (2016: 0.1%), and historically is responsible for 1.2% of the total discipline.

# Occupational Therapists

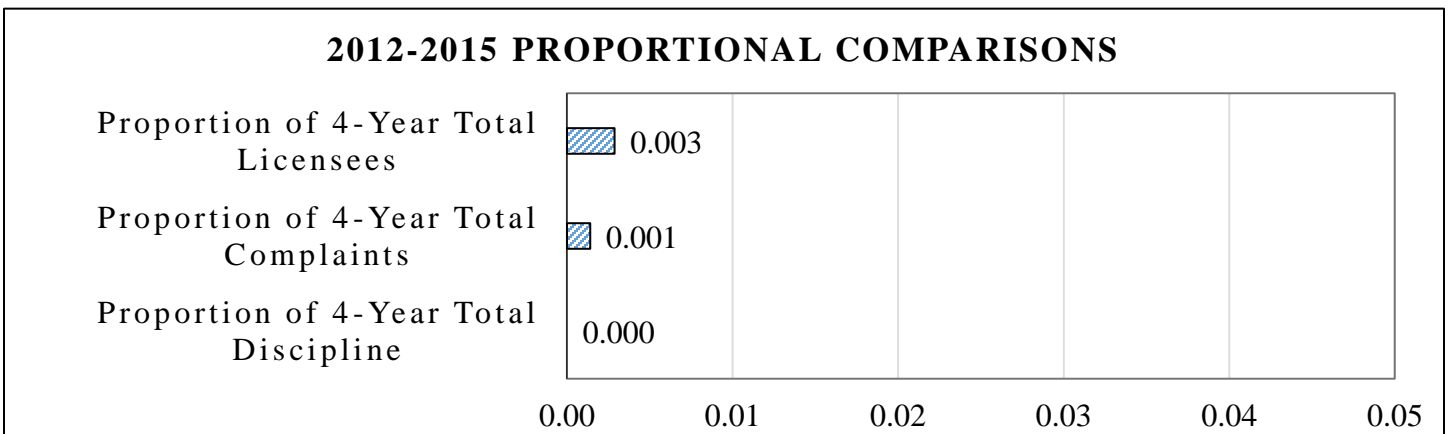
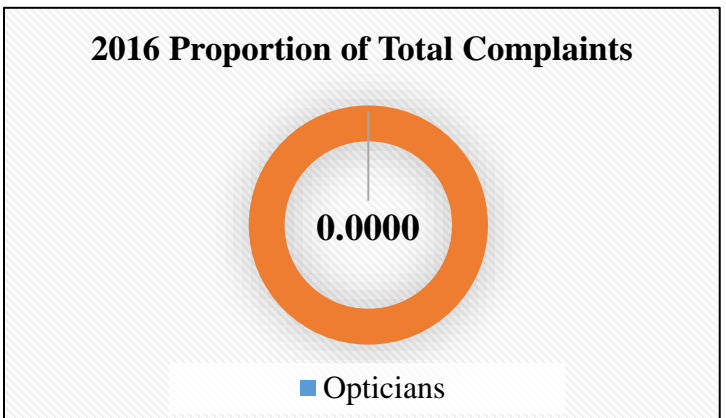
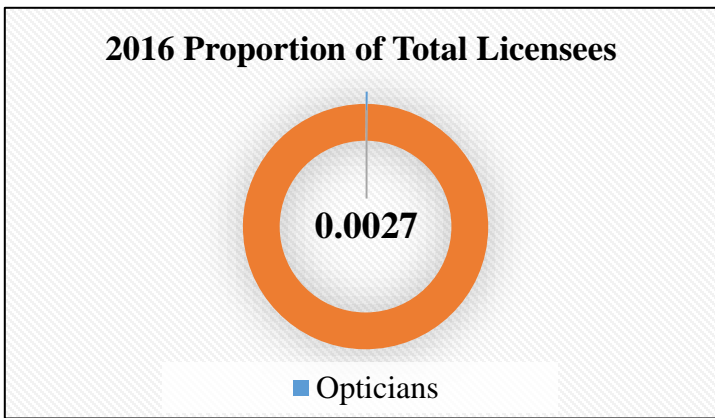
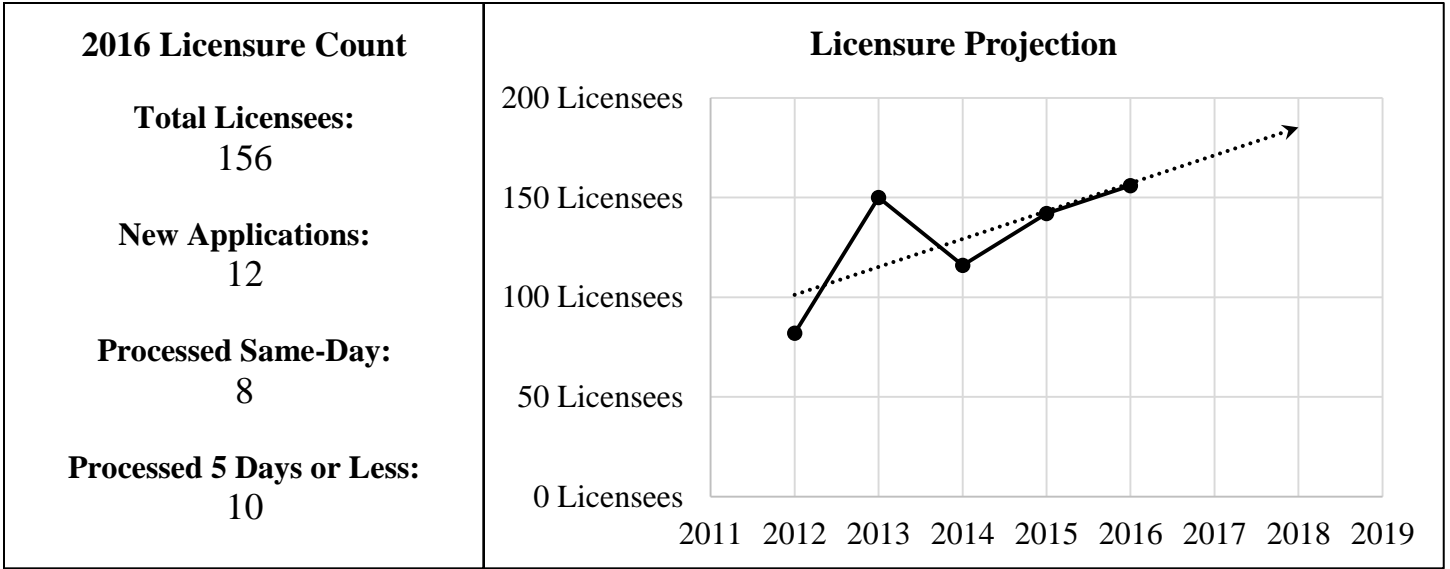
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Occupational Therapist profession grew by an average rate of about 25 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.9%), and historically is responsible for 0.6% of the total discipline.

# Opticians

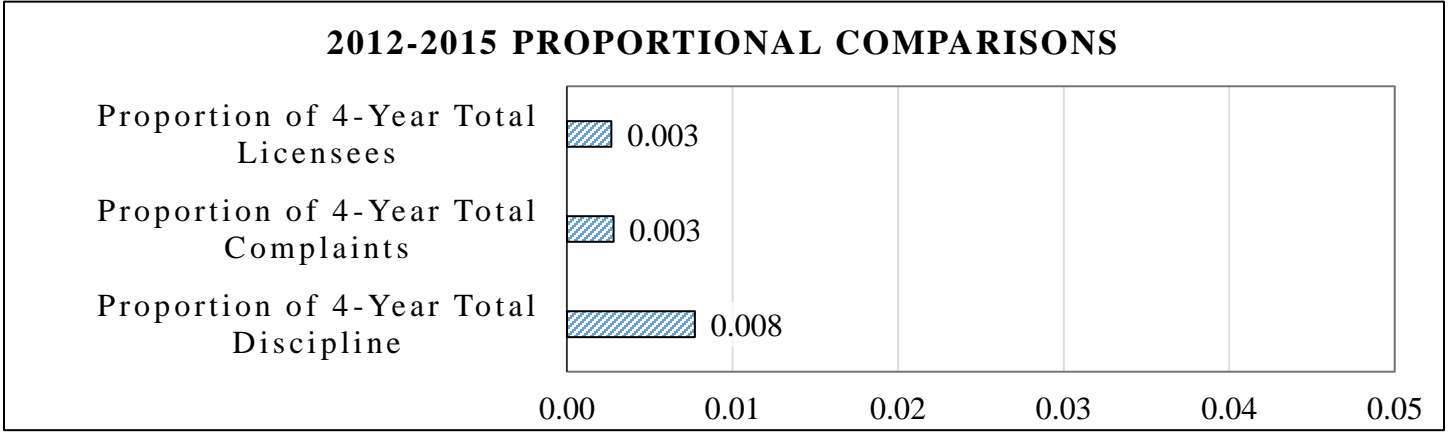
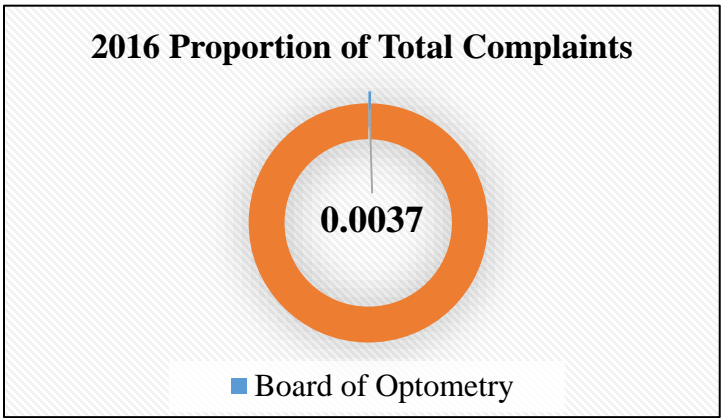
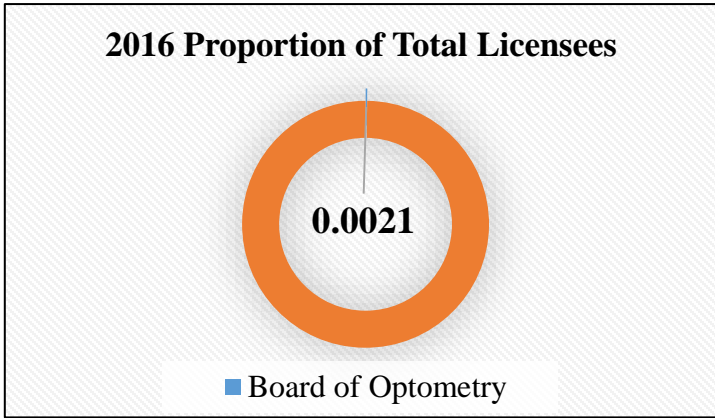
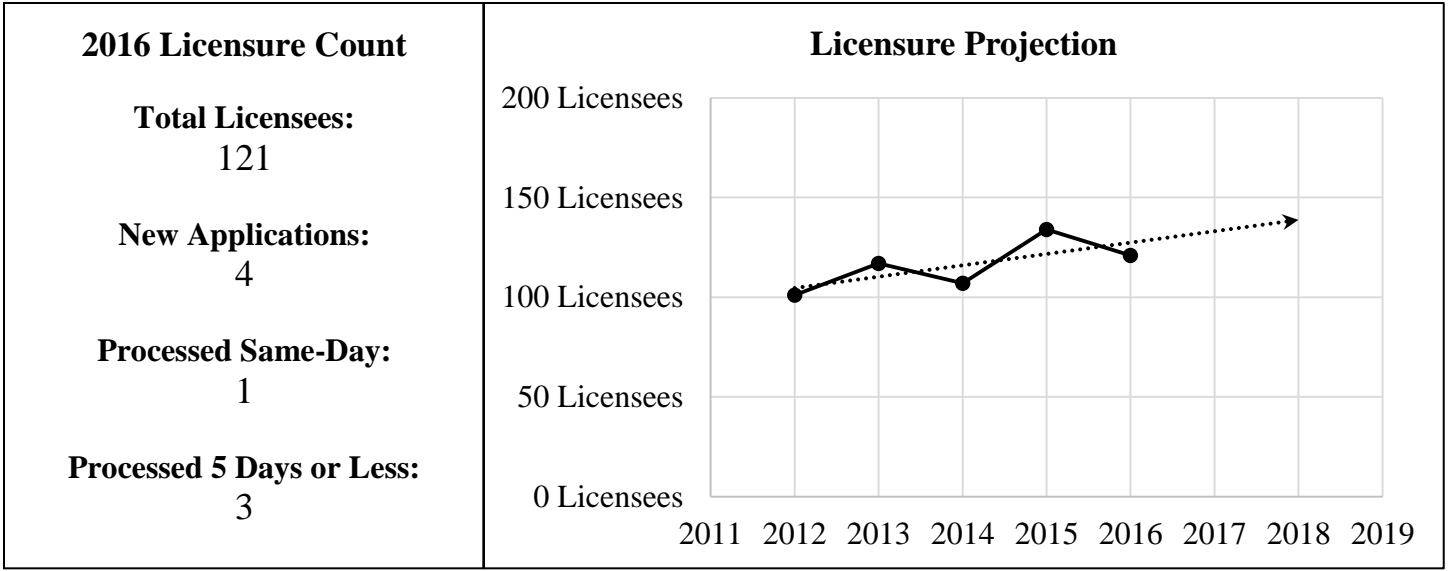
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Optician profession grew by an average rate of about 14 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.3%), and historically is responsible for 0% of the total discipline.

# Board of Optometry

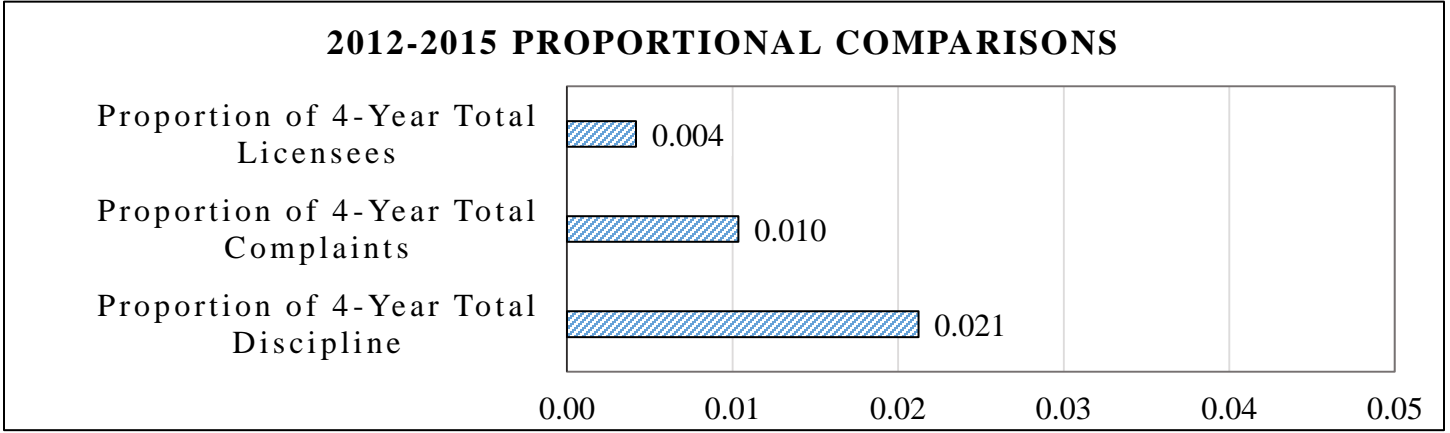
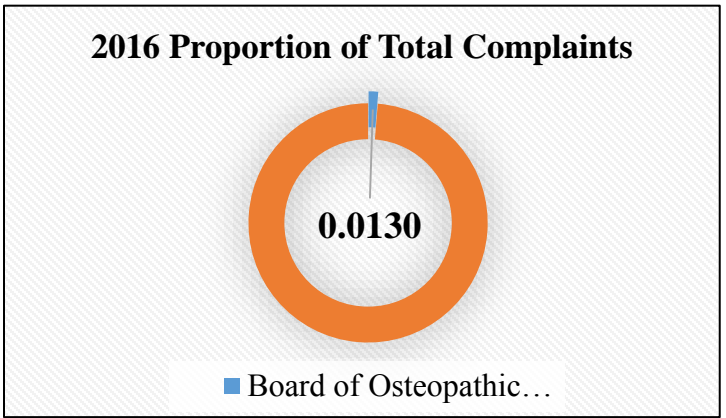
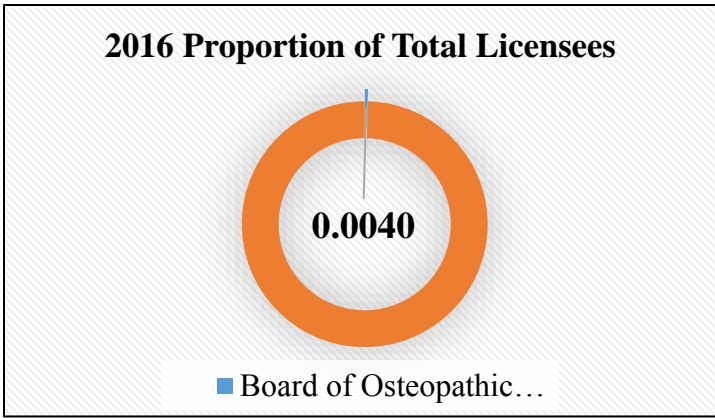
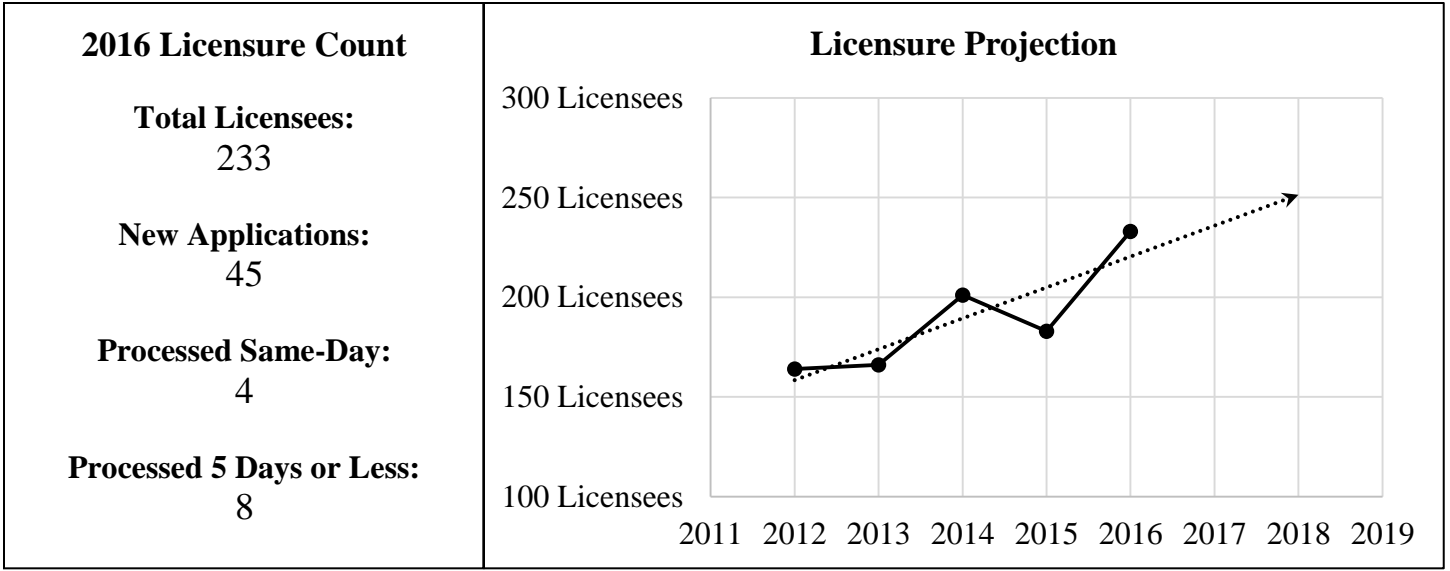
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Optometrist profession has grown by about 6 licensees each year. This profession makes up a very small proportion of the total licensure (2016: 0.2%), and historically is responsible for 0.4% of the total discipline.

# Board of Osteopathic Physicians and Surgeons

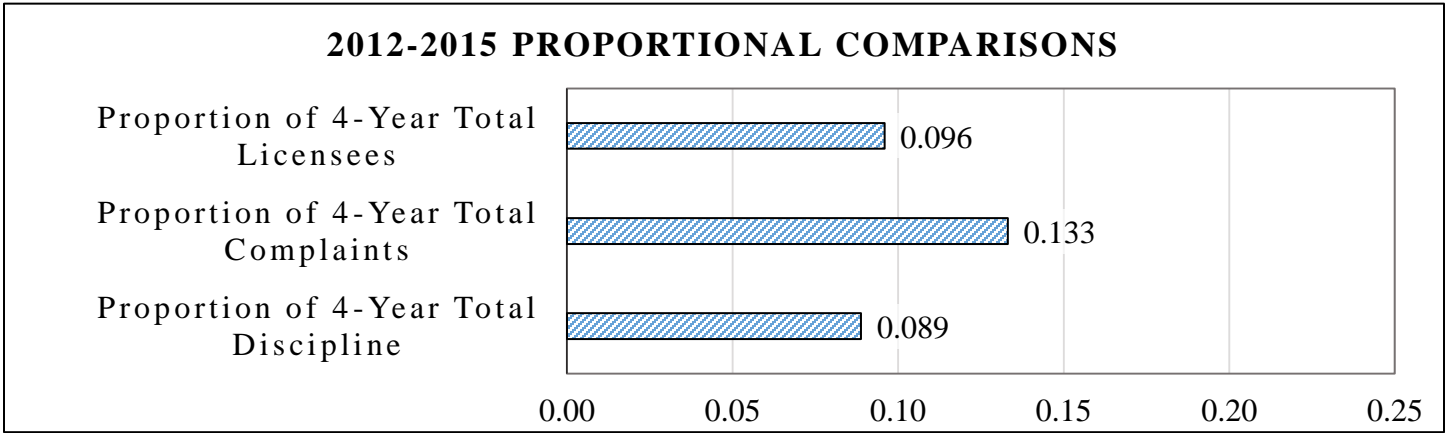
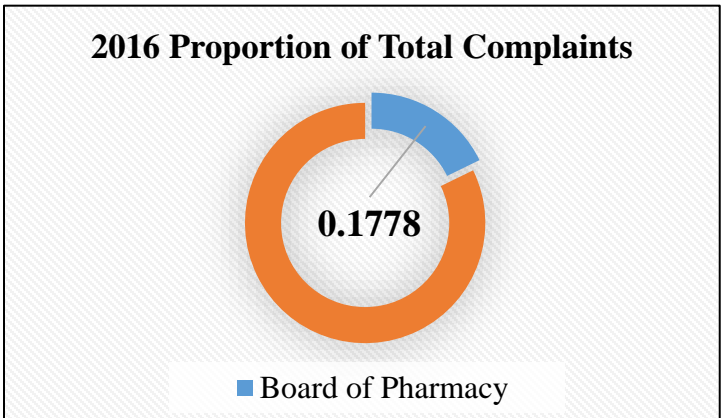
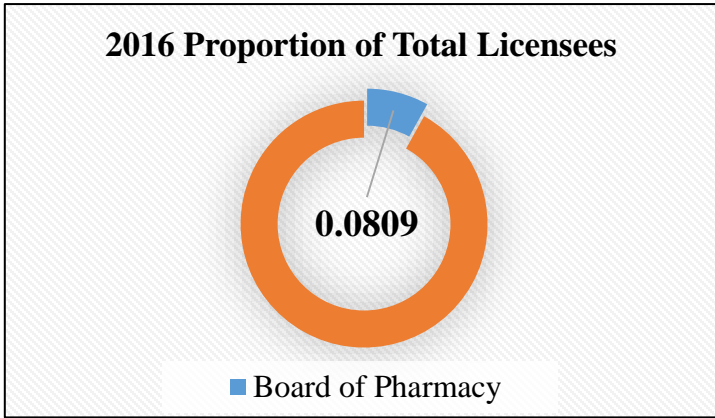
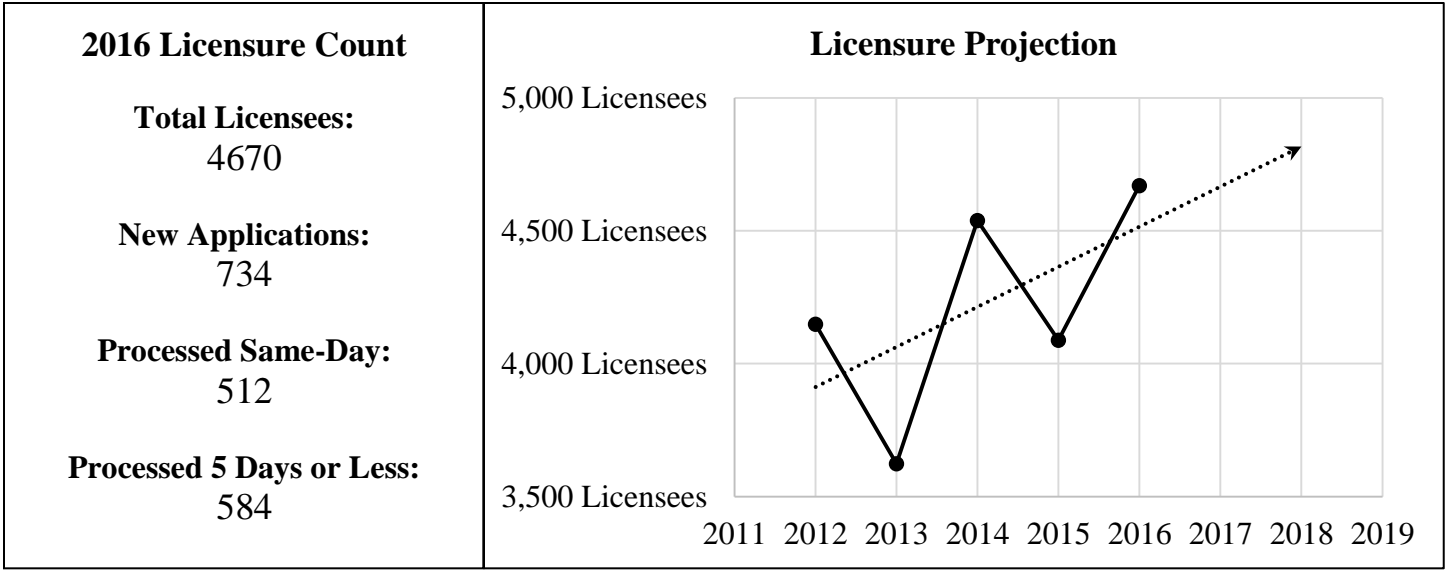
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Osteopathic Physician profession has grown by an average of 16 licensees per annum. This profession makes up a very small proportion of the total licensees (2016: 0.4%), and historically is responsible for around 2% of the total discipline.

# Board of Pharmacy

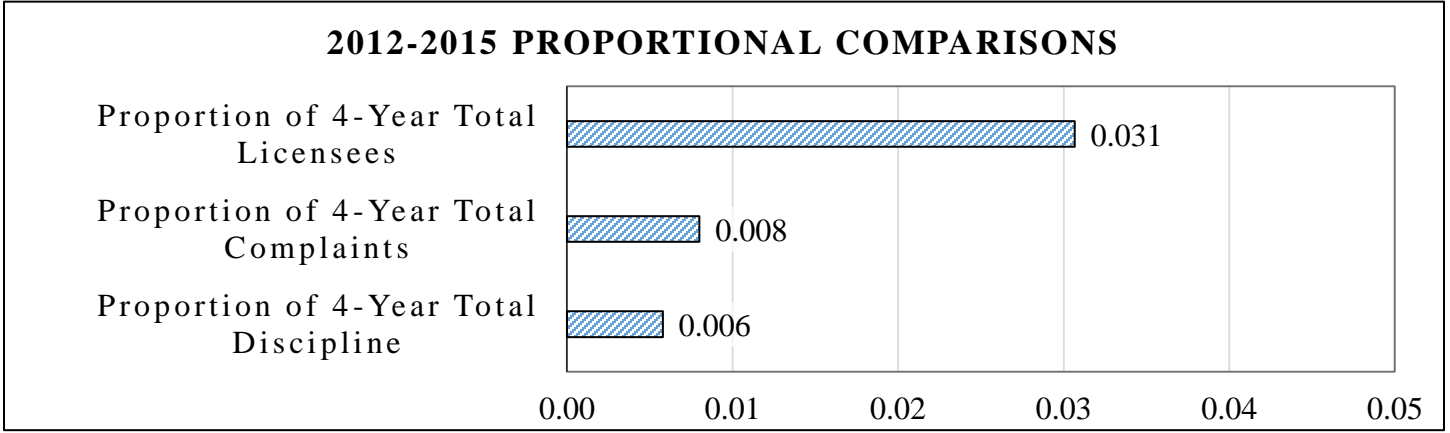
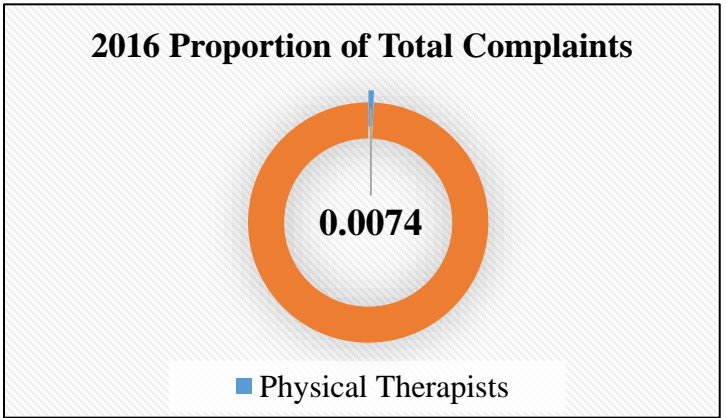
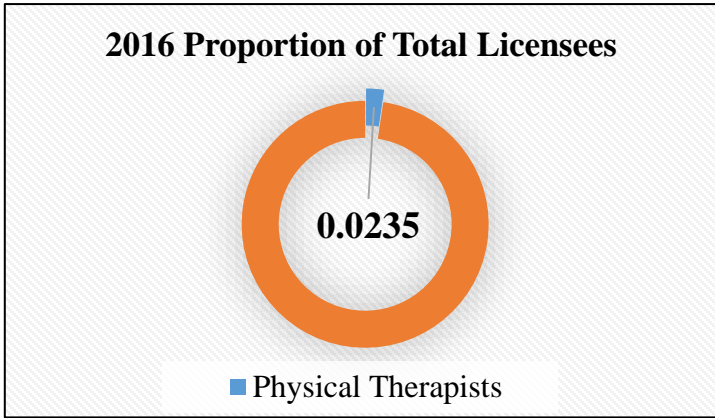
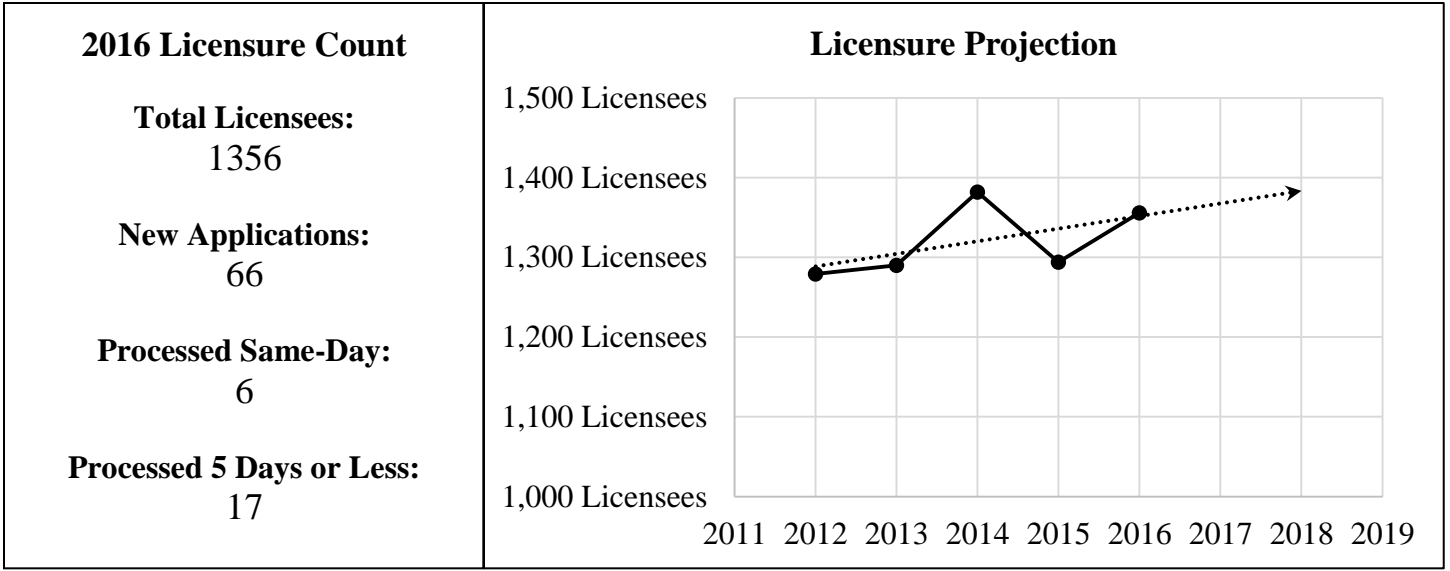
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past 5 years, the Pharmacy professions have grown on average by 130 licensees per annum. These professions makes up a moderate proportion of the total licensees (2016: 8.1%), and historically is responsible for the same proportion (8.9%) of discipline.

# Physical Therapists

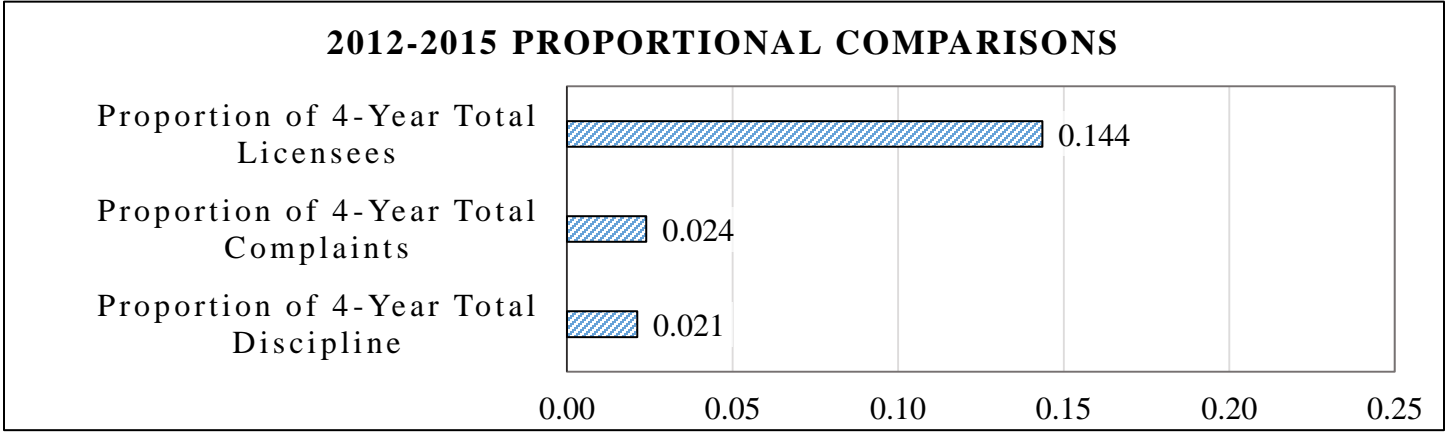
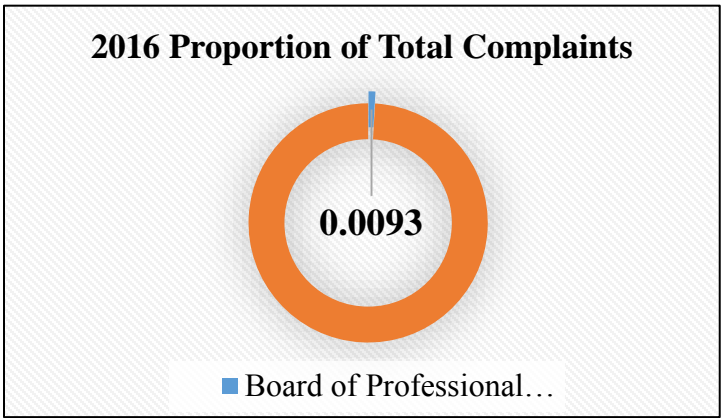
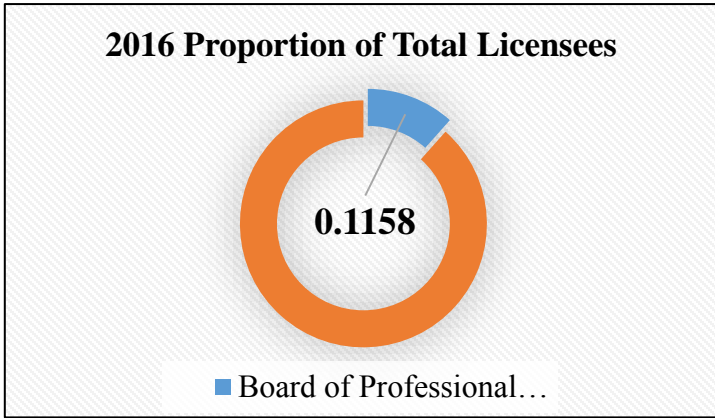
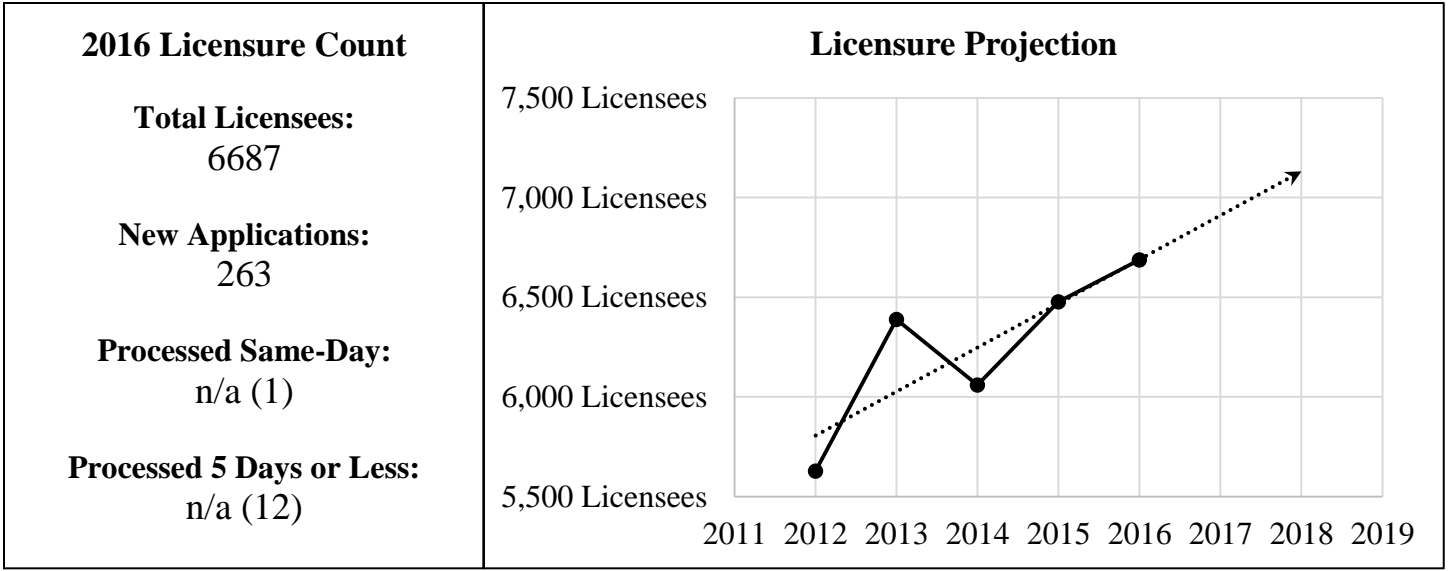
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the last five years, the Physical Therapy professions grew by an average of 16 licensees per annum. These professions make up a small proportion of the total licensees (2016: 2.4%), and historically is responsible for a very small proportion (0.6%) of the total discipline.

# Board of Professional Engineering

Regulatory Model: Board	Renewal Cycles: Even
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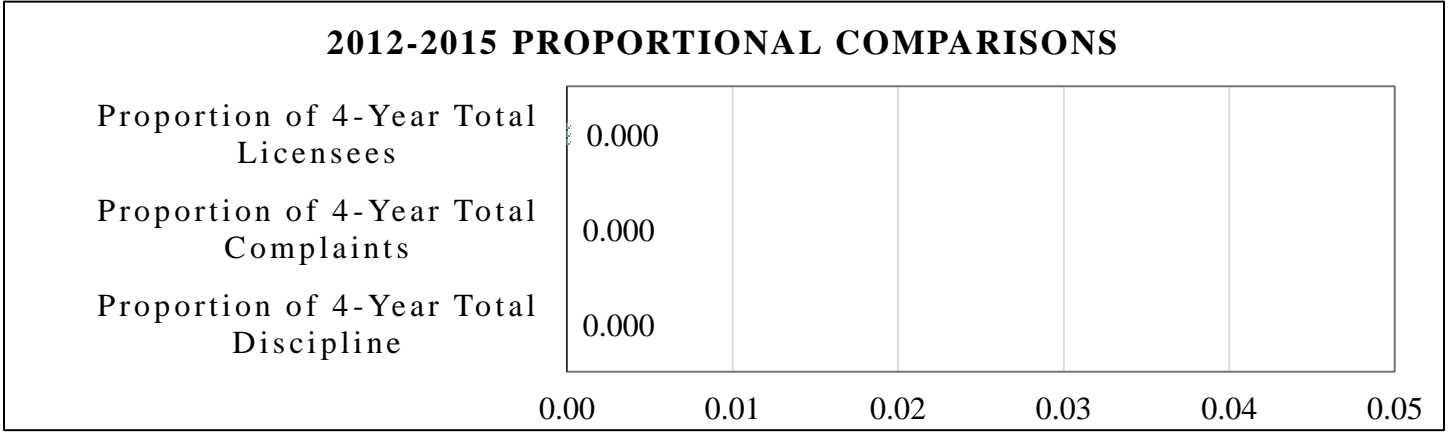
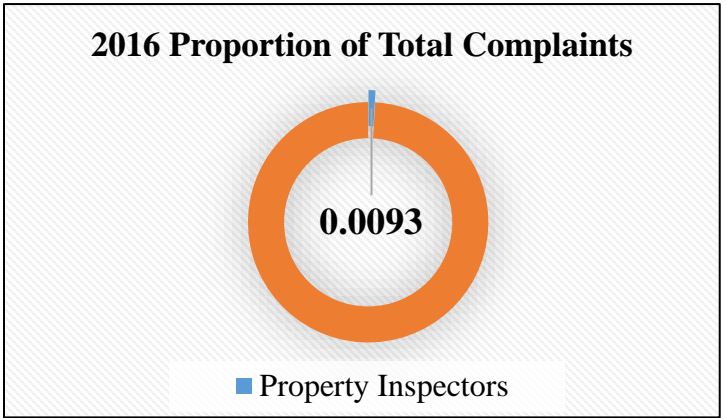
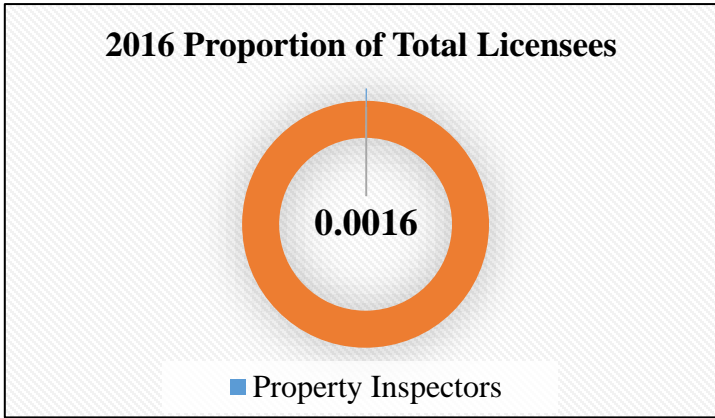
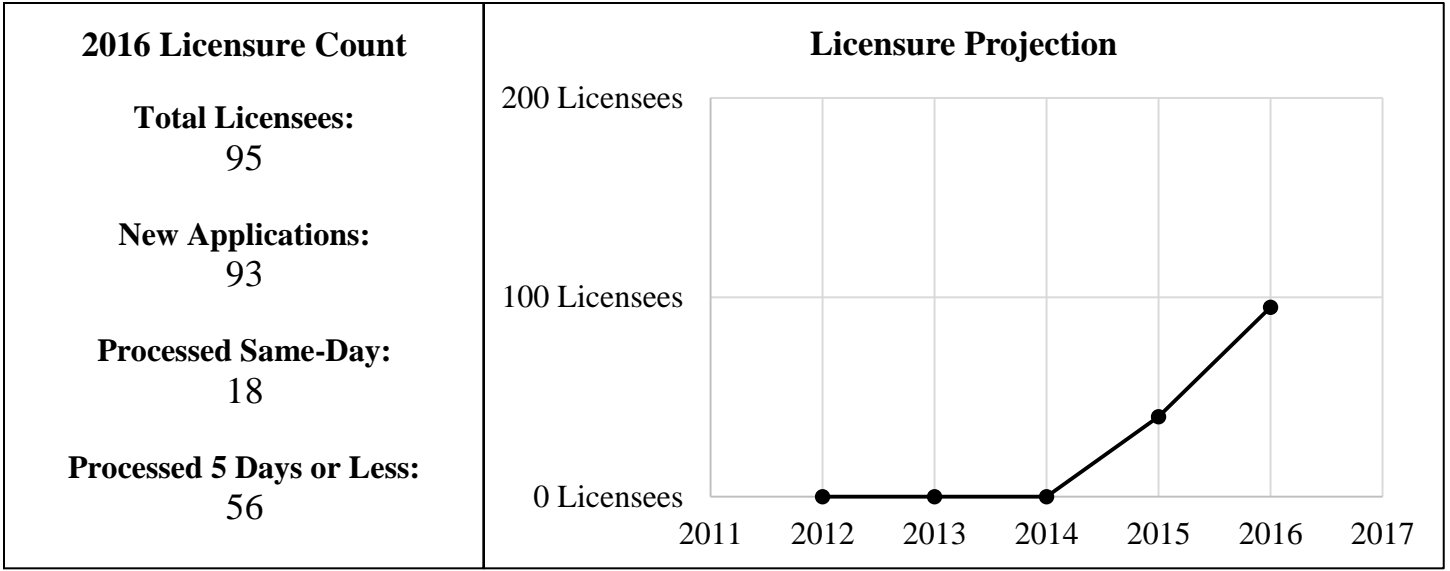


Over the last five years, the Professional Engineering professions grew by an average of 220 licensees per annum. These professions make up a moderate proportion of the total licensure (2016: 11.6%), and historically is responsible for 2.1% of the total discipline.



# Property Inspectors

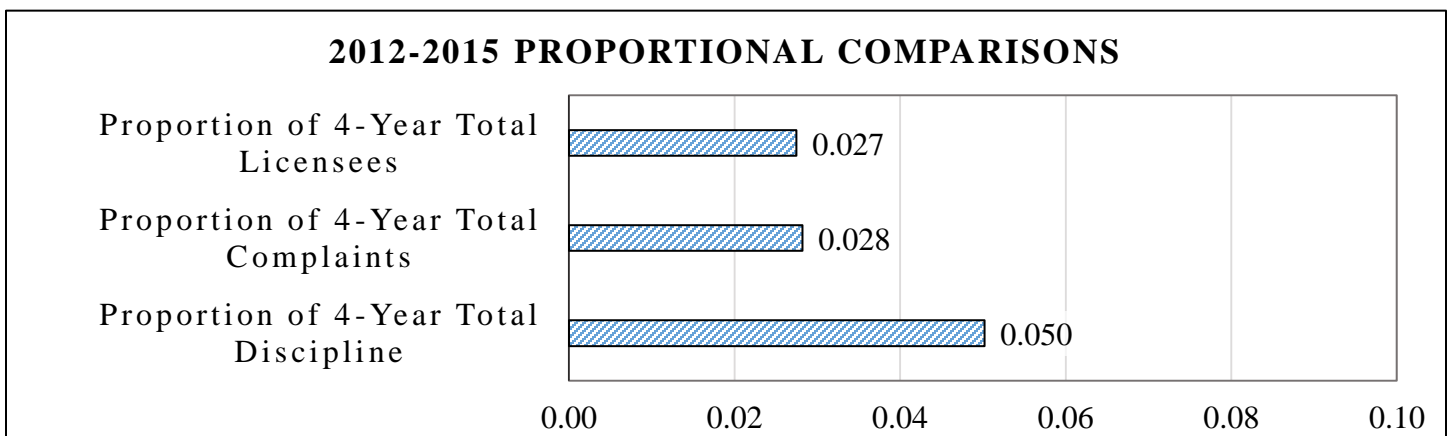
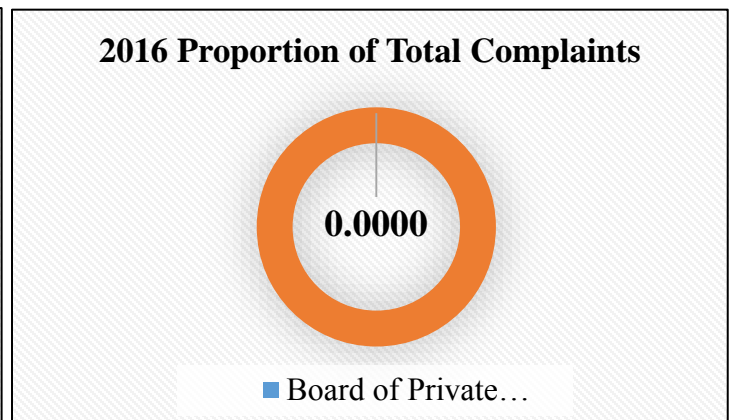
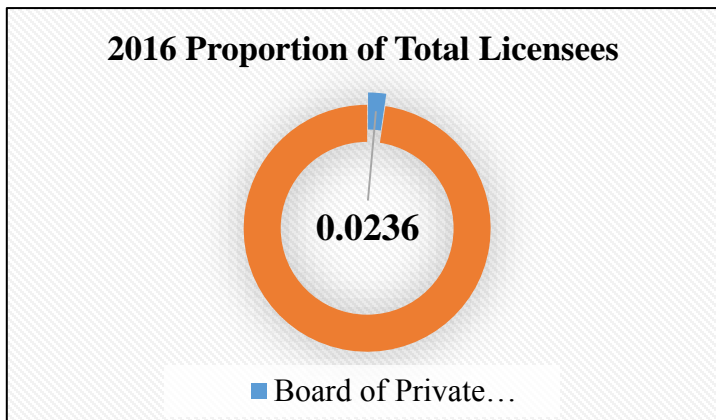
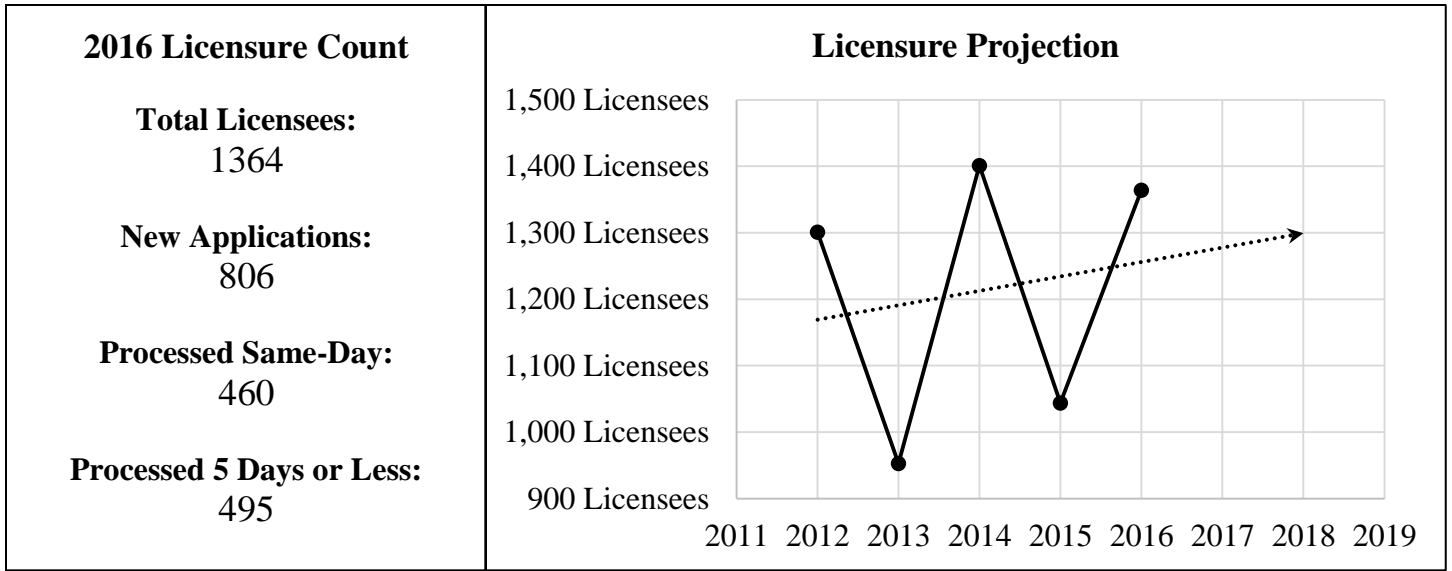
Regulatory Model: Advisor	Renewal Cycles: Odd Year
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The Property Inspector profession is a newer regulated profession within OPR. Over the past two years, this group has grown by about 45 licensees each year. This profession makes up less than one quarter of 1% of the total licensee pool, and there is no historical discipline data.

# Board of Private Investigative & Security Services

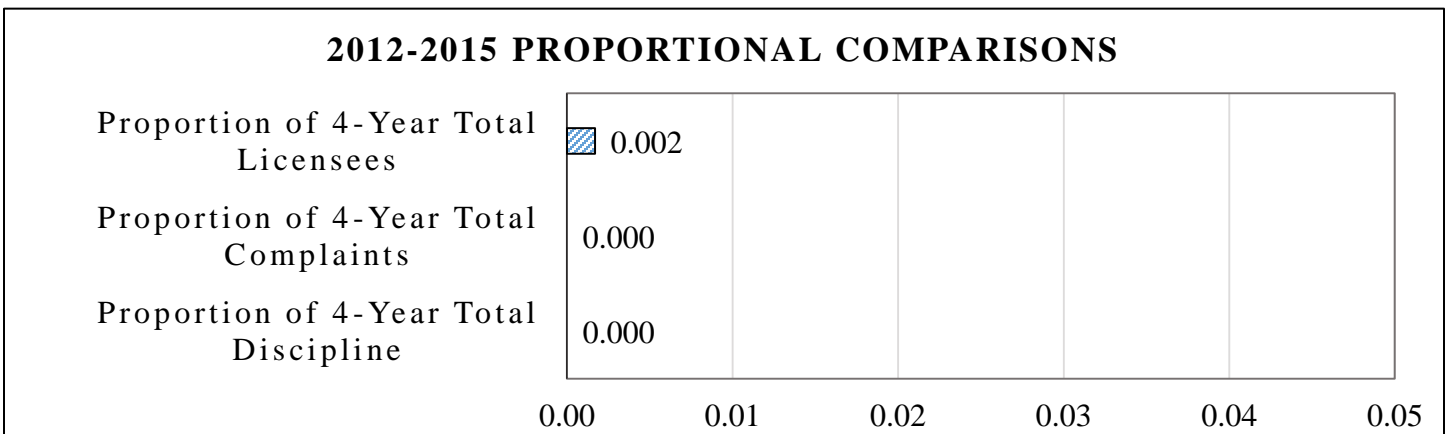
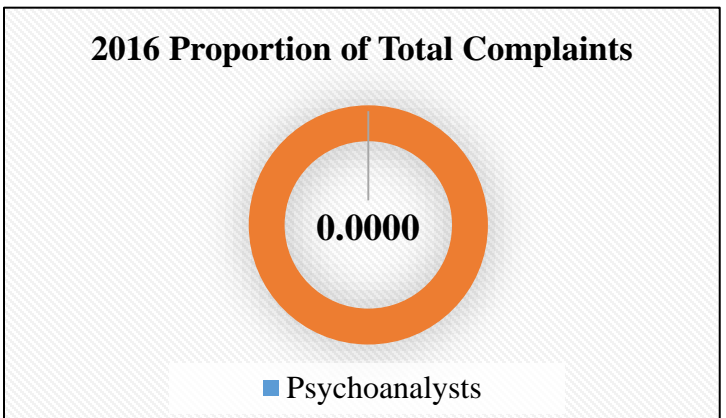
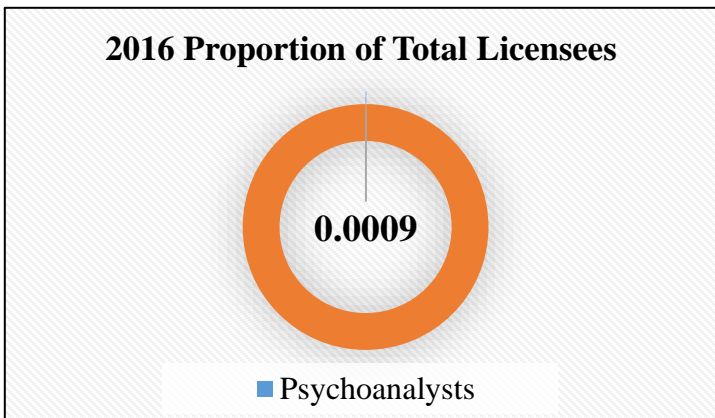
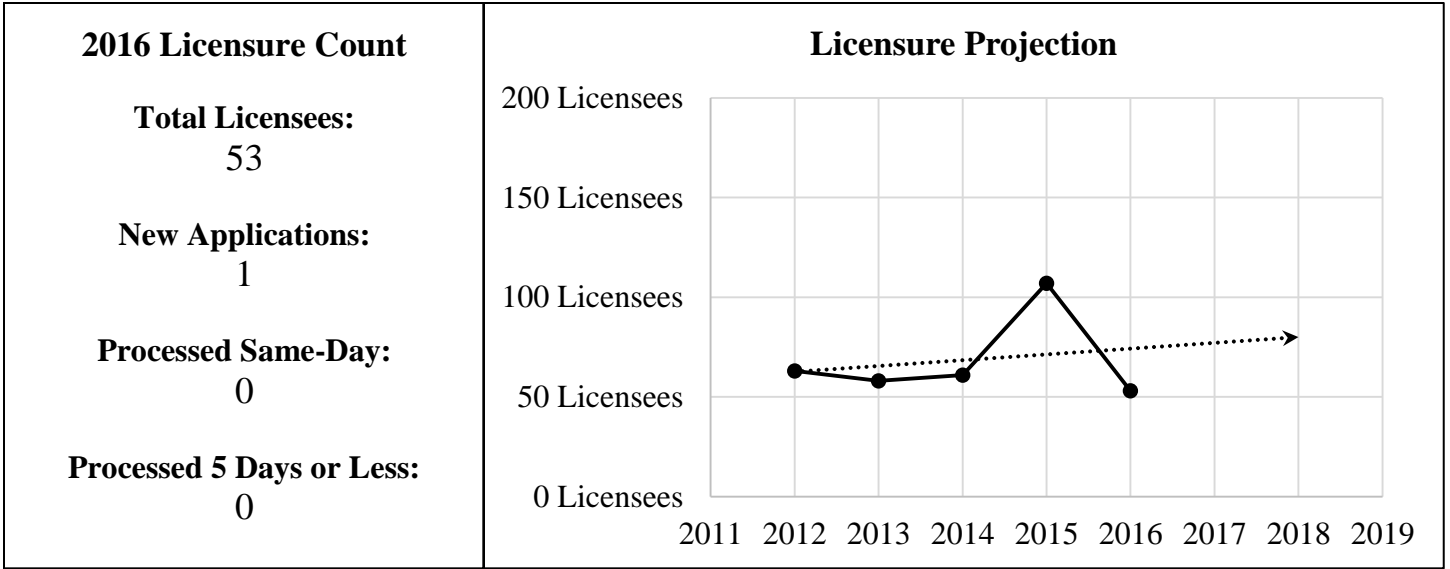
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Private Investigative and Security Service professions grew by an average of 21 licensees per annum. These professions make up a small proportion of the total licensure (2016: 2.4%), and historically is responsible for 5% of the total discipline. However, in 2016 there were no complaints against these professions.

# Psychoanalysts

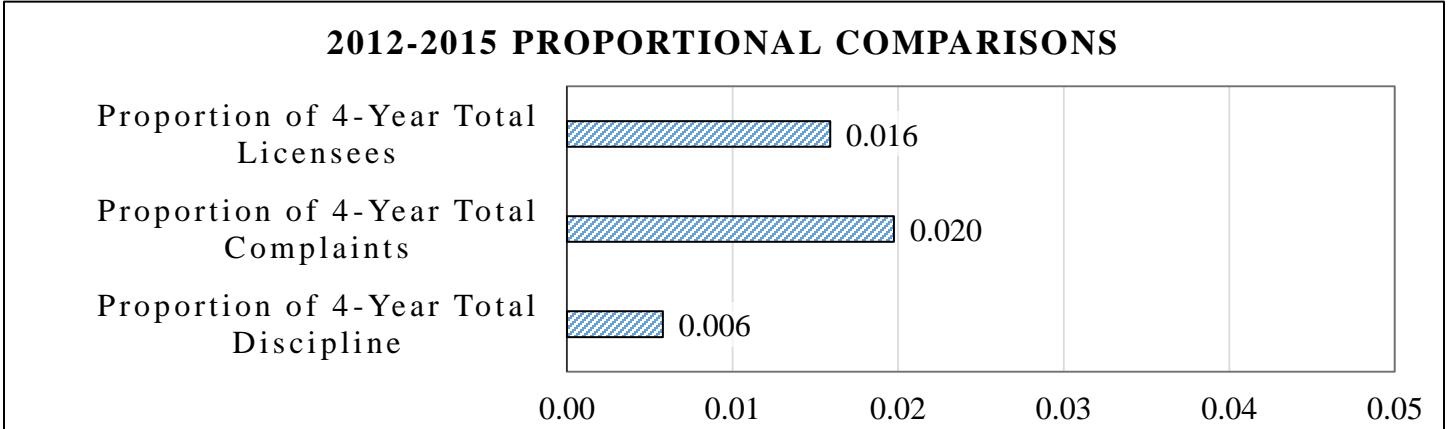
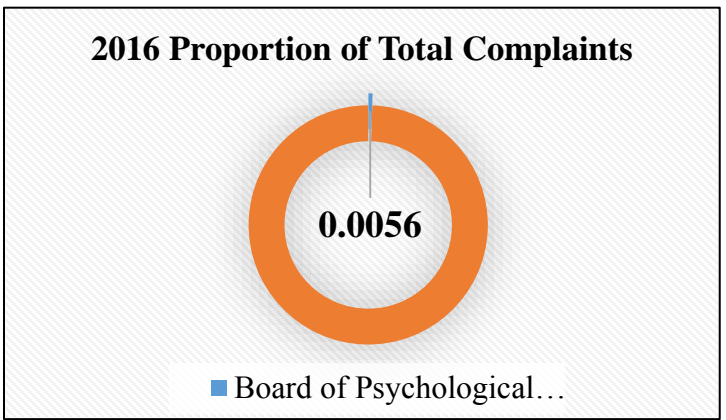
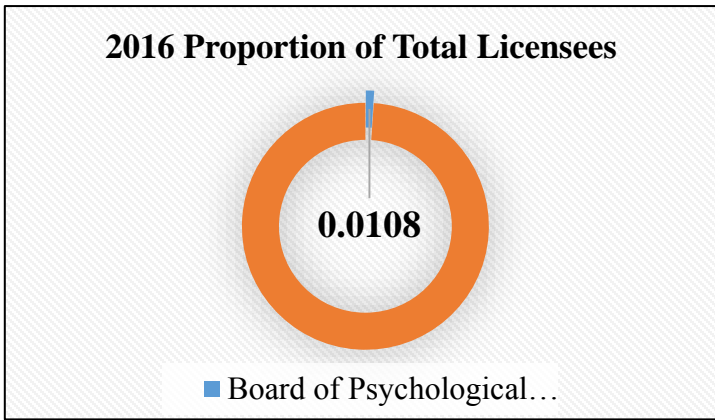
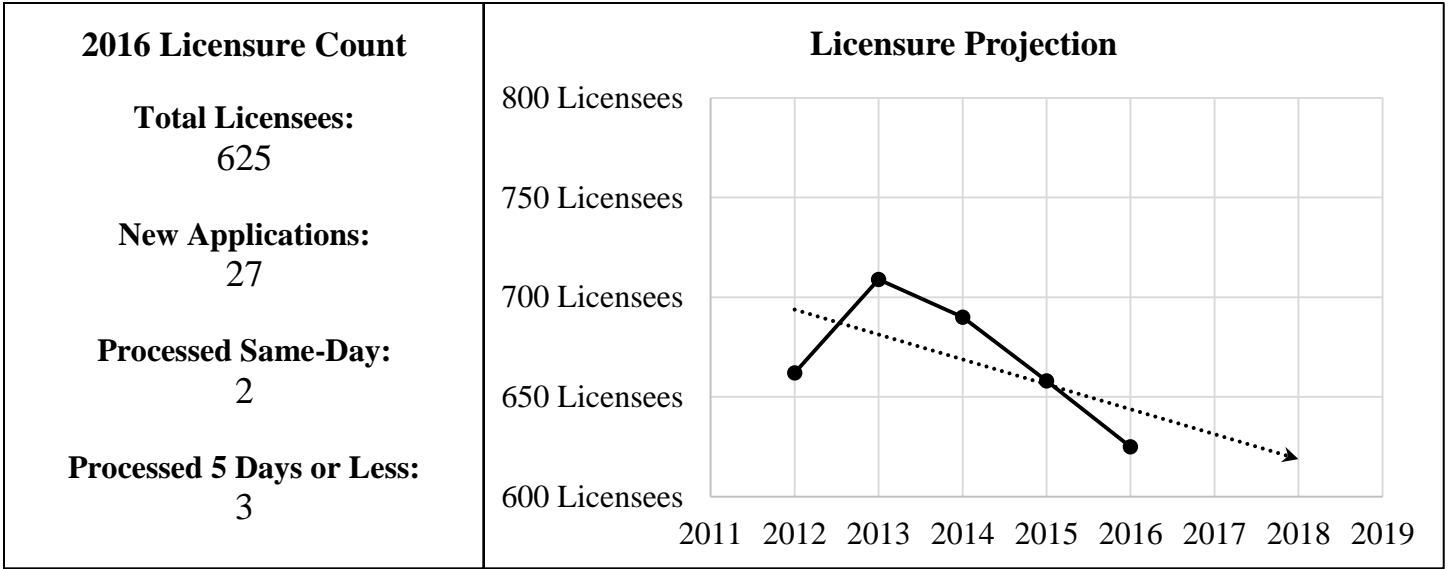
Regulatory Model: Advisor	Renewal Cycles: Even
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Over the past five years, the Psychoanalyst profession grew by an average of 2 licensees per annum. Psychoanalysts currently make up less than one tenth of a percent of the total licensure. There were no complaints against psychoanalysts in the past 4 years. The same is true for 2016.

# Board of Psychological Examiners

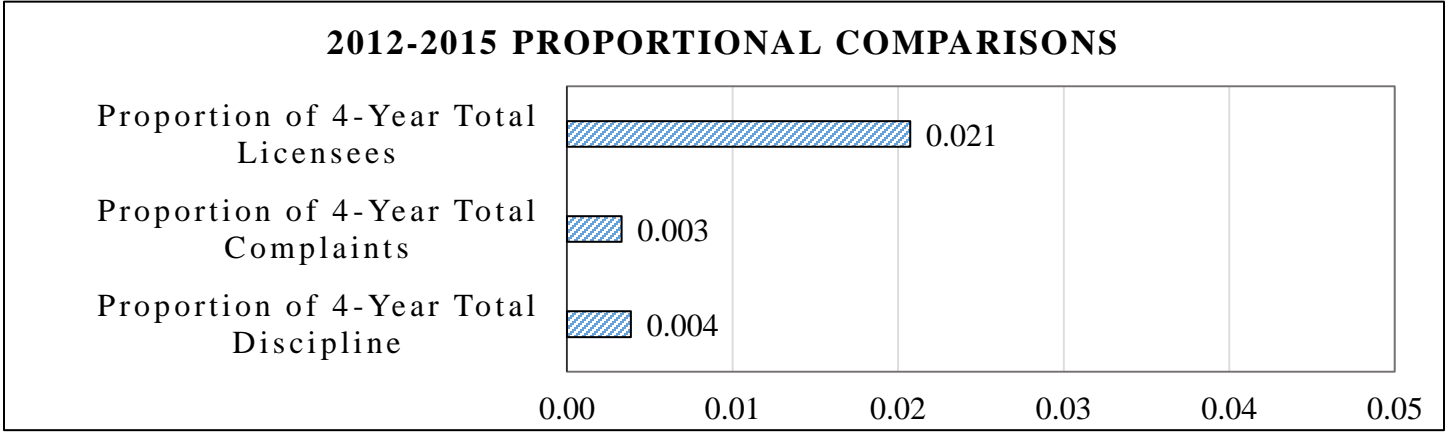
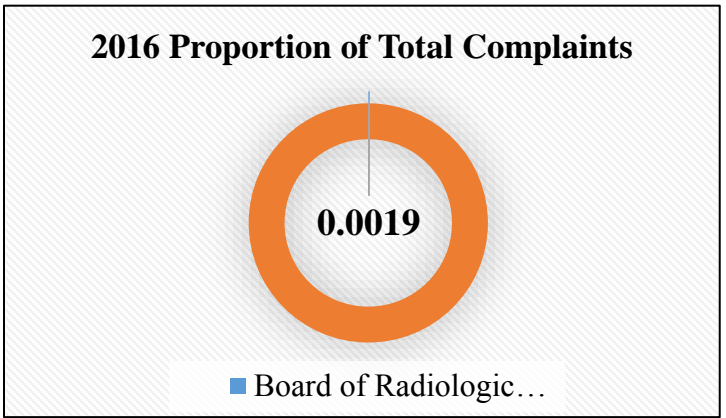
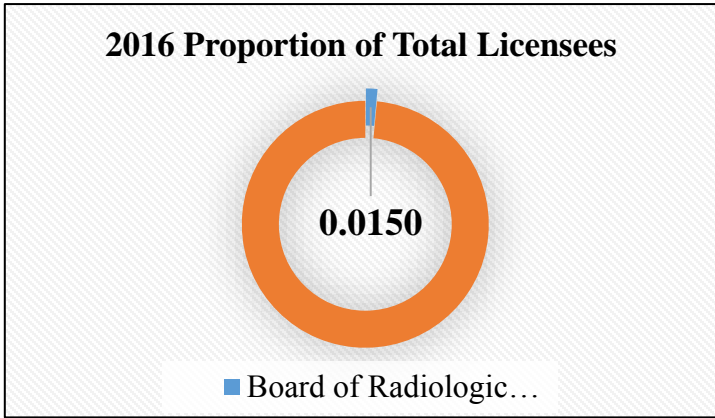
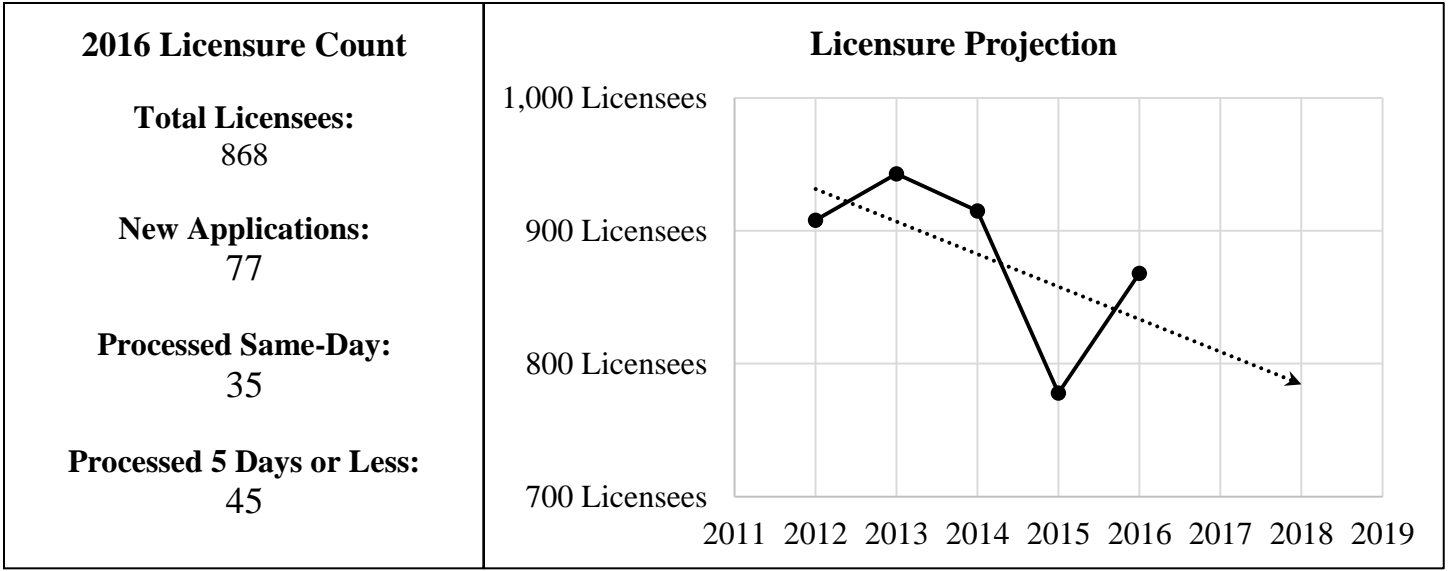
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the last five years, the Psychological Examiner professions have shrunk by an average of 12 licensees per annum. These professions make up a small proportion of the total licensure (2016: 1.1%), and historically is responsible for less than one percent of the total discipline.

# Board of Radiologic Technology

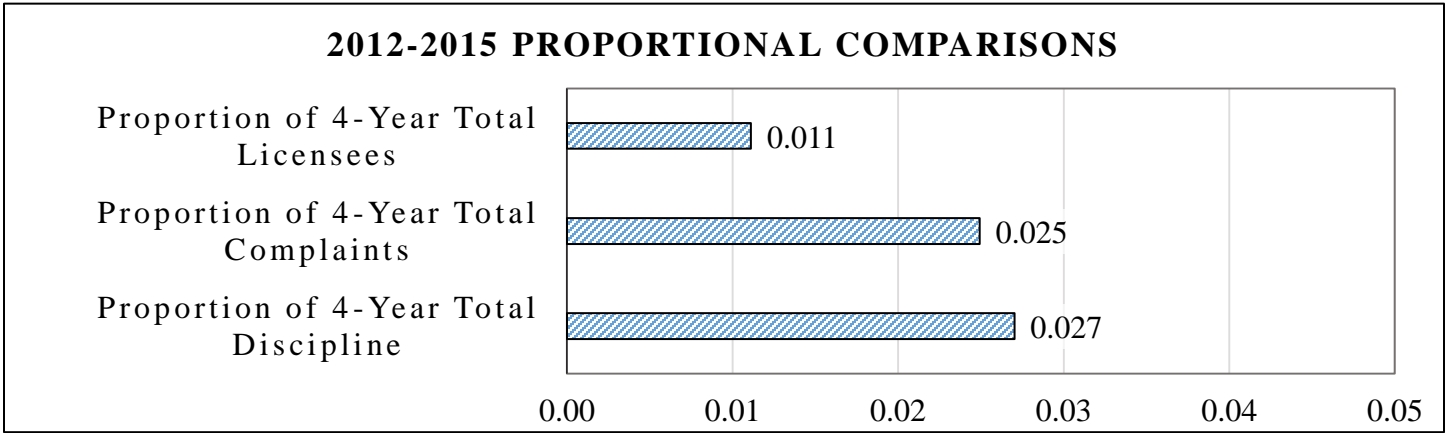
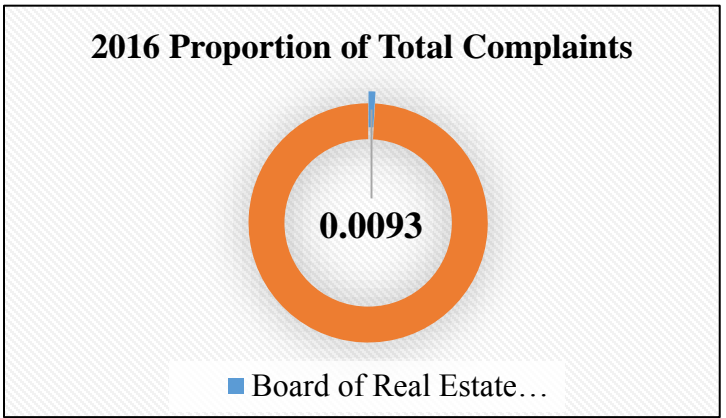
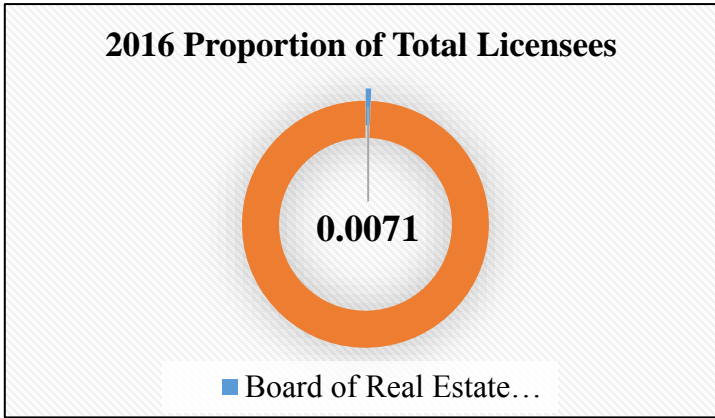
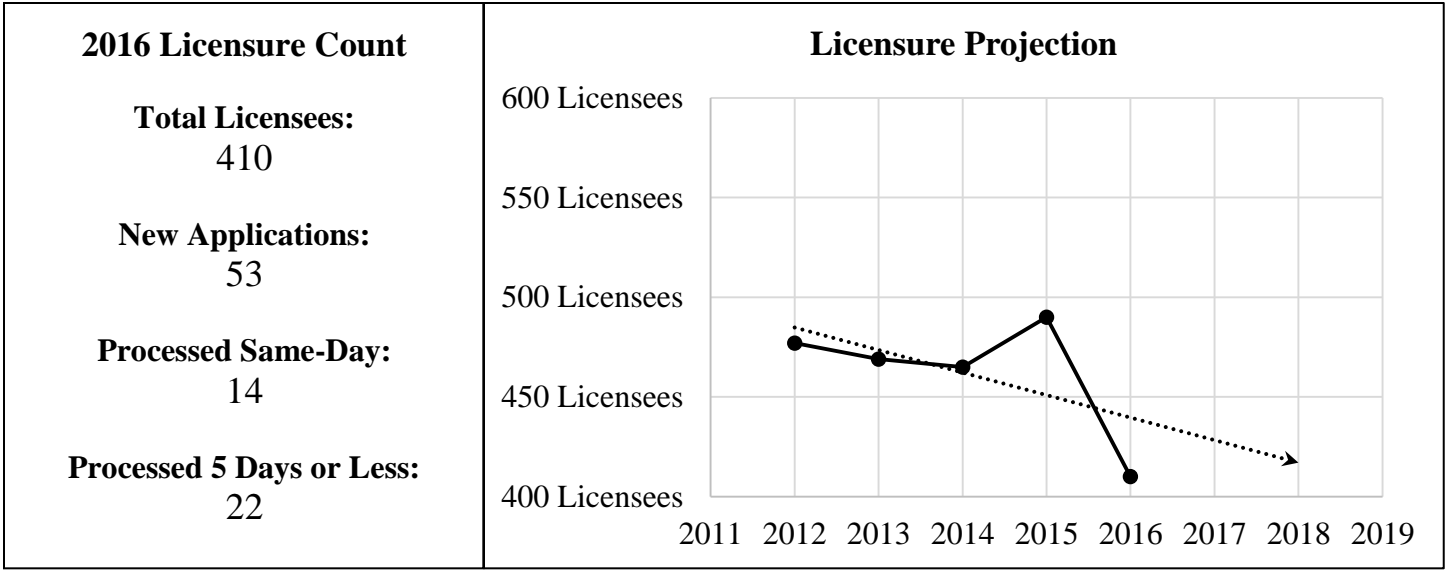
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Radiologic Technologist professions have lost an average of 24 licensees per annum. These professions makes up a small proportion of the total licensure (2016: 1.5%), and historically is responsible for less than half of 1% of the total discipline.

# Board of Real Estate Appraisers

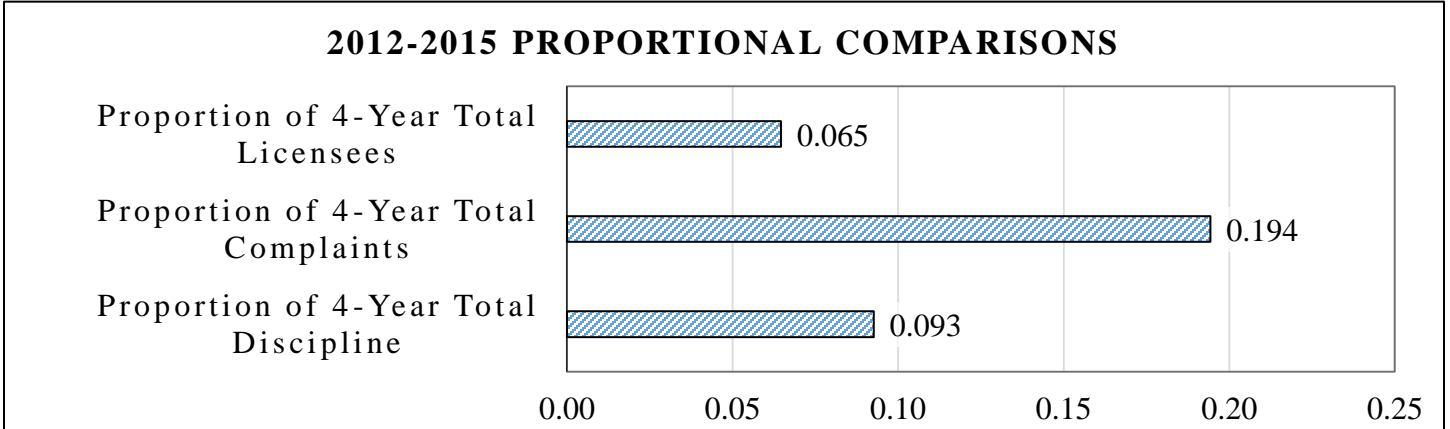
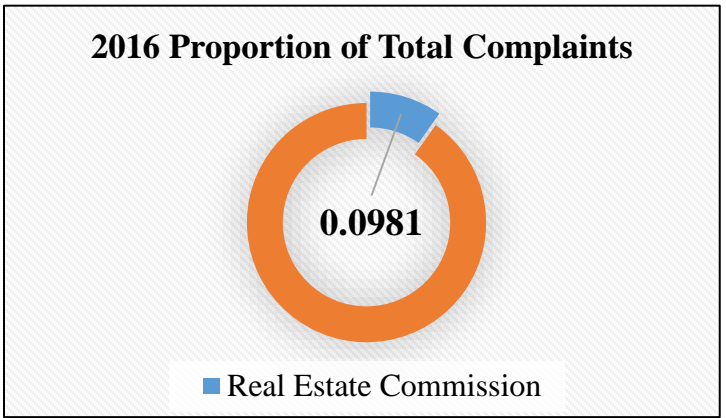
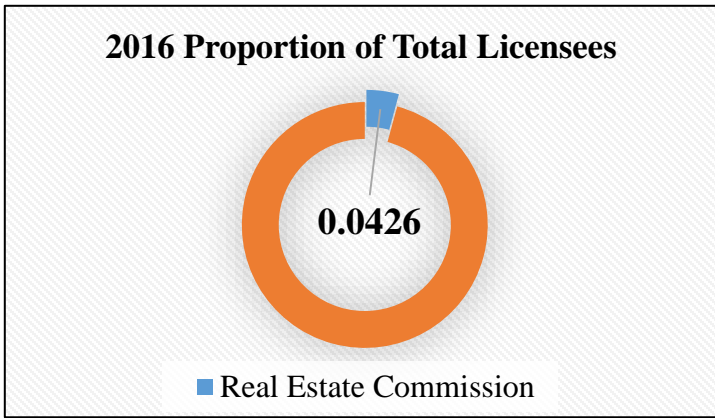
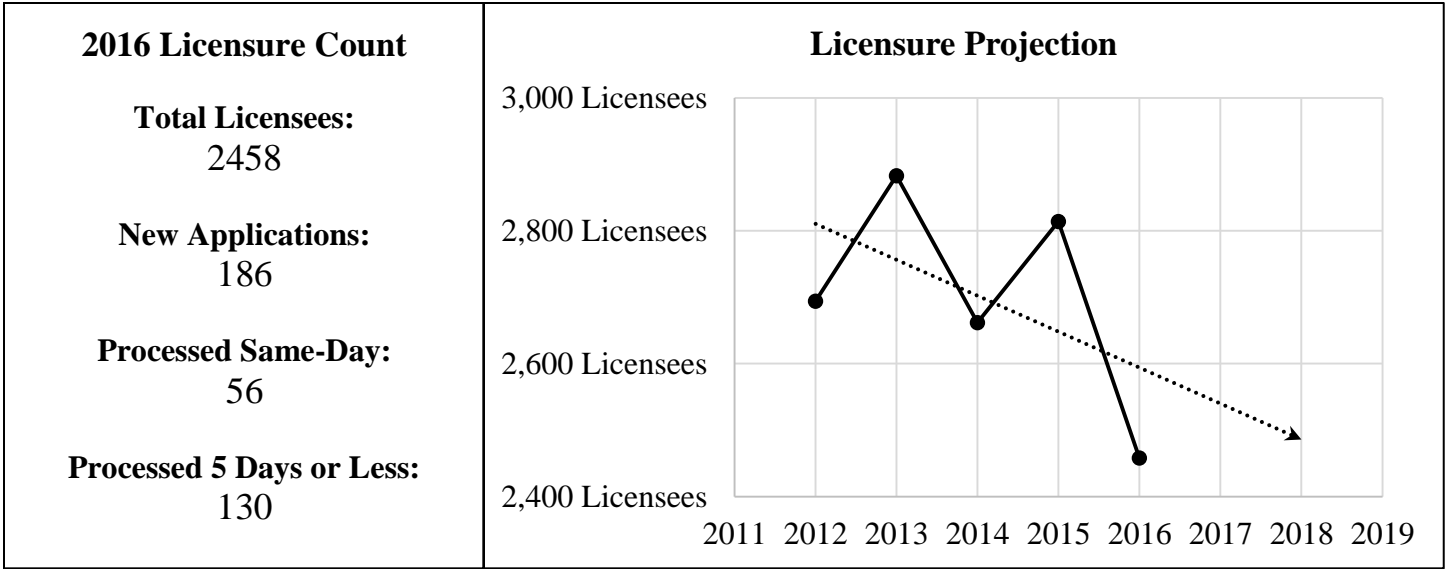
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past 5 years, the Real Estate Appraisers lost an average of 12 licensees per annum. These professions make up a very small proportion of the total licensure (2016: 0.7%), and historically is responsible for 2.7% of total discipline.

# Real Estate Commission

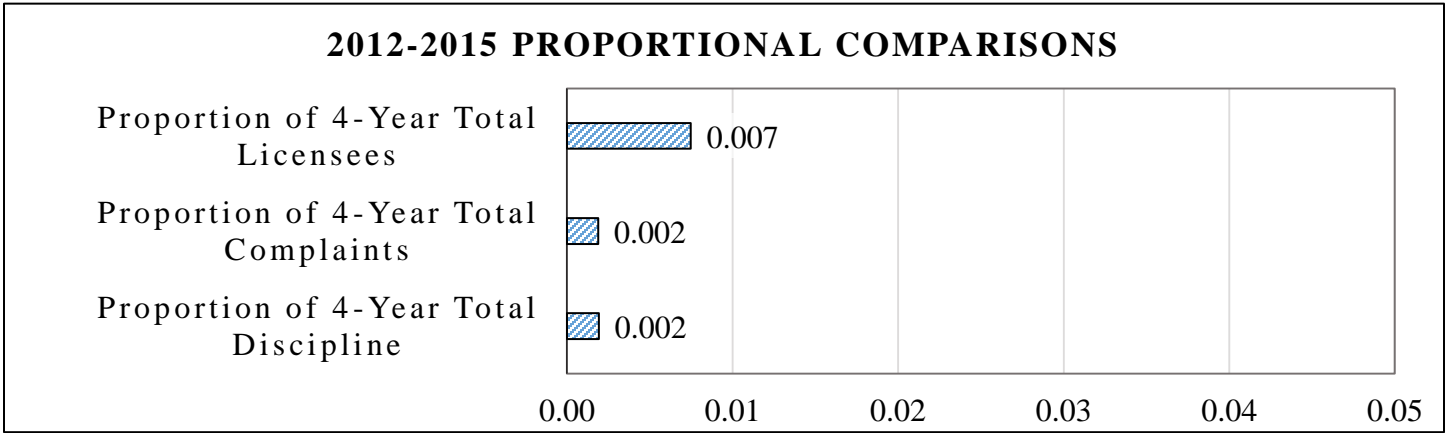
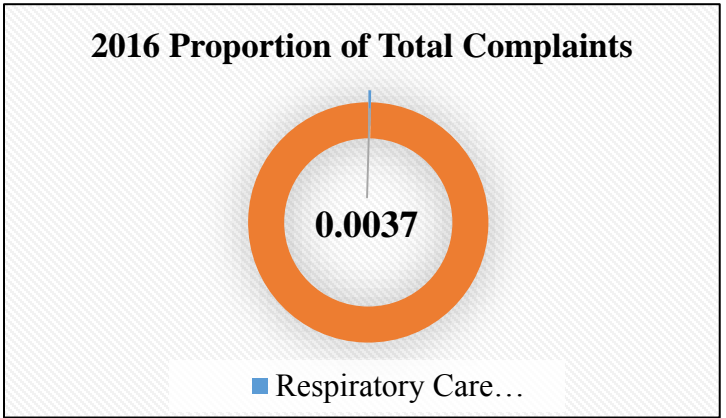
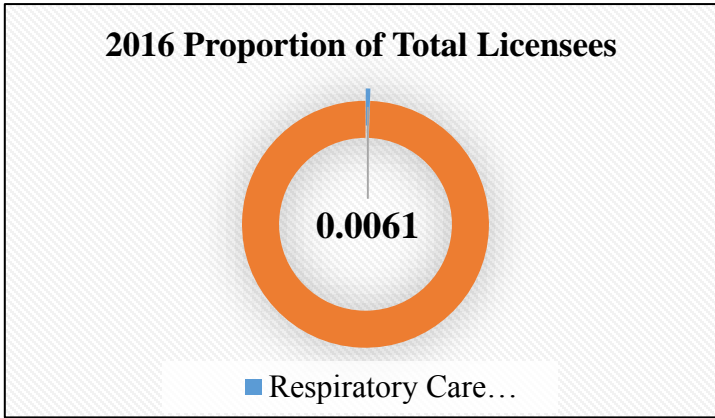
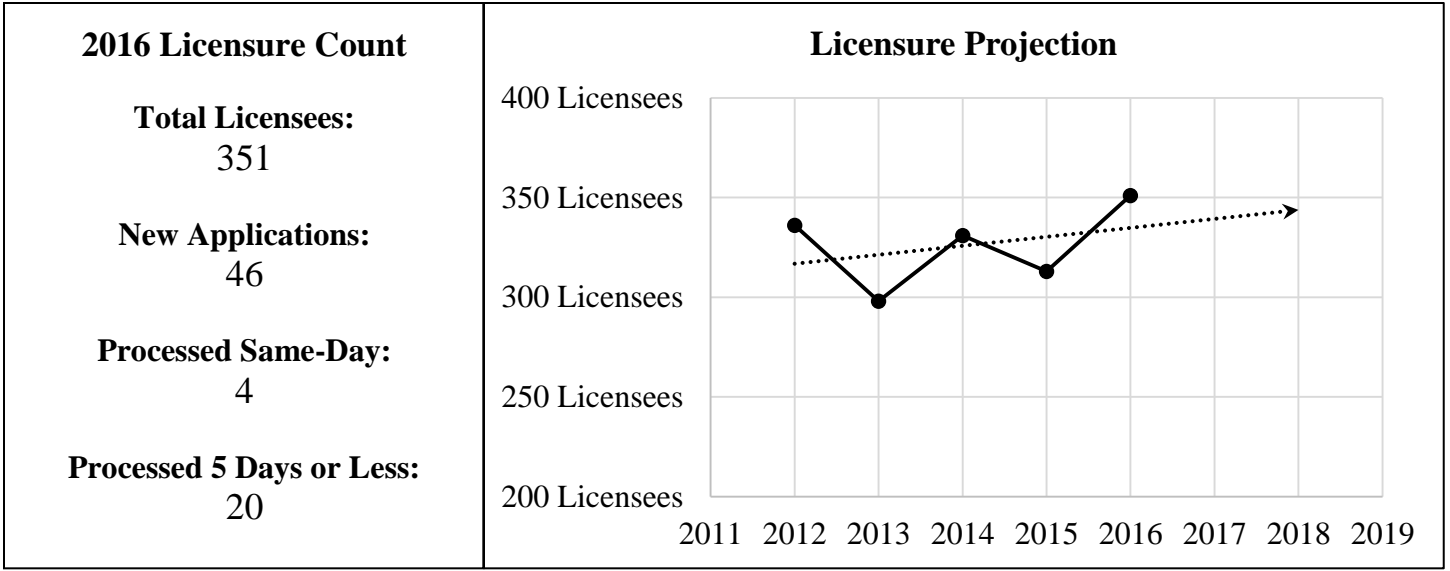
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Real Estate Commission professions lost an average of 54 licensees per annum. These professions make up a small proportion of OPR’s total licensure (2016: 4.3%), and historically are responsible for 9.3% of total discipline.

# Respiratory Care Practitioners

Regulatory Model: Advisor	Renewal Cycles: Even Years
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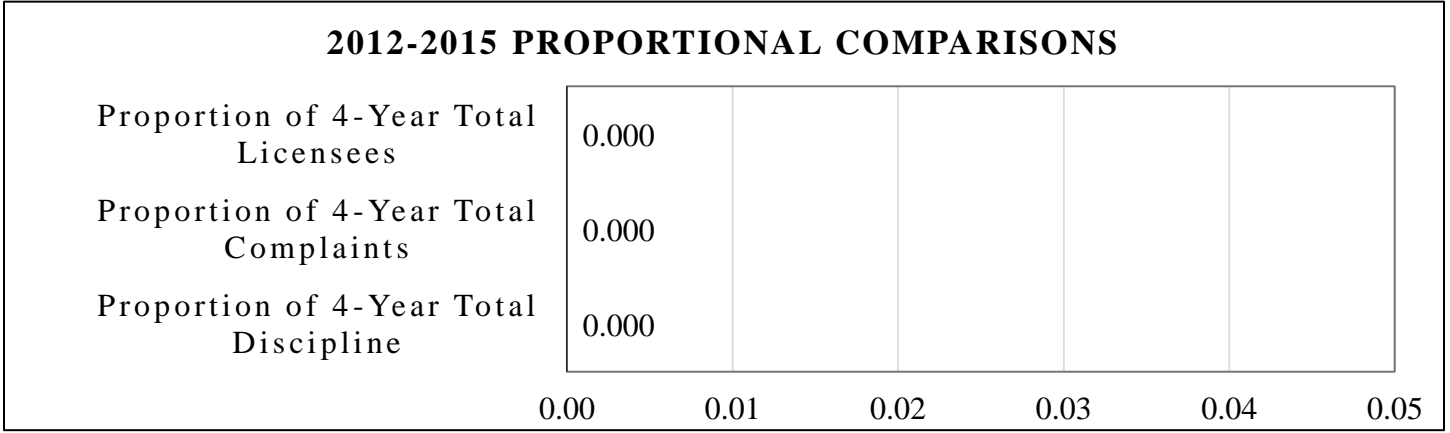
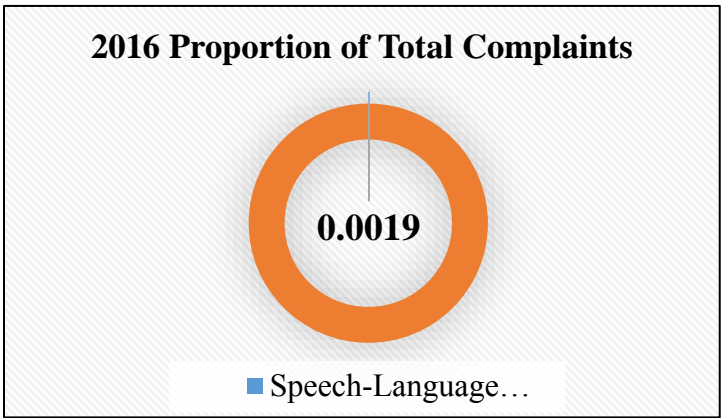
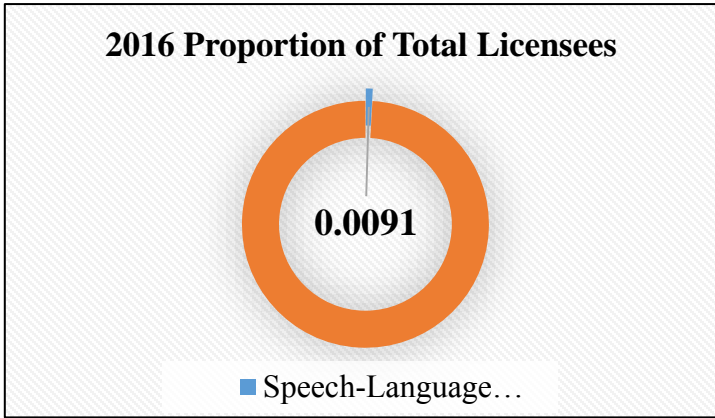
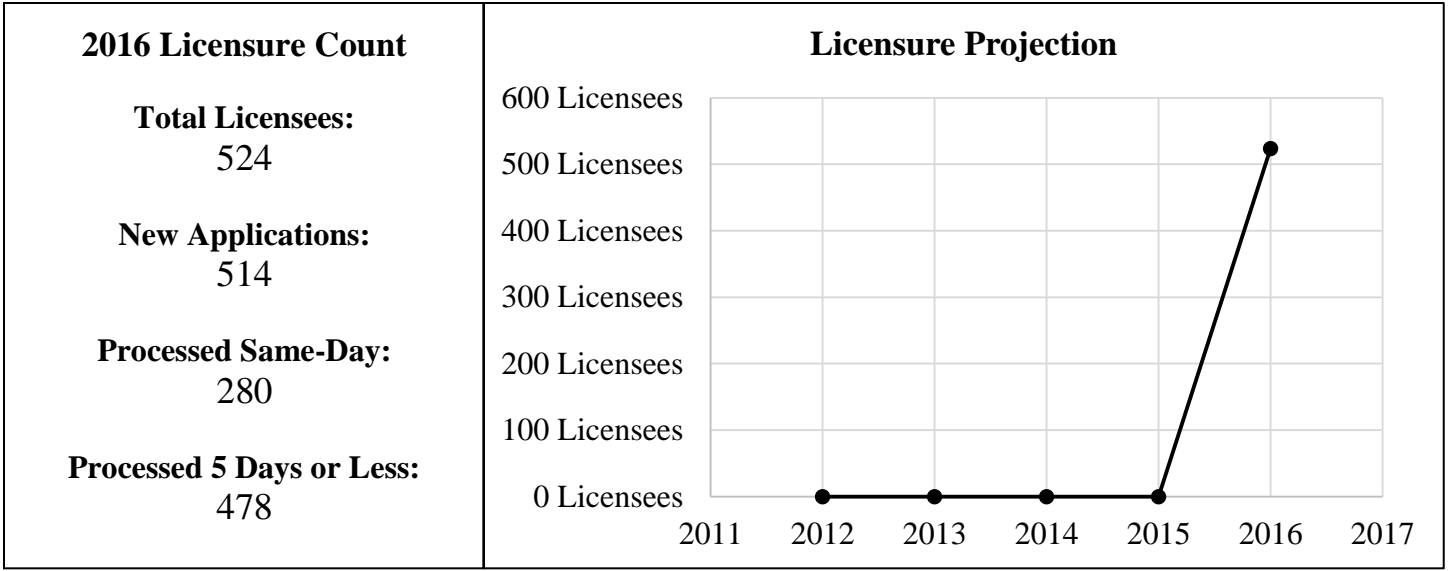


Over the past five years, the Respiratory Care Practitioner profession has increased by an average rate of 4.5 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.6%), and historically are responsible for just 0.2% of total discipline.



# Speech-Language Pathologists

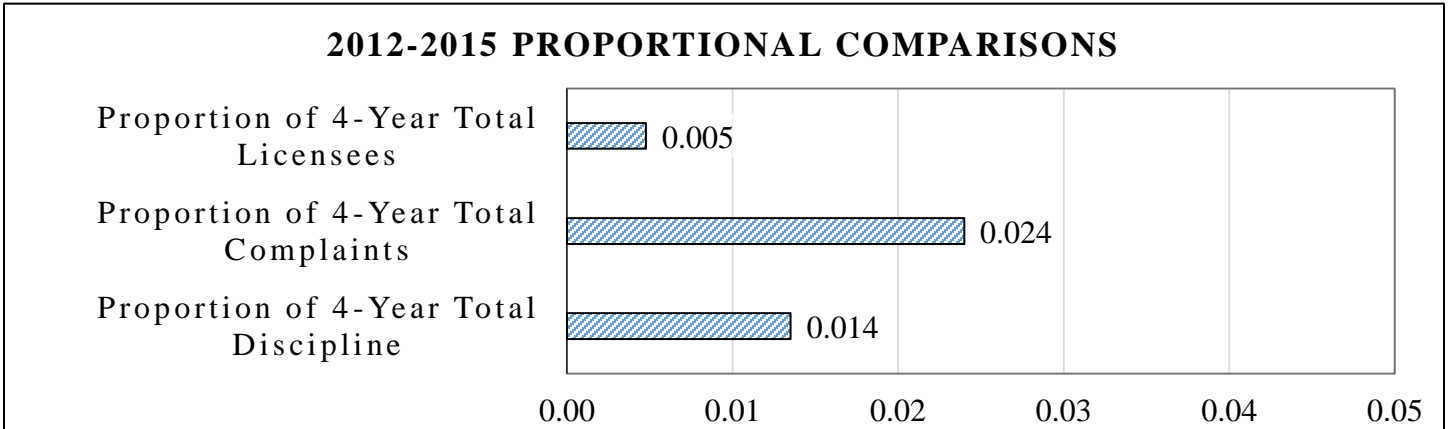
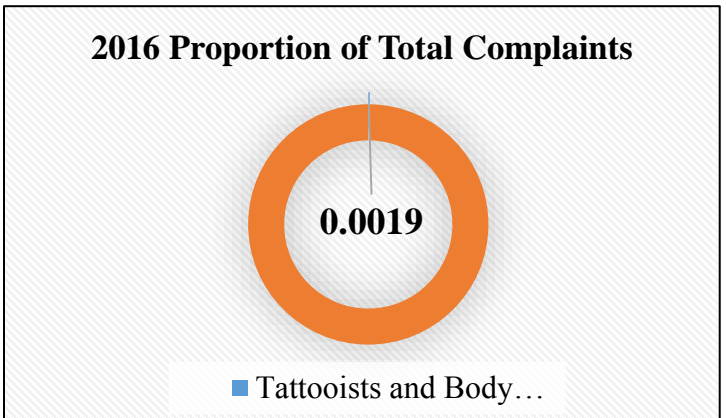
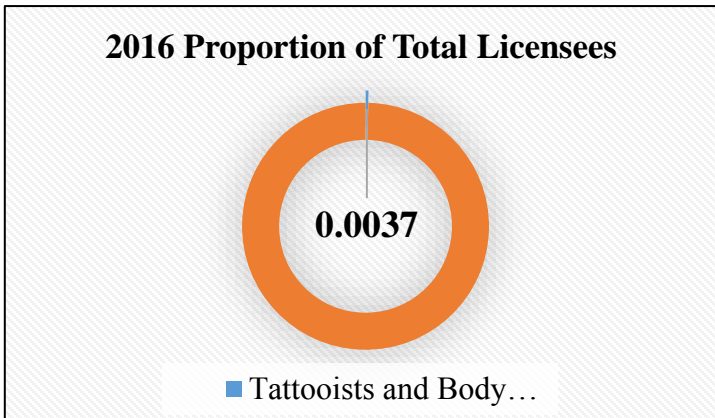
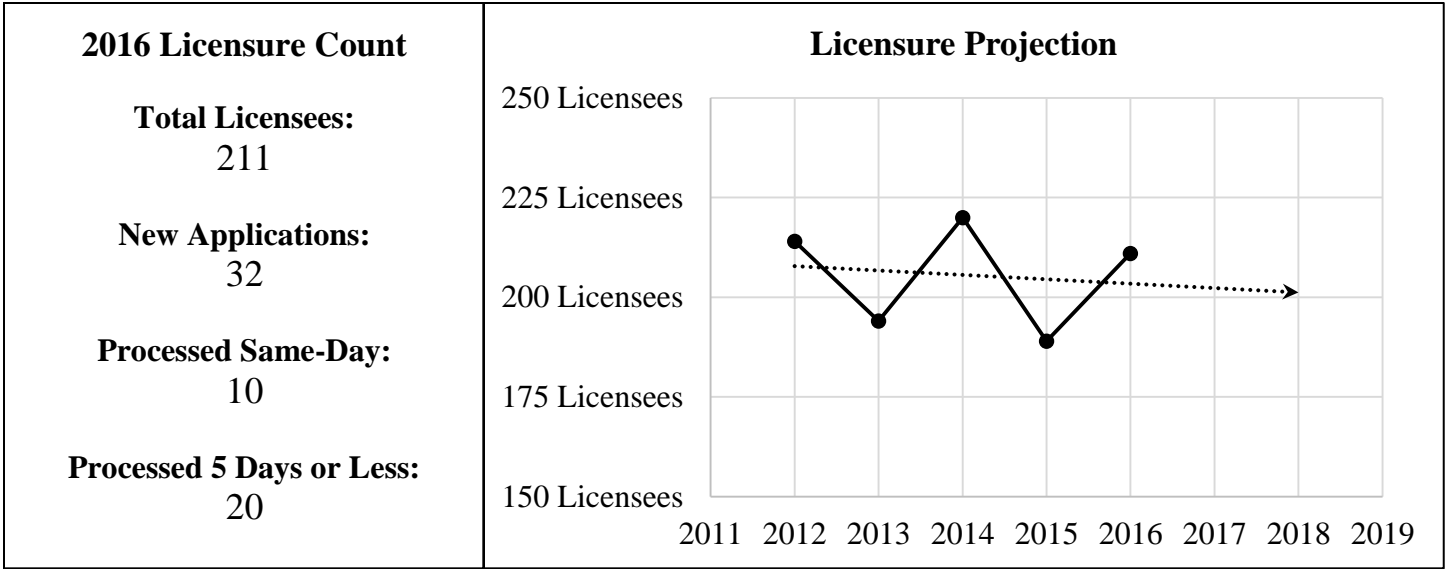
Regulatory Model: Advisor	Renewal Cycles: Even Years
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The Speech-Language Pathologist profession is a new addition to OPR. In 2016 this profession made up less than 1% of the total licensure.

# Tattooing & Body Piercers

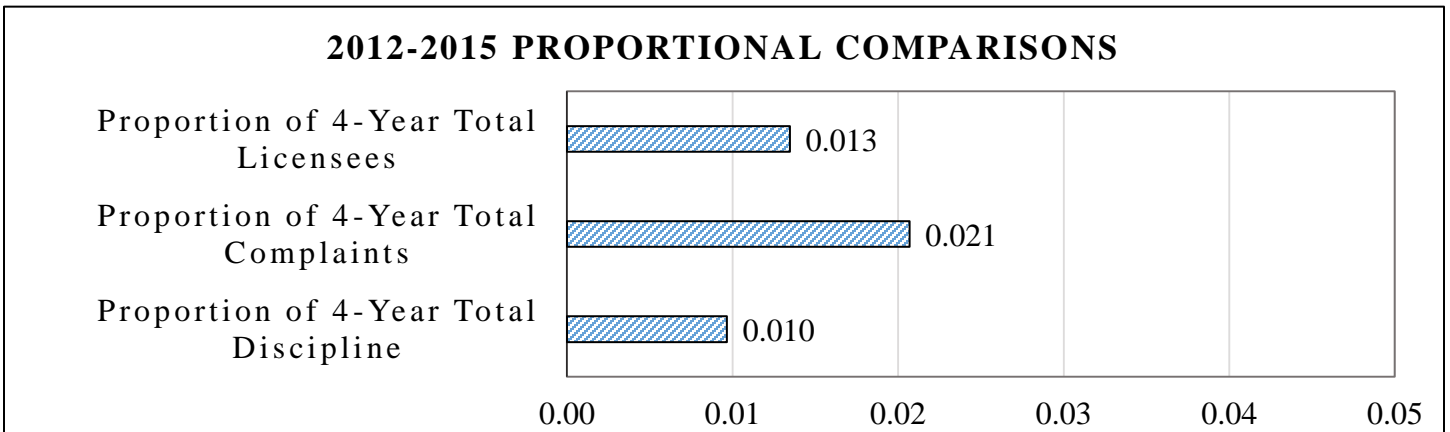
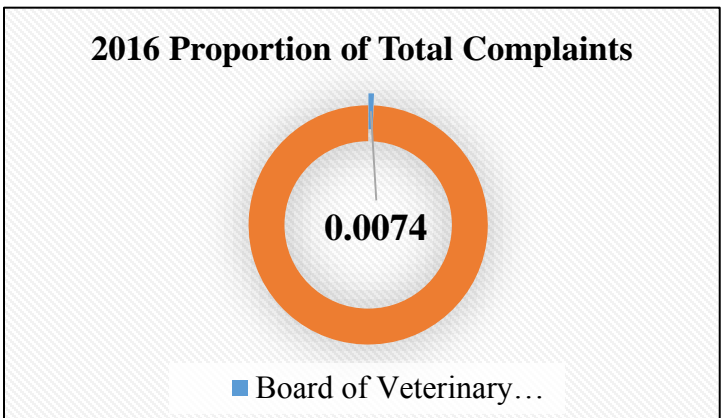
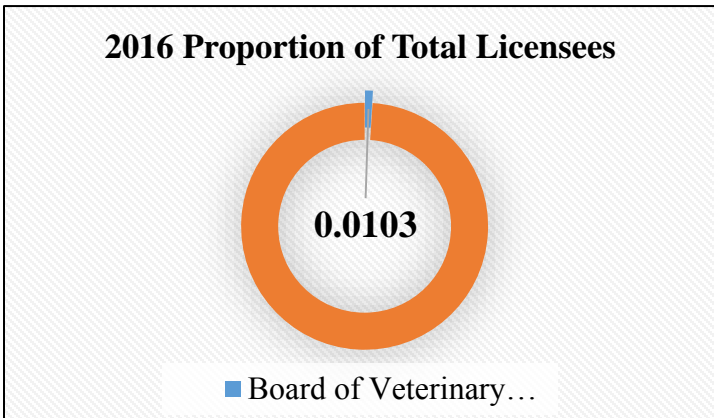
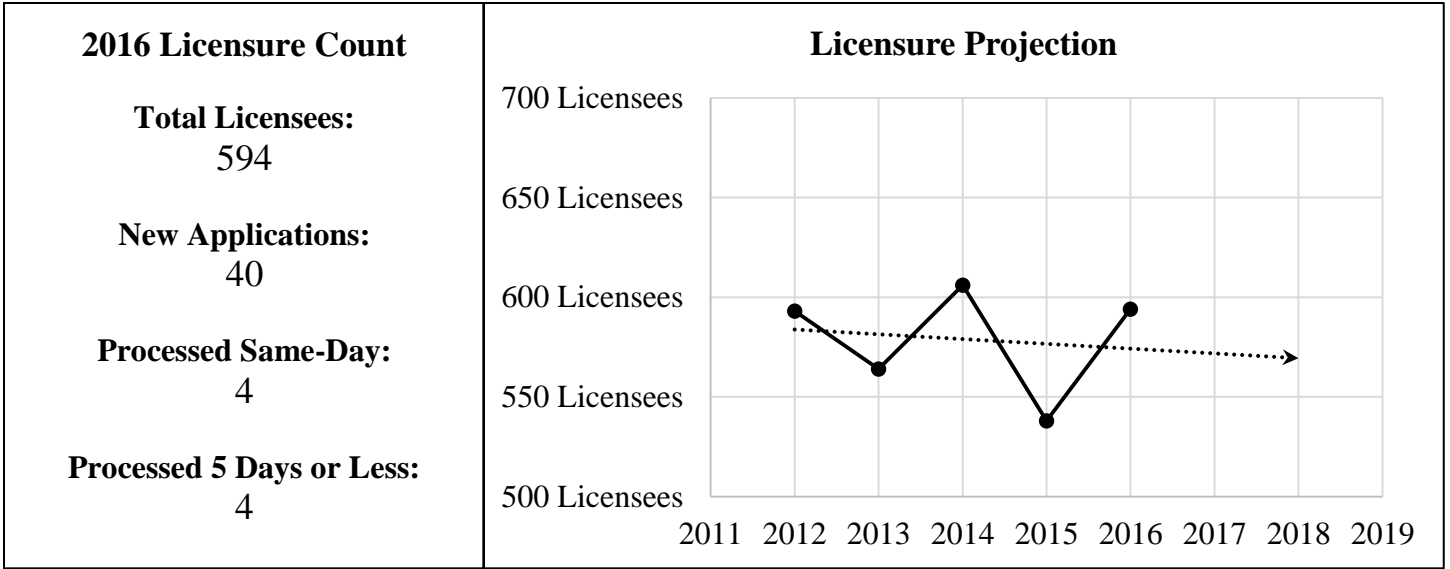
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the last five years, the Tattoo and Body Piercing professions have lost an average of 1 licensee per annum. These professions make up a very small proportion of the total licensure (2016: 0.4%), and historically are responsible for nearly 1.5% of the total discipline.

# Board of Veterinary Medicine

Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Veterinary Medicine professions have lost an average of 2 licensees per annum. These professions make up a small proportion of the total licensure (1%) and historically is responsible for about the same proportion of total discipline.

## Appendix A: List of Total Licensees 2012-2016

	Profession	FY12	FY13	FY14	FY15	FY16
1	Accountants, Certified Public	1,183	1,101	1,262	1,173	1,272
2	Accountants, Registered Public	6	3	3	3	3
3	Accountancy Firms	261	244	254	253	280
4	Acupuncturist	148	150	157	181	170
5	Acupuncturist - Detoxification Technician	8	9	8	12	12
6	Applied Behavior Analyst	PNR	PNR	PNR	PNR	67
7	Assistant Behavior Analyst	PNR	PNR	PNR	PNR	8
8	Architects	1,137	1,090	1,197	1,155	1,236
9	Athletic Trainers	156	160	191	180	204
10	Auctioneers	219	200	218	198	209
11	Audiologist					43
12	Barbers	142	138	148	141	148
13	Barber - Apprentice	3	8	8	30	61
14	Barber Shops	67	69	71	68	72
15	Boxing	1	5	6	14	15
16	Boxing Manager	-	1	-	-	-
17	Chiropractic	252	242	257	253	266
18	Chiropractic - Intern	1	2	1	2	-
19	Cosmetologists	2,813	2,983	2,810	2,954	2,588
20	Cosmetologist - Apprentice	27	37	25	20	23
21	Cosmetology Shops	759	820	771	811	730
22	Cosmetology Schools	3	4	4	4	4
23	Cosmetology - Manicurists	241	270	241	261	243
24	Cosmetology - Manicurists Apprentice	14	23	25	25	22
25	Cosmetology - Estheticians	197	246	231	243	205
26	Cosmetology - Estheticians Apprentice	3	3	1	3	4
27	Dentists	507	597	512	551	508
28	Dentist - Pro Bono	4	3	4	6	9
29	Dentist - Transient Practice Permit	0	-	-	-	-
30	Dental Hygienists	690	759	696	730	680
31	Dental Assistants - Certified	118	120	124	130	126
32	Dental Assistants - Traditional	619	630	640	735	636
33	Dietitians	124	127	143	173	162
34	Electrologist	32	32	33	36	39
35	Electrolysis Shops	23	22	23	23	25
36	Engineers, Professional	3,600	4,227	3,858	4,219	4,466
37	Engineering Interns	2,027	2,161	2,202	2,258	2,221
38	Funeral Directors	127	110	122	117	118
39	Funeral Establishments	55	56	59	54	56
40	Funeral, Crematory Establishments	10	11	11	11	11
41	Funeral, Removal Personnel	67	59	73	73	76
42	Funeral, Crematory Personnel	PNR	PNR	PNR	9	13
43	Embalmers	88	80	83	80	81
44	Hearing Aid Dispensers	36	37	48	79	46
45	Ionizing Radiation Privileges (Physicians)	154	127	143	91	124
46	Land Surveyors	229	219	231	224	238
47	Landscape Architect	83	79	88	80	85
48	Marriage & Family Therapists	53	54	59	61	65
49	Mental Health Counselor, Clinical	645	651	729	728	781
50	Midwife, Licensed	32	26	34	30	32
51	Motor Vehicle Racing	-	-	-	8	5
52	Unlimited Event Permit - Auto/Truck	7	8	8	-	1
53	Annual Event Permit - Auto/Truck	3	4	4	4	5
54	Annual Event Permit - Motorcycle	1	1	2	2	-
55	Naturopathic Physician	259	262	311	308	337
56	Nurses, Registered	18,632	15,678	17,742	12,470	14,008
57	Nurse, Registered Practitioner with Advanced Practice	560	598	666	688	777

	<b>Profession</b>	<b>FY12</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>
58	Nurse, Registered Practitioner with Advanced Practice - Pro Bono	-	-	-	-	-
59	Nurse, Registered Practitioner with Advanced Practice - Temp Permit	-	-	-	-	2
60	Nurses, Licensed Practical	1,976	2,012	1,955	2,269	1,799
61	Nurses, Licensed Practical - Temporary Permit for Re-Entry	2	3	1	-	-
62	Nurses, Licensed Practical - Temporary License	36	-	5	5	1
63	Nurse Assistants	5,496	4,966	5,657	4,777	5,510
64	Nurse Assistants - Temporary Permit	19	27	72	4	-
65	Nurse Assistants - Temporary License	5	6	10	15	-
66	Nursing Home Administrator	74	83	75	91	73
67	Nursing Home Administrator - Provisional	4	6	3	-	10
68	Occupational Therapists	323	331	350	410	388
69	Occupational Therapist Assistants	94	112	108	126	108
70	Opticians	69	109	100	110	117
71	Optician Trainee	13	41	16	32	39
72	Optometry	101	117	107	134	121
73	Osteopathic Physician	151	153	190	183	215
74	Osteopathic Limited Temporary Physician	13	13	11	-	18
75	Pharmacists	1,021	857	1,112	1,056	1,118
76	Pharmacy, Intern	326	212	275	200	273
77	Pharmacy, Institutional	16	20	25	18	17
78	Pharmacy, Investigation & Research Project	2	2	4	2	3
79	Pharmacy Preceptor	193	1	1	-	-
80	Pharmacy, Retail	137	144	146	146	152
81	Pharmacy, Retail Temporary License	-	2	-	-	-
82	Pharmacy, Home Infusion Pharmacy	2	2	2	2	-
83	Pharmacy, Remote Pilot Project	3	4	5	4	-
84	Pharmacy, Wholesale Drug Outlet	592	597	729	731	770
85	Pharmacy, Drug Research Programs	2	-	-	-	-
86	Pharmacy, Non-Resident Pharmacy	392	427	585	625	684
87	Pharmacy, Telepharmacy	76	93	109	94	129
88	Pharmaceutical Manufacturer	2	2	4	4	4
89	Pharmacy Technicians	1,384	1,261	1,542	1,206	1,520
90	Physical Therapists	1,071	1,080	1,146	1,080	1,124
91	Physical Therapists Assistants	208	210	236	214	232
92	Private Investigative & Security Agency	19	21	22	20	20
93	Private Investigative & Security Agency - Sole Proprietor	4	3	3	2	2
94	Private Investigative Agency	48	45	47	38	41
95	Private Investigative Agency - Sole Proprietor	19	19	22	18	19
96	Private Investigative/Security Guard Agency	23	21	24	17	18
97	Private Investigator/Security Guard	140	125	139	109	120
98	Investigative/Security Registered Employee	907	568	982	715	1,018
99	Investigative/Security Registered F/T Employee	63	50	70	60	38
100	Investigative/Security Registered P/T Temporary Employee	68	92	83	57	79
101	Investigative/Security - Licensed Firearms Training Instructor	10	9	9	8	9
102	Property Inspector	PNR	PNR	PNR	40	95
103	Psychoanalysts	63	58	61	107	53
104	Psychologist - Master	202	207	197	205	196
105	Psychologist - Doctorate	397	396	414	449	417
106	Psychologist - Doctorate - Temporary License	6	12	6	4	2
107	Psychologist - Trainee	57	94	73	-	10
108	Psychotherapists	916	888	1,029	960	1,188
109	Radiologic Technologist (Radiography)	596	671	618	563	613
110	Radiologic Technologist (Radiography) TEMP	5	-	-	-	-
111	Radiologic Technologist Limited License	12	13	10	-	-
112	Radiation Therapy	68	70	67	65	67
113	Radiation, Nuclear Medicine	73	62	67	53	58
114	Radiation, Limited Licensure	-	-	10	6	6
115	Registered Appraisal Management Companies - Branch Office	3	3	2	2	2
116	Registered Appraisal Management Companies - Main Office	128	124	119	131	125
117	Real Estate Appraiser-State Licensed	35	35	29	27	21

	<b>Profession</b>	<b>FY12</b>	<b>FY13</b>	<b>FY14</b>	<b>FY15</b>	<b>FY16</b>
118	Real Estate Appraiser- State Trainee	8	-	3	1	-
119	Real Estate Appraiser-Cert Residential	130	131	129	138	113
120	Real Estate Appraiser-Cert Residential Trainee	5	5	9	29	6
121	Real Estate Appraiser-Cert General	141	141	138	152	122
122	Real Estate Appraiser-Cert General Temporary License	24	24	26	-	13
123	Real Estate Appraiser-Cert General Trainee	3	6	10	10	8
124	Real Estate Brokers	1,052	1,087	1,016	1,050	927
125	Real Estate Salespersons	969	1,113	1,028	1,120	1,008
126	Real Estate Offices - Main and Branch	482	512	618	643	523
127	Real Estate Offices - Sole Proprietor	191	171	-	1	-
128	Respiratory Care Practitioner	315	290	322	297	340
129	Respiratory Care Practitioner - Student	21	8	9	16	11
130	Social Workers, Clinical	948	875	1,033	1,118	1,093
131	Speech-Language Pathologist	PNR	PNR	PNR	PNR	524
132	Tattooist	87	78	93	80	89
133	Tattooist - Apprentice	23	18	21	18	18
134	Tattooist - Permanent Cosmetic	5	4	5	4	4
135	Tattooist - Shop	21	24	26	23	27
136	Body Piercing & Tattooist Operator	41	32	35	32	38
137	Body Piercing & Tattooist Shop	26	27	28	26	28
138	Body Piercing & Tattooist - Apprentice	2	3	2	2	3
139	Body Piercing Shop	2	1	1	-	-
140	Body Piercing - Apprentice	7	7	9	4	4
141	Veterinarians	593	564	606	538	594
	<b>TOTALS</b>	<b>59,187</b>	<b>56,146</b>	<b>60,388</b>	<b>54,458</b>	<b>57,753</b>

**PNR = Previously Not Regulated**

**If blank, this credential was not counted separately in past reports**

## Appendix B: Enforcement Activity for Fiscal Year 2016

	New Complaints Received	Cases Investigated	Closed without Discipline	Charges Filed	Summary Suspension	Discipline Imposed by Stipulation	Discipline Imposed after Hearing
Accountant	16	13	9	4		1	
Acupuncturist	3	3	3				
Alcohol & Drug Counselor	3	1					
Allied Mental Health	31	20	10	7	4	8	
Applied Behavior Analyst	1						
Architect	1	1	2	1			
Athletic Trainer	1						
Auctioneer	2			2			
Audiologist	0						
Boxing	0						
Chiropractor	3	2	3				
Cosmetology & Barber	18	17	24	7		6	
Dentist	31	25	20	4	1	6	
Dietitian	1	1	1	1		1	
Electrologist	1	1	3				
Engineer, Professional	5	3	2	3			
Funeral Service	7	9	7				
Hearing Aid Dispenser	3						
Land Surveyor	5	6	3				
Landscape Architect	0						
Midwife, Licensed	3	4	2				
Motor Vehicle Racing	0						
Naturopathic Physician	4	7	1	1	1		
Nursing	205	158	147	55	8	32	10
Nursing Home Administrator	1						
Occupational Therapist	0		2				
Optician	0		1				
Optometry	2	3	3				
Osteopathic Physician	7	8	10			1	
Pharmacist/Pharmacy	96	15	31	8	3	8	
Physical Therapist	4	3		1	1	1	
Private Detective/Security	5	3	6				
Property Inspector	0	2					
Psychoanalyst	0						
Psychologist	3	1	2				
Radiologic Technologist	1	2					
Real Estate Appraiser	5	2	4				1
RE Broker/Salesperson	53	33	33	6		6	
Respiratory Care Therapist	2	1		1		1	
Social Workers, Clinical	11	9	11	1			
Speech-Language Pathologist	1						
Tattooist/Body Piercer	1	2	7	7			
Veterinarian	4	6	5				1
<b>Totals</b>	<b>540</b>	<b>361</b>	<b>352</b>	<b>109</b>	<b>18</b>	<b>71</b>	<b>12</b>

PNR = Previously Not Regulated

## Appendix C: New Cases Received Fiscal Years 2012-2016

	2012	2013	2014	2015	2016
Accountant	10	9	26	23	16
Acupuncturist	1	0	2	0	3
Alcohol & Drug Counselor	4	4	1	1	3
Allied Mental Health	14	16	26	11	31
Applied Behavior Analyst	PNR	PNR	PNR	PNR	1
Architect	2	20	6	4	1
Athletic Trainer	0	0	0	0	1
Auctioneer	3	2	3	2	2
Audiologist	0	0	0	0	0
Boxing	0	0	0	0	0
Chiropractor	5	3	5	3	3
Cosmetologist	60	43	71	21	18
Dentist	44	41	47	29	31
Dietitian	0	3	1	0	1
Electrologist	2	1	0	2	1
Engineer, Professional	9	11	16	15	5
Funeral Service	9	8	12	1	7
Hearing Aid Dispenser	1	3	3	3	3
Land Surveyor	5	9	2	3	5
Landscape Architect	0	2	1	1	0
Midwife, Licensed	0	4	2	0	3
Motor Vehicle Racing	1	0	0	0	0
Naturopathic Physician	1	4	1	5	4
Nursing	317	285	323	243	205
Nursing Home Administrator	8	4	11	0	1
Occupational Therapist	2	2	0	2	0
Optician	0	2	0	1	0
Optometry	1	2	0	3	2
Osteopathic Physician	4	4	7	7	7
Pharmacist/Pharmacy	92	34	64	93	96
Physical Therapist	14	1	0	2	4
Property Inspector	PNR	PNR	PNR	0	5
Private Detective/Security Services	17	14	19	10	0
Psychoanalyst	0	0	0	0	0
Psychologist	12	11	14	5	3
Radiologic Technologist	2	2	1	2	1
Real Estate Appraiser	20	9	16	8	5
Real Estate Broker/Salesperson	117	145	98	53	53
Respiratory Care Therapist	0	3	0	1	2
Social Workers, Clinical	7	14	13	9	11
Speech-Language	PNR	PNR	PNR	PNR	1
Tattooist/Body Piercer	21	13	4	13	1
Veterinarian	17	11	6	10	4
<b>TOTAL</b>	<b>822</b>	<b>739</b>	<b>801</b>	<b>586</b>	<b>540</b>

**PNR = Previously Not Regulated**



## Appendix D: Receipts/Expenditures by Profession for Fiscal Years 2013-2016

	Fiscal Year 2013		Fiscal Year 2014		Fiscal Year 2015		Fiscal Year 2016	
	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures
Accountancy	\$39,945	\$85,280	\$189,385	\$114,204	\$66,640	\$123,734	\$163,580	\$136,486
Architects	\$169,725	\$71,066	\$14,860	\$94,618	\$177,940	\$98,960	\$13,920	\$76,778
Barber/Cosmetology	\$102,230	\$296,074	\$627,775	\$305,762	\$90,415	\$282,598	\$649,390	\$246,862
Chiropractic	\$90,780	\$29,522	\$4,215	\$32,470	\$71,485	\$36,043	\$3,975	\$38,427
Dental	\$26,175	\$175,365	\$326,220	\$191,210	\$29,367	\$189,574	\$332,803	\$184,060
Engineers	\$333,780	\$199,337	\$140,810	\$198,740	\$320,975	\$233,358	\$232,915	\$233,108
Funeral	\$3,585	\$69,300	\$98,525	\$63,662	\$27,100	\$66,295	\$103,745	\$92,217
Land Surveyors	\$86,940	\$34,589	\$3,935	\$29,927	\$89,155	\$34,734	\$3,125	\$48,280
Allied Mental Health*	\$189,820	\$105,917	\$36,610	\$138,881	\$209,900	\$119,741	\$50,455	\$175,293
Nursing	\$1,956,134	\$1,543,621	\$604,440	\$1,668,628	\$2,181,235	\$1,603,916	\$642,775	\$1,649,235
Optometry	\$55,615	\$24,737	\$6,670	\$16,914	\$41,890	\$22,891	\$16,715	\$24,288
Osteopath	\$83,040	\$29,588	\$13,920	\$38,662	\$87,900	\$43,650	\$24,315	\$53,205
Pharmacy	\$128,655	\$270,389	\$713,045	\$355,181	\$461,610	\$402,135	\$455,571	\$610,622
Private Investigator	\$120,550	\$78,588	\$57,800	\$111,072	\$132,970	\$94,394	\$57,860	\$104,749
Psychology	\$10,655	\$60,074	\$105,205	\$67,558	\$7,750	\$67,219	\$143,065	\$58,251
Radiologic Technology	\$86,200	\$50,575	\$16,035	\$48,843	\$88,125	\$49,420	\$13,255	\$54,454
Real Estate Appraiser	\$99,733	\$54,432	\$187,365	\$82,335	\$42,325	\$82,193	\$132,521	\$50,538
Real Estate Commission	\$69,575	\$317,558	\$394,245	\$290,985	\$27,810	\$332,850	\$513,080	\$262,663
Veterinarians	\$129,445	\$50,021	\$18,310	\$45,572	\$129,870	\$50,660	\$21,700	\$50,647
Advisor Professions	\$440,455	\$328,394	\$386,750	\$327,387	\$451,684	\$404,133	\$453,545	\$422,216
Admin. Penalties†	\$31,325	\$57,347	\$42,478	\$48,986	\$48,170	\$3,255	\$15,250	\$0
<b>GRAND TOTAL</b>	\$4,254,362	\$3,931,774	\$3,988,598	\$4,271,597	\$4,784,316	\$4,341,751	\$4,043,559	\$4,572,379

\*Includes Mental Health Counselor, Marriage Family Therapist, Psychotherapist

†Administrative penalties paid during the fiscal year as part of disciplinary action

The Advisor Professions include the following: Acupuncturists, Athletic Trainers, Auctioneers, Dietitians, Electrologists, Hearing Aid Dispensers, Midwives, Naturopathic Physicians, Nursing Home Administrators, Occupational Therapists, Opticians, Physical Therapists, Property Inspectors, Psychoanalysts, Respiratory Care Therapists, Social Workers, Speech-Language Pathology and Audiology, Tattooists and Body Piercers. The operational costs of these professions is combined pursuant to 3 V.S.A. § 124.