

**Vermont Secretary of State
Office of Professional Regulation
THIRTY SIXTH ANNUAL REPORT
ON
PROFESSIONAL LICENSING**

Pursuant to 26 V.S.A. §3106, the Director of the Office of Professional Regulation is pleased to present the Thirty Sixth Annual Report on Professional Regulation, covering Fiscal Year 2017.

Respectfully submitted to the House and Senate Committees on Government Operations.

STATE OF VERMONT
SECRETARY OF STATE
OFFICE OF PROFESSIONAL REGULATION



Colin Benjamin, Director

February 16, 2018



**Secretary of State
Office of Professional Regulation**

**Thirty Sixth Annual Report
on
Professional Licensing**



Jim Condos, Secretary of State

Colin R. Benjamin, Director

As of: July 2017

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

**Thirty Sixth Annual Report
on
Professional Licensing**

Published by:

Jim Condos, Secretary of State

Colin R. Benjamin, Director

A note to the reader:

This Director's Annual Report for the Office of Professional Regulation (OPR, Office) covers Fiscal Year 2017—July 1, 2016, through June 30, 2017. It contains the Director's report as well as a summary of the activity of the regulatory programs for 50 professions with over 150 license types supported and managed by OPR. You will also find data 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, 3rd Floor, Montpelier, Vermont 05620-3402, (802) 828-1505.

TABLE OF CONTENTS

Director's Report	1
Trends in Licensure	3 - 5
Trends in Conduct Enforcement	6 - 7
Board-Specific Trends	8 - 53

Appendices:

Appendix A: Licensees by Profession 2012 - 2017	54 - 56
Appendix B: 2017 Enforcement Activity	57
Appendix C: New Cases Received 2012 - 2017	58
Appendix D: Receipts/Expenditures by Profession	59

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 Clinical Social Workers Crematoriums Dental Examiners Dietitians Electrologists Foresters 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 Pollution Abatement Facility Operators Private Investigative & Security Services Professional Engineers Property Inspectors Psychoanalysts Psychologists Psychotherapists, Non-licensed Radiologic Technologists Real Estate Appraisers Real Estate Brokers, Salespersons and Brokerage Firms Respiratory Care Practitioners Speech Language Pathologists Tattooists Veterinarians Potable Water & Water System Designers
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Director's Report

Fiscal Year 2017

The Office of Professional Regulation, better known as “OPR,” is responsible for overseeing and managing regulatory programs for 152 different professional license types within 50 professional programs. The legislative intent behind the creation of OPR is to unify professional regulation within state government through consolidation and to engage in an ongoing process of streamlining and harmonizing the individual regulatory programs consistent with the clearly and expressly stated policy of public protection in the least intrusive way possible.

Last year, the Legislature and Governor decided to move the licensing program for alcohol and drug abuse counselors (“LADCs”) from another branch of state government to OPR. That move was entirely consistent with the legislative intent behind the creation of OPR. We don’t want to regulate 152 different profession types 152 different ways in state government. Unification through OPR is a smart approach not just for the business of state government, but for the private sector it serves that is not served when it confronts a confusing state regulatory environment.

And so as this new program was being consolidated into OPR’s regulatory framework, OPR staff asked the same question that OPR asks when reviewing any program: what is state government trying to accomplish through licensure and what is the least intrusive way to accomplish it?

OPR, and I would argue state professional regulation generally, has 2 essential government duties:

- Ensuring *minimum* competency requirements to practice, and
- Holding professionals accountable for unprofessional conduct that is harmful to the public

Those are our two responsibilities and we can only accomplish them in the least intrusive way if we begin by understanding that the government license to practice is not meant to envelope the entire complexity, aspirations and specialized knowledge of any of the professions we regulate. In other words, the goal of OPR is not to micromanage every aspect of the profession. If we do that, then government quickly swallows up the profession and therein lies the creation of all the red tape which stifles the private sector, and forces professionals to spend their time jumping over regulatory impediments rather than serving the Vermonters that so desperately need their profession’s assistance.

The professionals that I serve every day are the experts. OPR’s job is make sure that we do the essential work of government and then get out of the way.

Shortly after LADCs were transferred to OPR a very astute licensee said the following to me, “the power to solve the opioid crisis lies in the passion of the profession, not in OPR’s regulatory program.” I haven’t forgotten that comment because if the question is how do we unleash that power and passion, then from OPR’s perspective the answer is simple: less government, more streamlined government, and more efficient government.

I understand that less government is not always the answer. We correctly decided to license alcohol and drug abuse counselors in the first place. But after creating the regulatory program in state law, our duty thereafter is to build the program in the most limited way while fulfilling the mission of public protection.

Accordingly, in response to the transfer, and with the assistance of OPR's LADC advisors, and experts from the Department of Health, private and public educational institutions, and the addiction treatment community, OPR went to work streamlining the administrative program and regulations.

At a high level, we took the administrative rules that governed the requirements for licensure and the practice of this profession and reduced them from 30 pages down to 10 pages without, in my opinion, any loss of public protection whatsoever.

That's a lot of red tape that was ripped out of the regulatory program. Specifically:

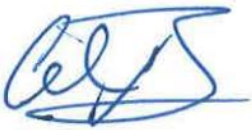
- although there are very high standards, we simplified the educational requirements for licensure
- we made it far easier and simpler for other licensed mental health professionals to become LADCs in addition to their other licensure
- we relieved professionals from unnecessary documentation and paperwork that needs to be filed with OPR
- we enhanced interstate mobility to allow needed professionals to come to Vermont more easily from other states
- we substantially broadened the range of qualified supervisors for those training to become LADCs, and
- we got rid of the complex and overly prescriptive continuing education regime

These are some of the changes you will find in the new LADC administrative rules.

From the time Secretary Condos appointed me as Director of OPR, he has been consistent in his directive that I find the red tape wherever I can and remove it, that I streamline every program, and that I continue to look for efficiencies. He has encouraged me to think outside the box and to constantly remember the "business" of state government.

We are all indebted to the professionals who treat substance use disorders for their commitment to assisting the Vermonters who so desperately need their help. I hope that OPR's relatively new partnership with the LADC profession will be an important part of solving the opioid crisis in Vermont and aid the profession itself to practice at its full potential.

Respectfully submitted,



Colin R. Benjamin, Director

Annual Licensure Data: 1999-2017

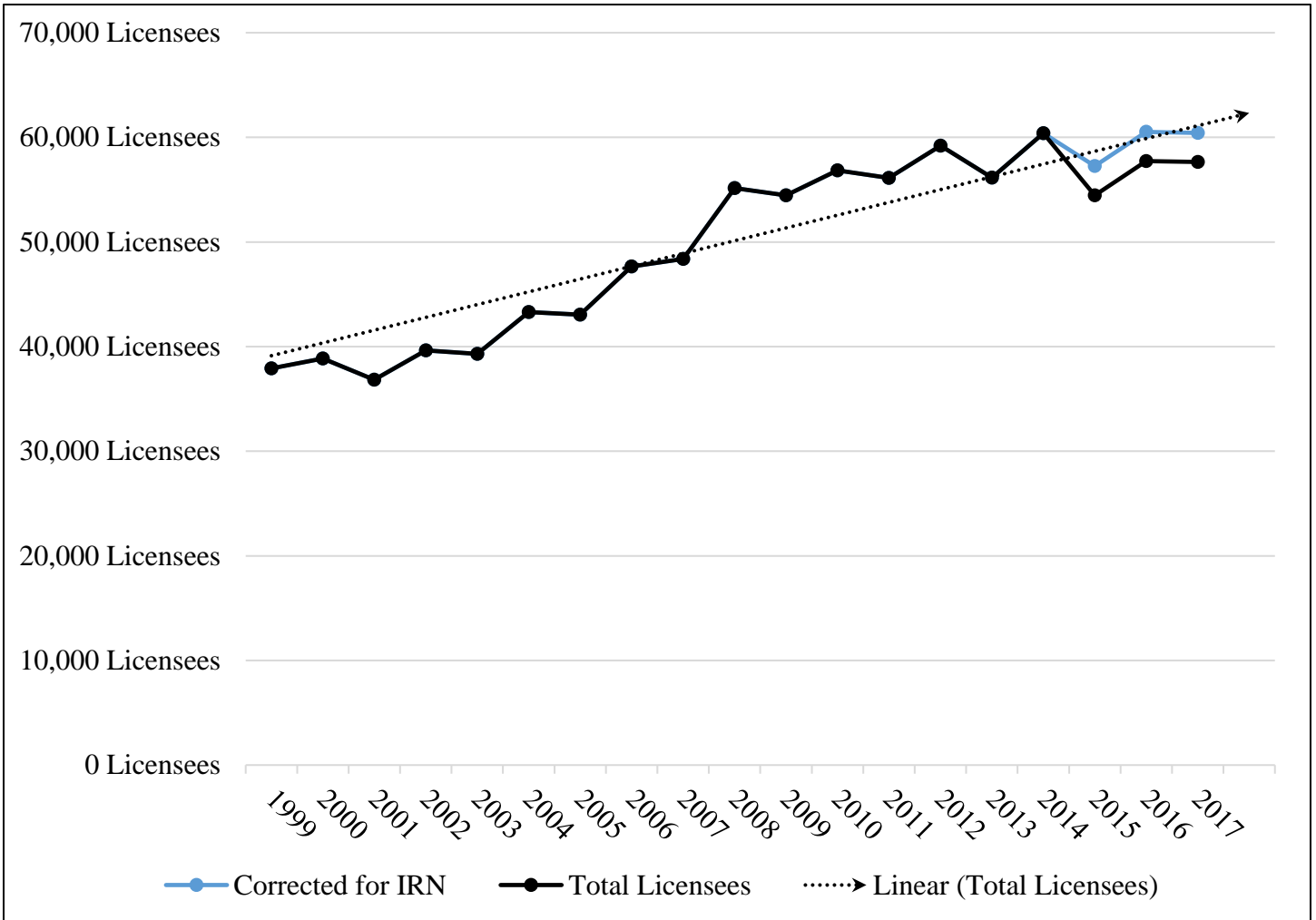


Figure 1: Trend in total annual licensure.

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 adding a social security number requirement had a significant impact on 2,785 international registered nurses (IRN). 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 2017. Nevertheless, the total licensure is expected to continue to grow at an average rate of 2% per annum. The addition of new professions at OPR will further increase this rate of growth, at least in the short term.

Average Annual Initial License Application Duration Data: 2010-2017

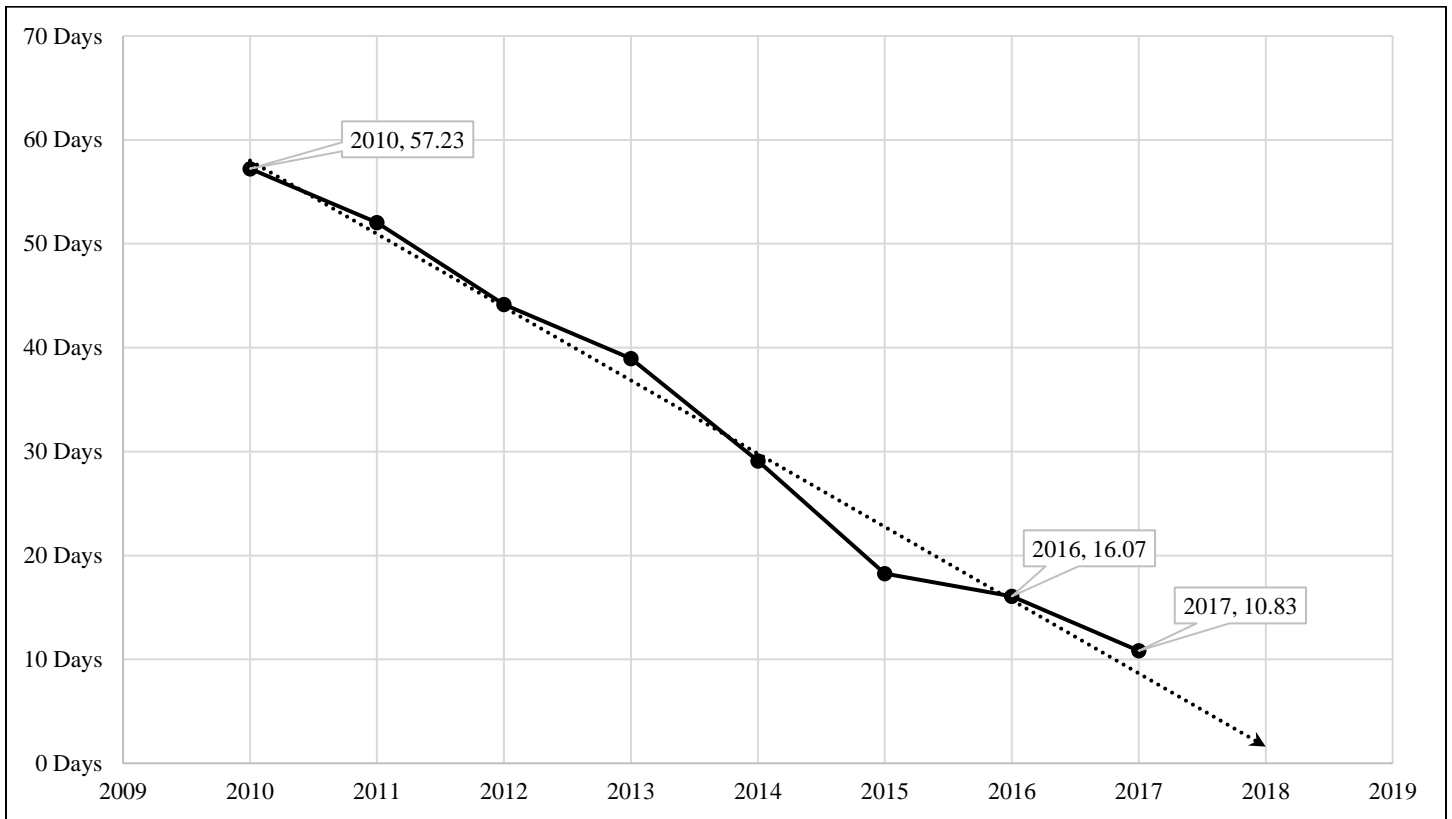


Figure 2: Trend in mean initial license application duration, across all professions.

The average initial license application processing time continues to decrease each year. The average increase in efficiency is equal to roughly -7 processing days per year. However, the above graph **does not** fully represent OPR's operational efficiency, but rather that of the entire application requirements 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 those select applications which require board approval, and will 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 turnaround), applications by endorsement or exam can require considerably longer durations. As such, measurements of the average initial license application processing duration reflect the average duration 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 is planned to 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: 2013-2017

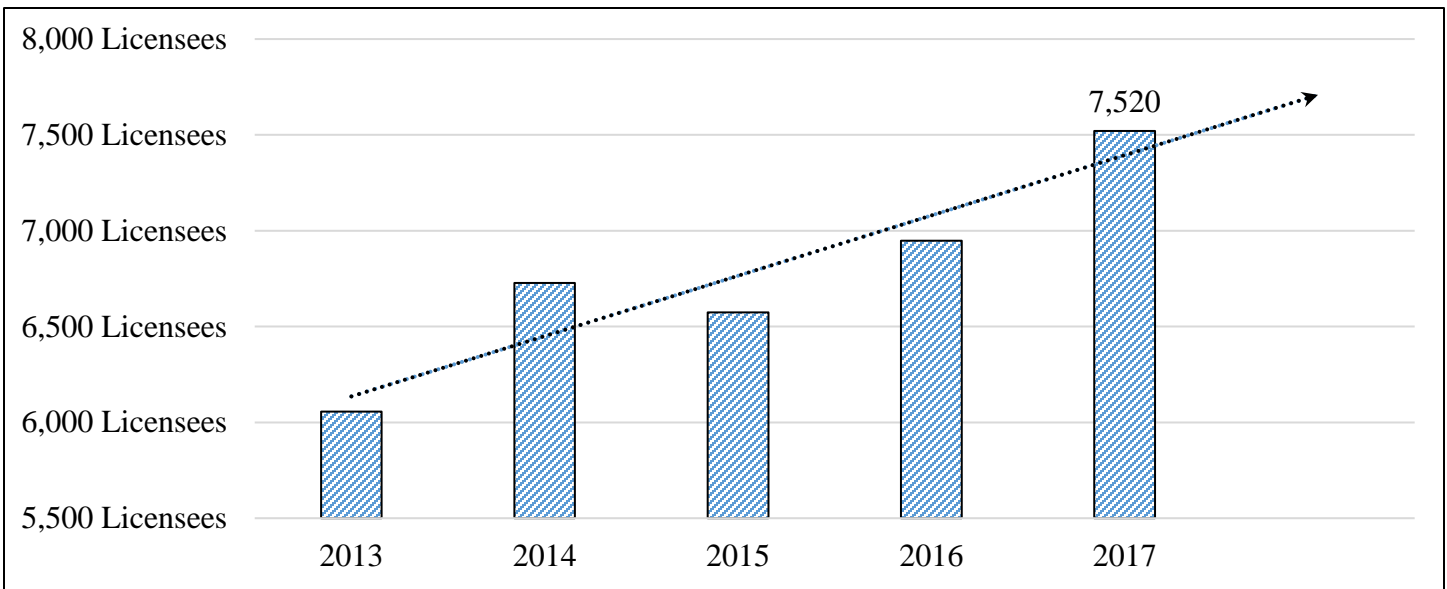


Figure 3: Trend in frequency of initial licensure applications.

In 2017, there were more than 7,500 new applications for professional licensure, of which 2,902 were processed same-day and 4,712 were processed in 5 business days or less. Certain professions build in processing times longer than 1 week (e.g. architects have 5 years to complete all exams after their initial application submission). As a result, there will never be a point in which 100% of applications are processed in 5 days or less. Overall, the volume of new applications is increasing at a rate of roughly 315 each year.

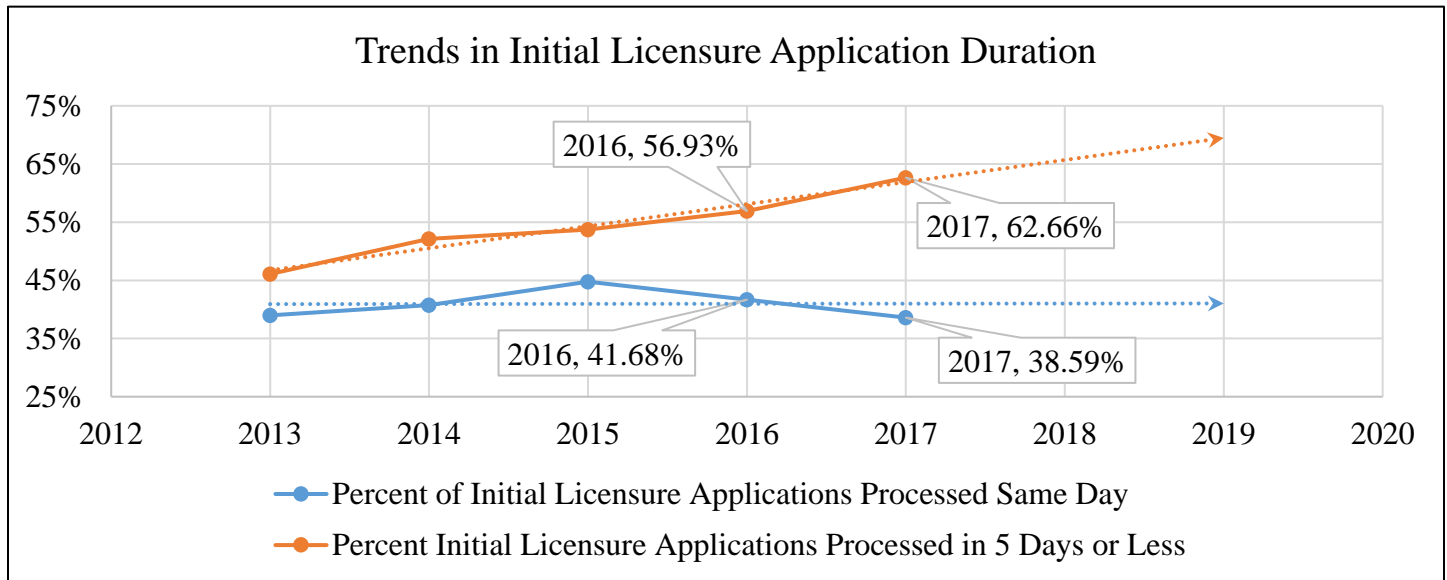
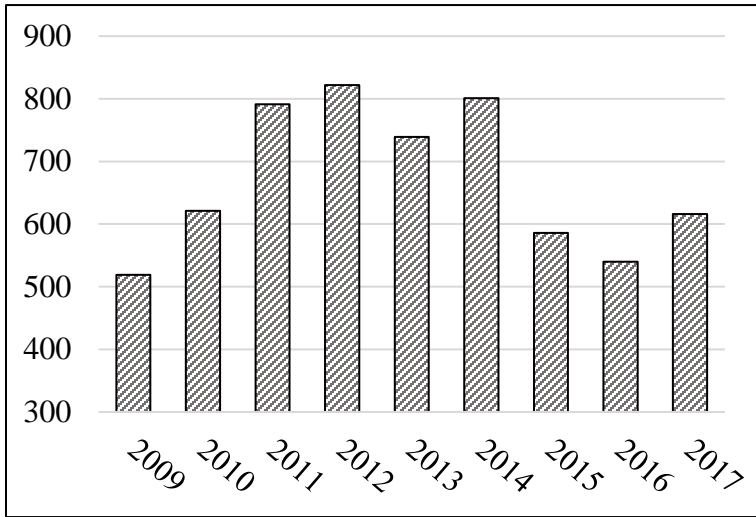


Figure 4: Proportional trends in initial licensure processing duration.

The proportion of applications processed same-day is relatively static. However, the proportion of license applications processed in 5 business days or less, is increasing at an average rate of roughly 3.8% 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. OPR's overall efficiency remains noteworthy, considering the increasing volume of total licensees. Likewise, all license renewals are performed online and considered same-day. Thus, the initial application for licensure is the longest process any licensee will experience (discipline not included).

Complaint Resolution Data: 2011-2016



In 2017, OPR received 616 new complaints.

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 is still a large number of pending complaint cases. The high number of pending cases limits any reliable analysis. Cases which result in discipline require the most time (Figure 7). Accordingly, no statistical inference may be made at this juncture.

Figure 5: Total new complaint cases per annum.

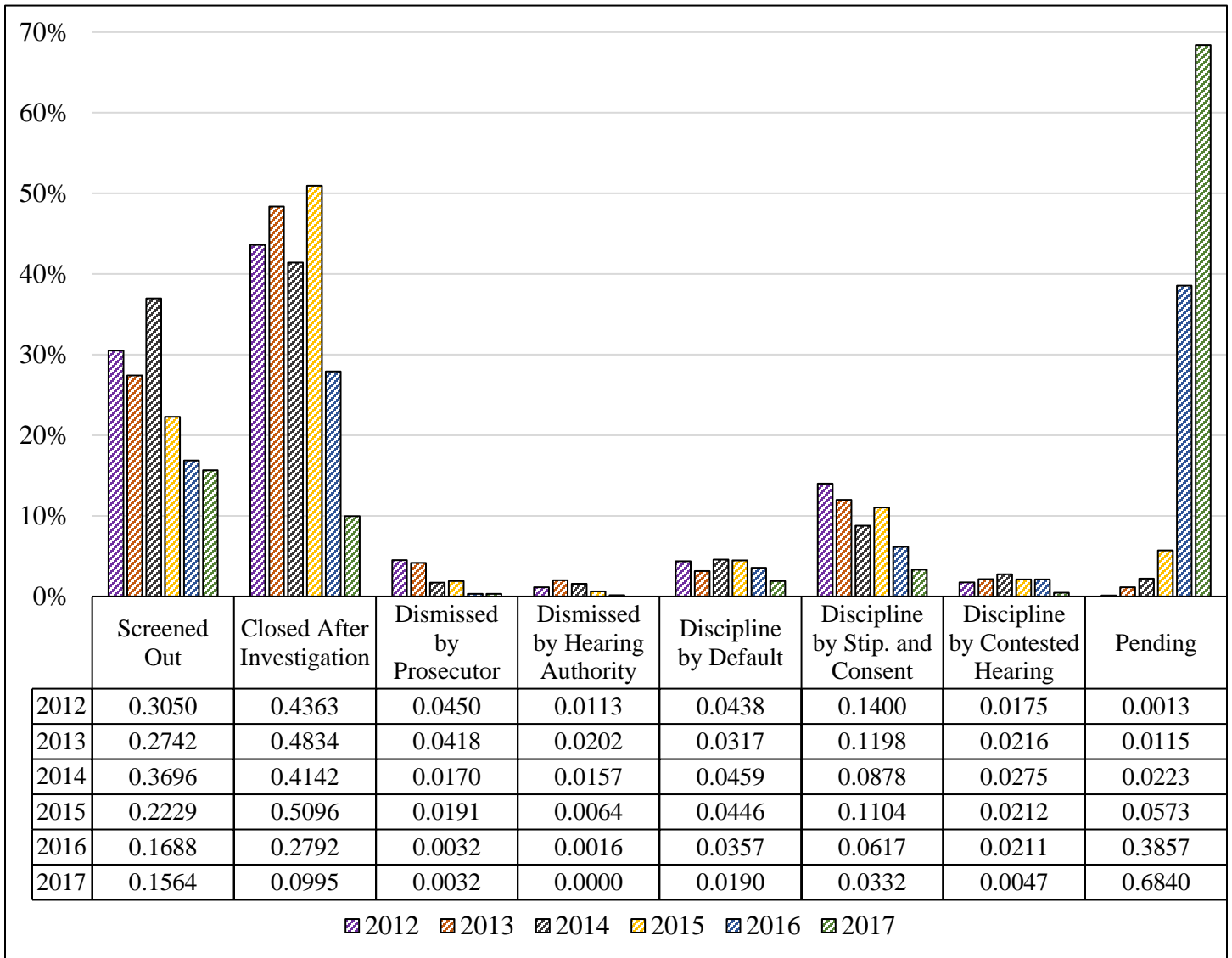


Figure 6: Proportional Trends in Annual Complaint Case Resolution.

Complaint Processing Duration Data: 2012-2017

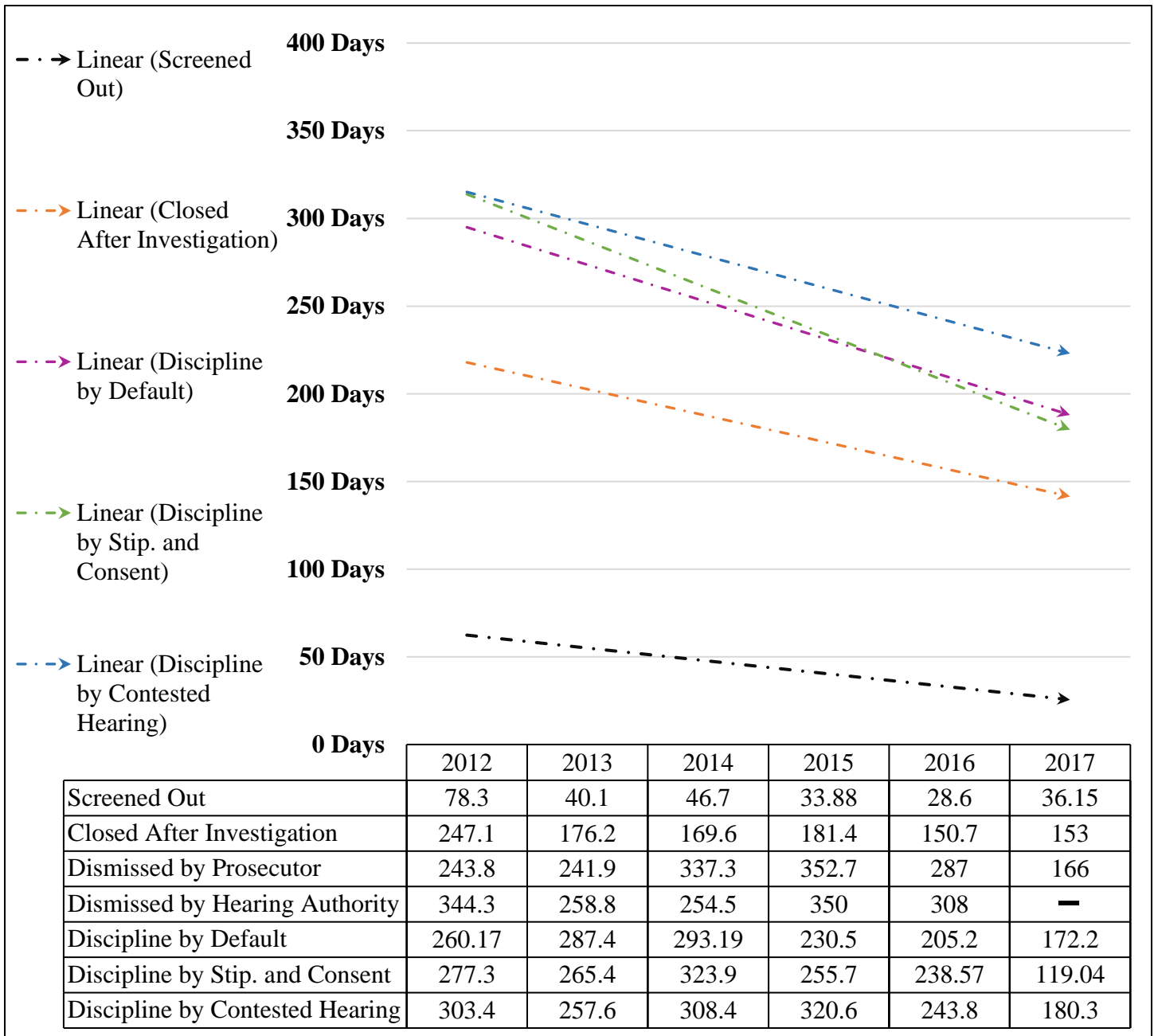


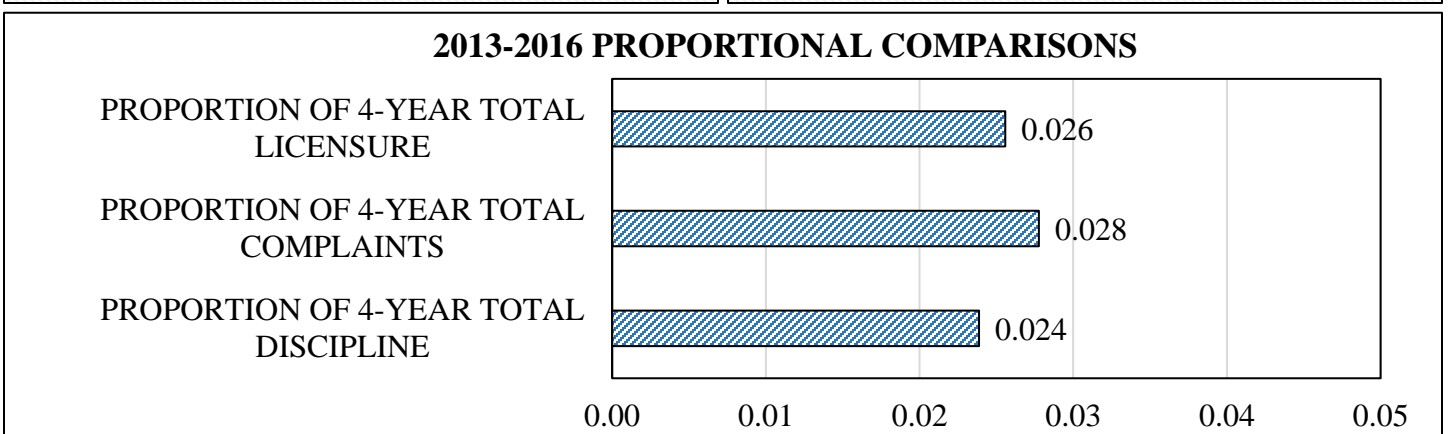
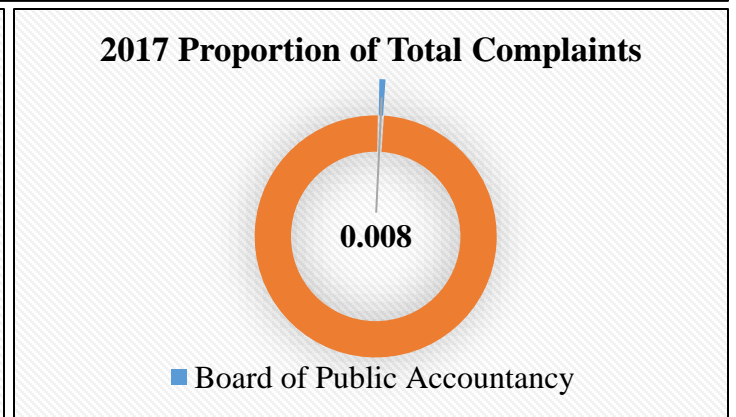
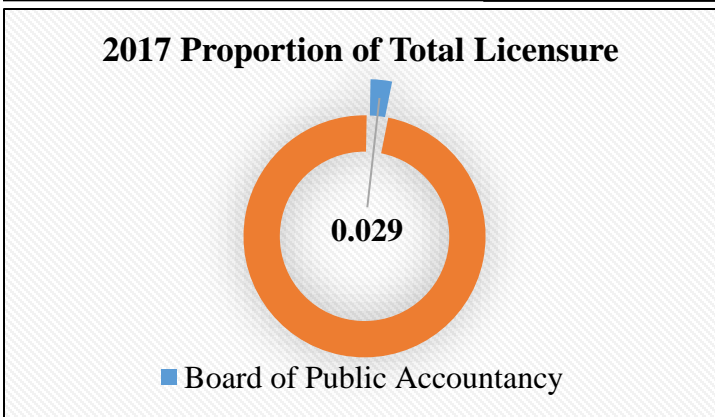
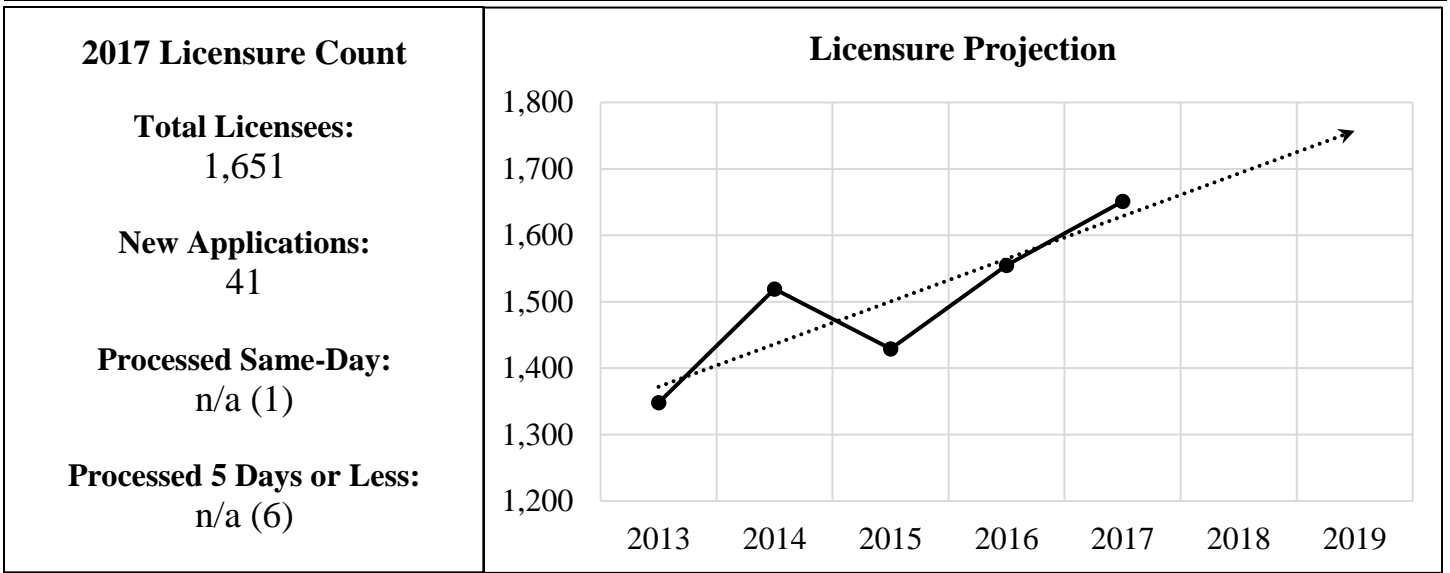
Figure 7: Trends in average complaint case duration (days) by resolution outcome.

Between 2012 and 2017, 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 -7.4 days and -15.3 days, respectively. The average duration required for disciplinary resolutions such as discipline by default, by stipulation (stip.) and consent, and by contested hearing, are -21.4 days, -26.9 days, and -18.4 days (respectively).

However, as stated previously there is a large number of cases still pending. As a result, all data from 2014 to the present, is subject to at least minor change. This is especially true for disciplinary resolution duration data. More accurate information for 2017 will be available in the 2018 annual report.

Board of Public Accountancy

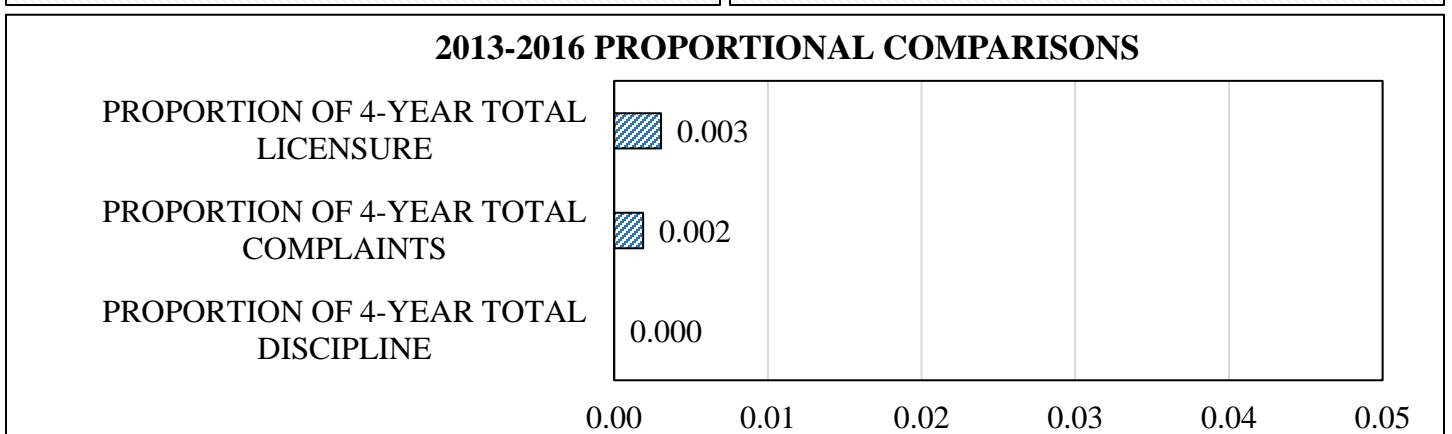
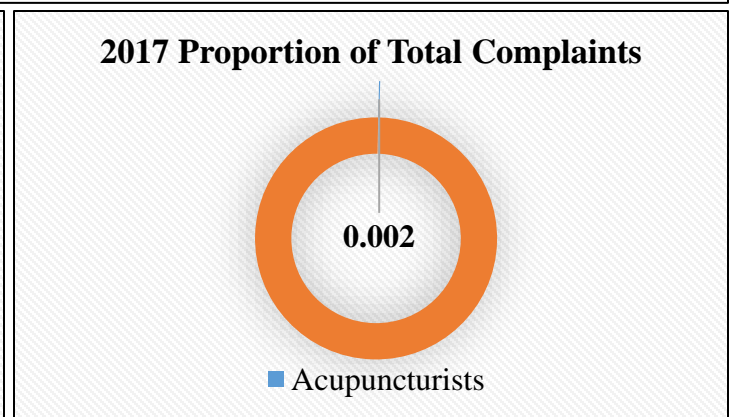
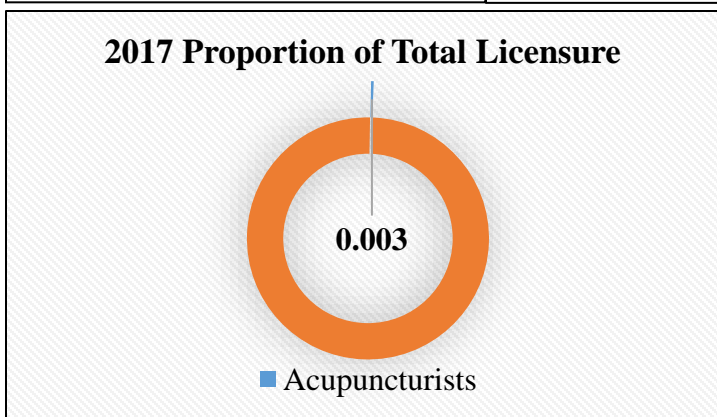
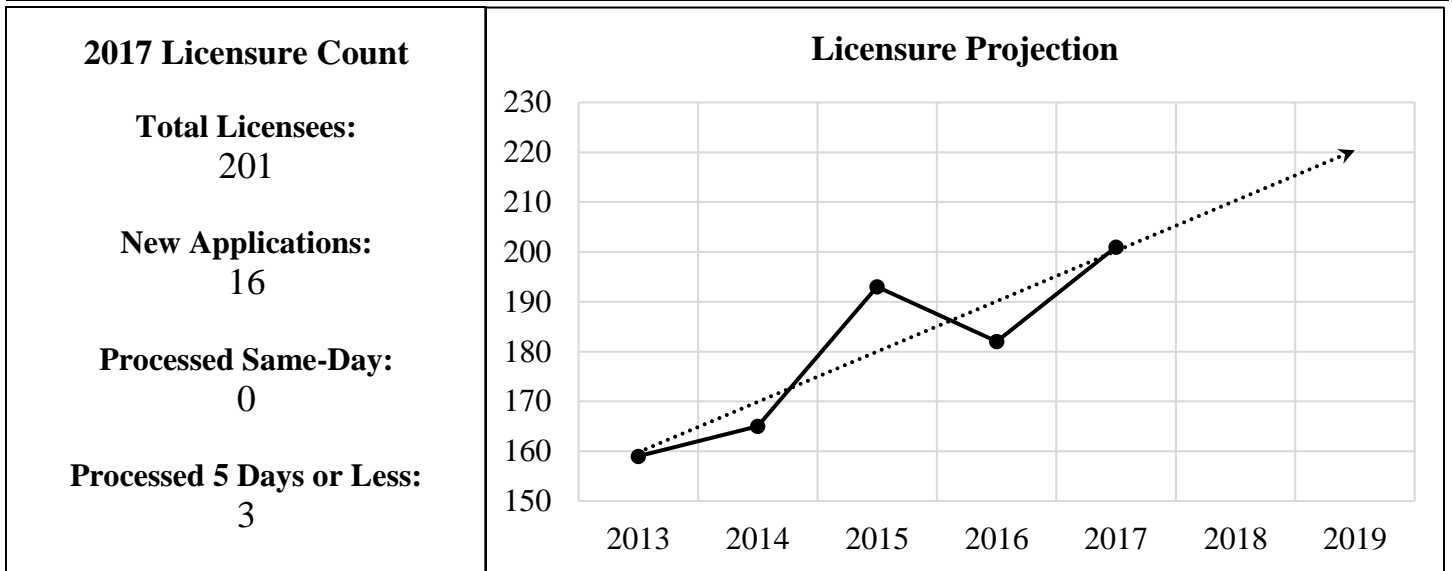
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past 5 years, the Public Accountancy profession grew by an average rate of 64 licensees per annum. Public Accountancy comprises a small proportion of the total licensure (2017: 2.9%) and, historically, is responsible for about 2.4% 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

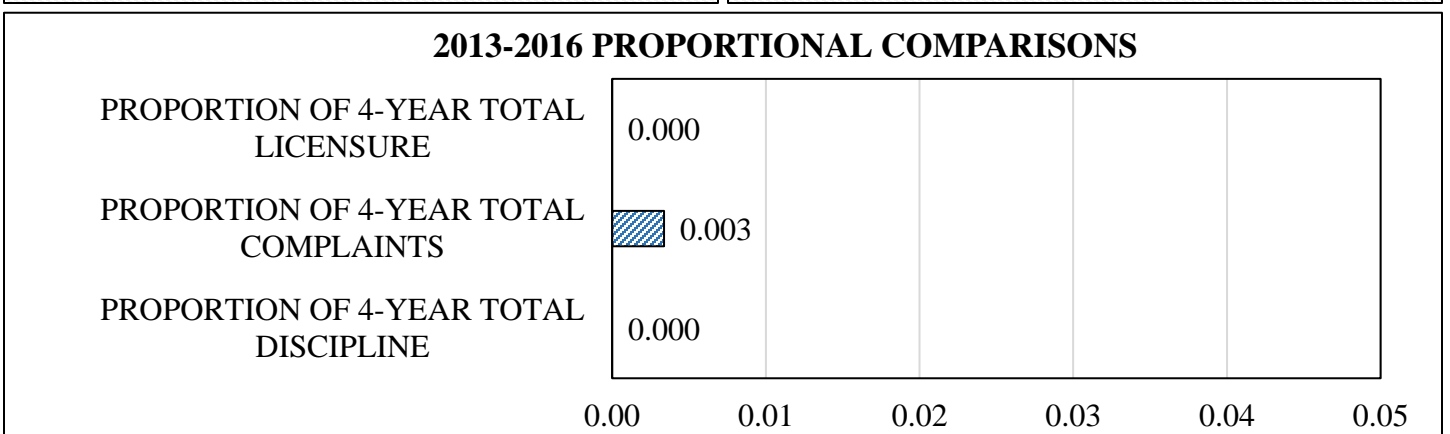
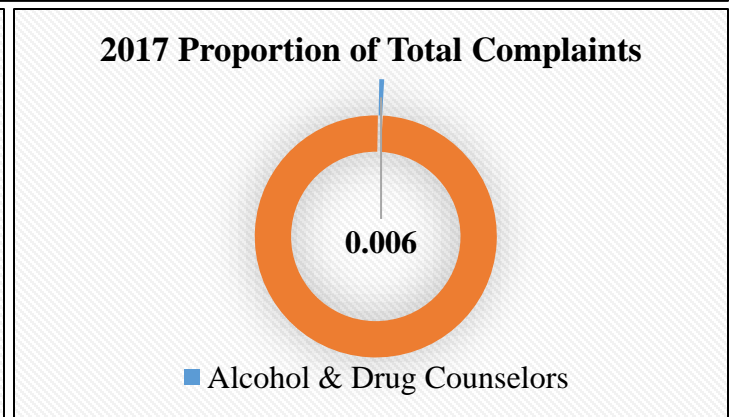
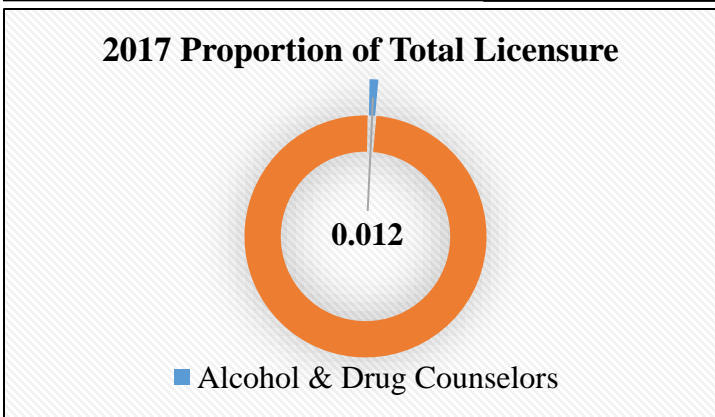
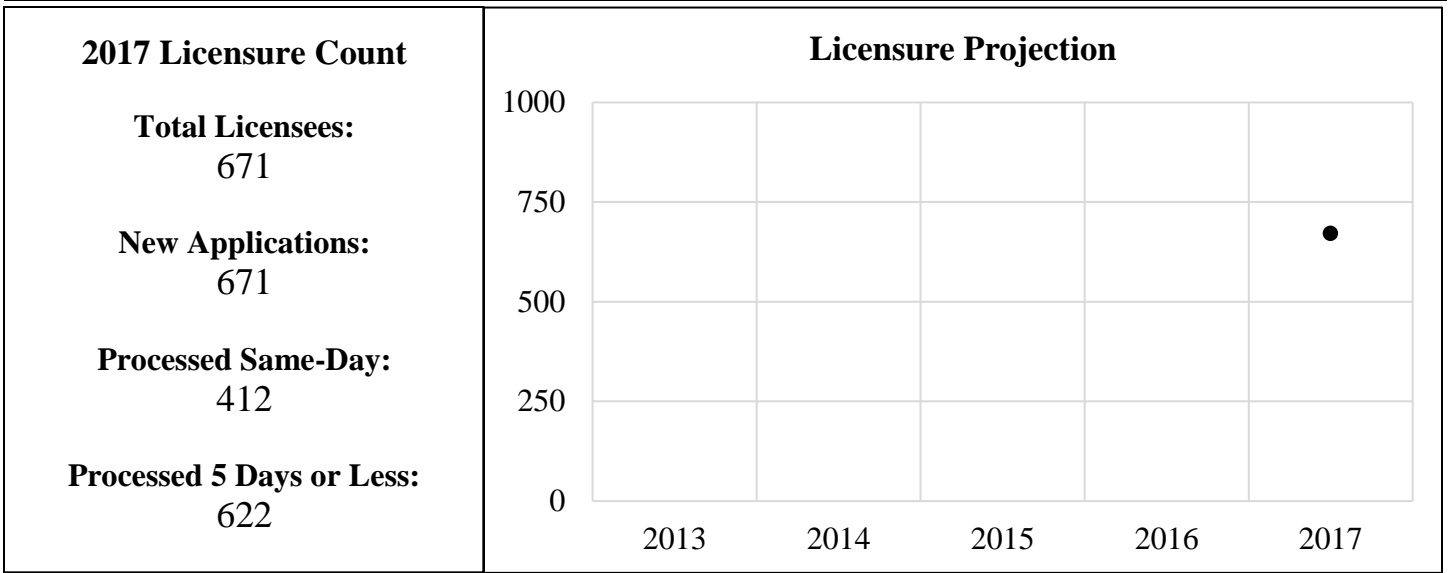
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Acupuncture profession grew at an average rate of 10 licensees per annum. This profession makes up a very small proportion of the total licensure (2016: 0.3%) and historically makes up 0% of the total discipline.

Alcohol and Drug Counselors

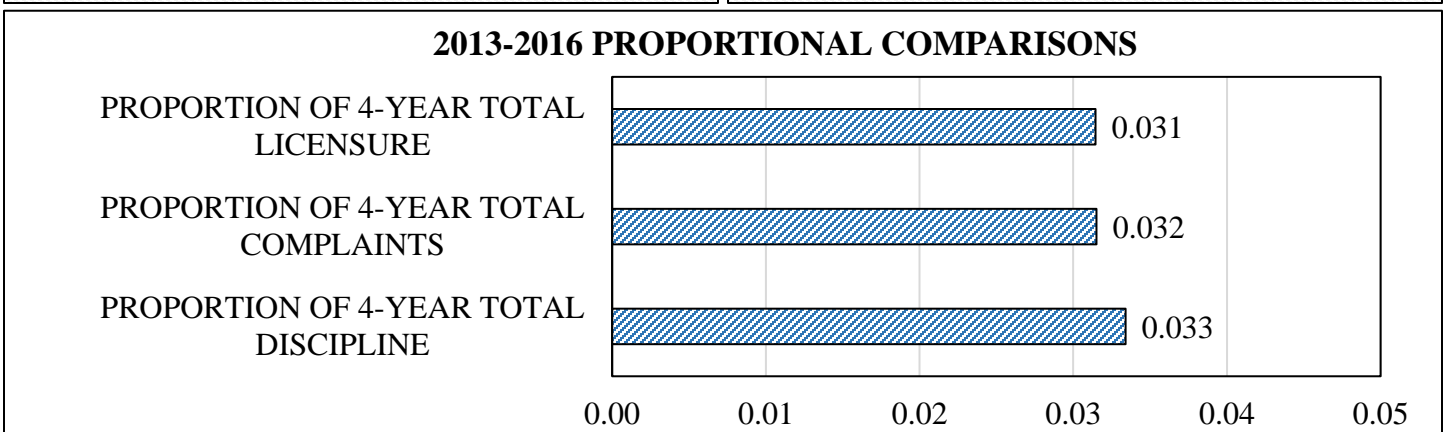
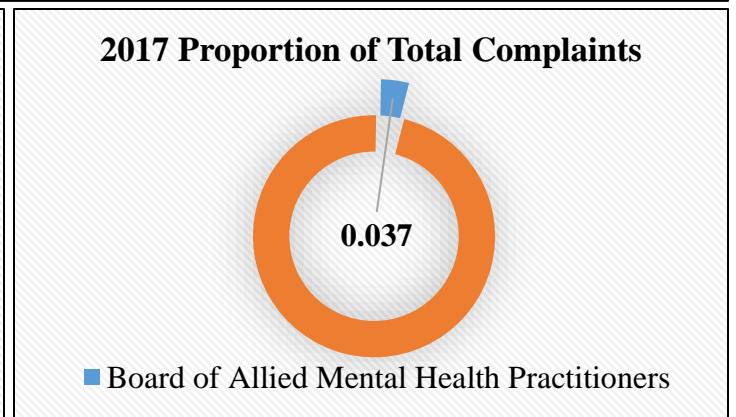
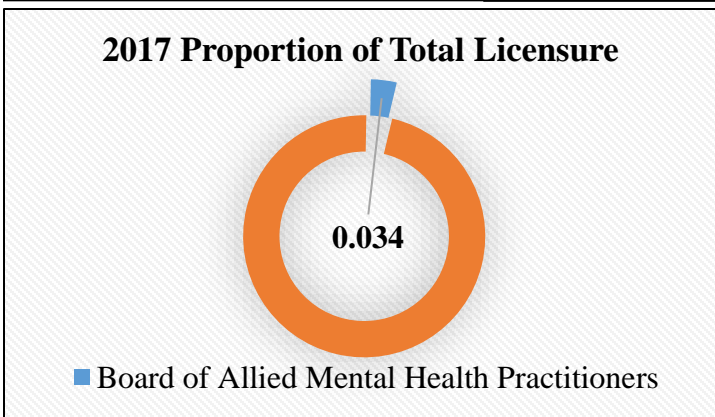
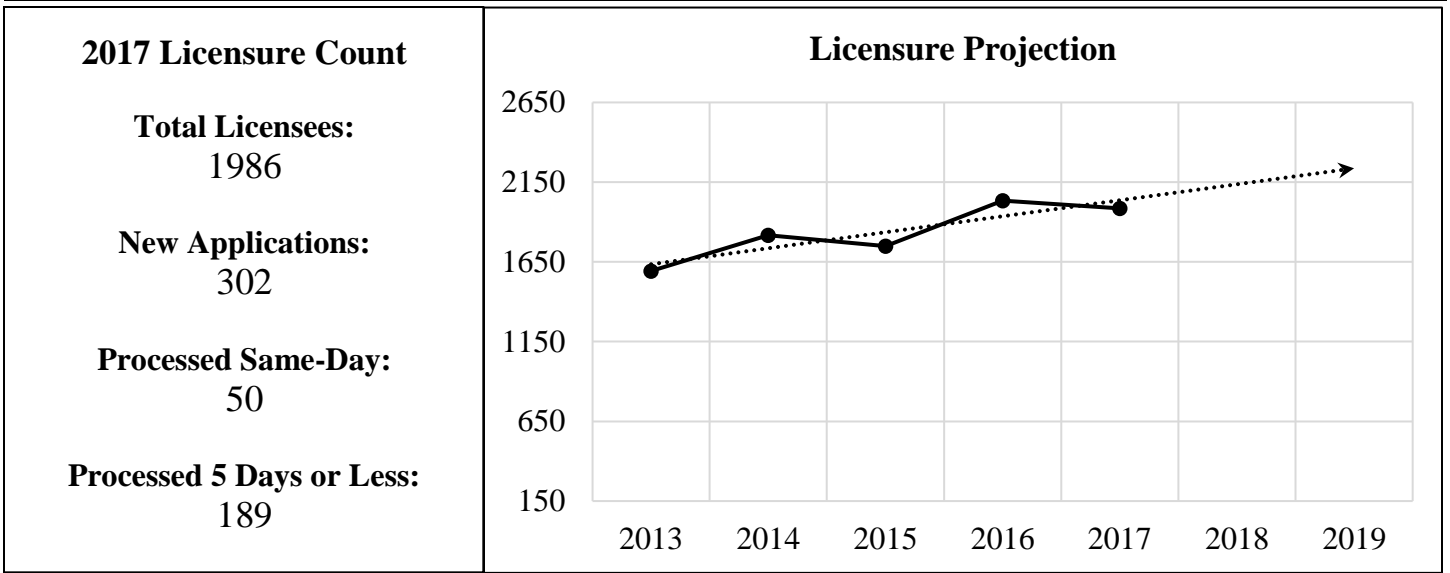
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Alcohol and Drug Counselors are a new profession to OPR, and makes up about 1% of total licensure. More than 60% of all license applications were processed same-day. Nearly 93% of all license applications were processed in 5 days or less. Longer application processing times are a result of certain coursework verification, endorsement verification, or incomplete applications.

Board of Allied Mental Health Practitioners

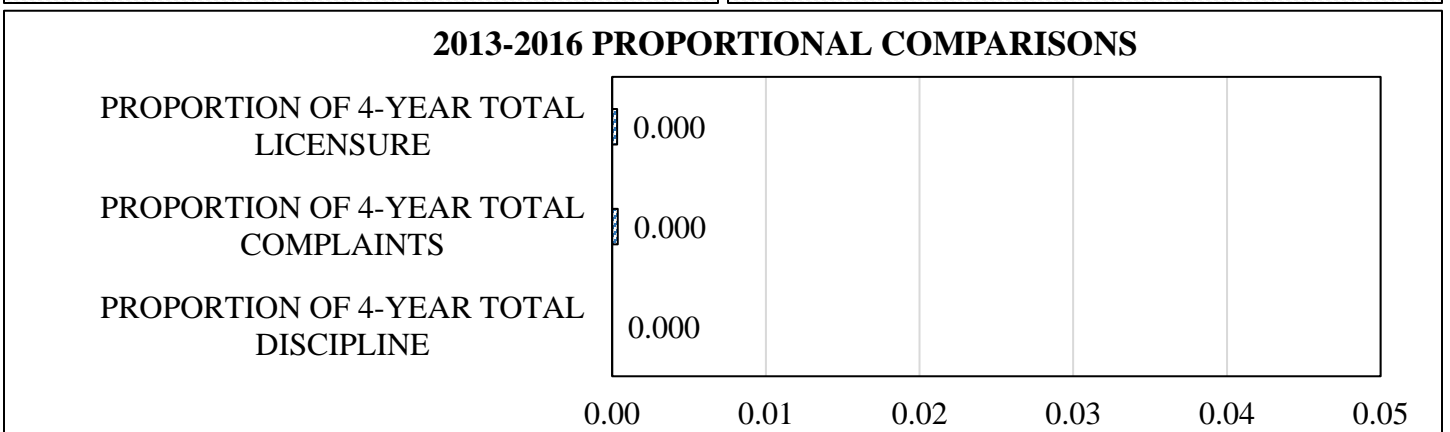
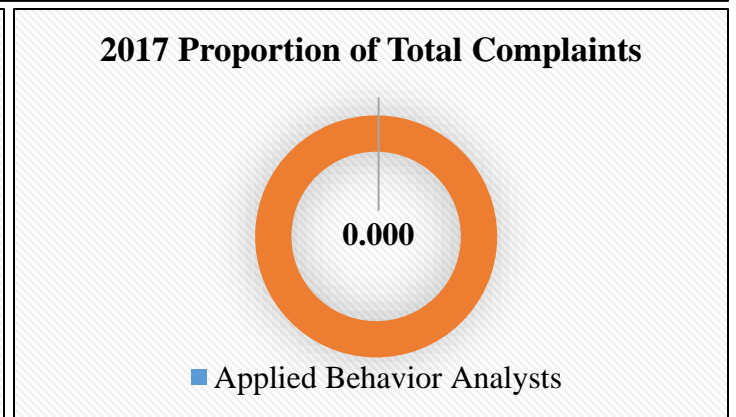
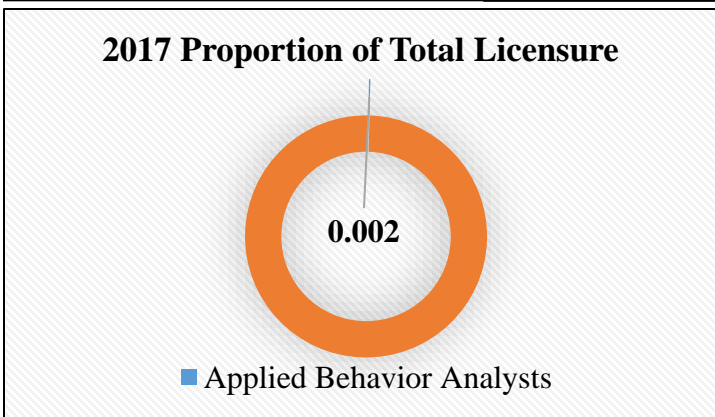
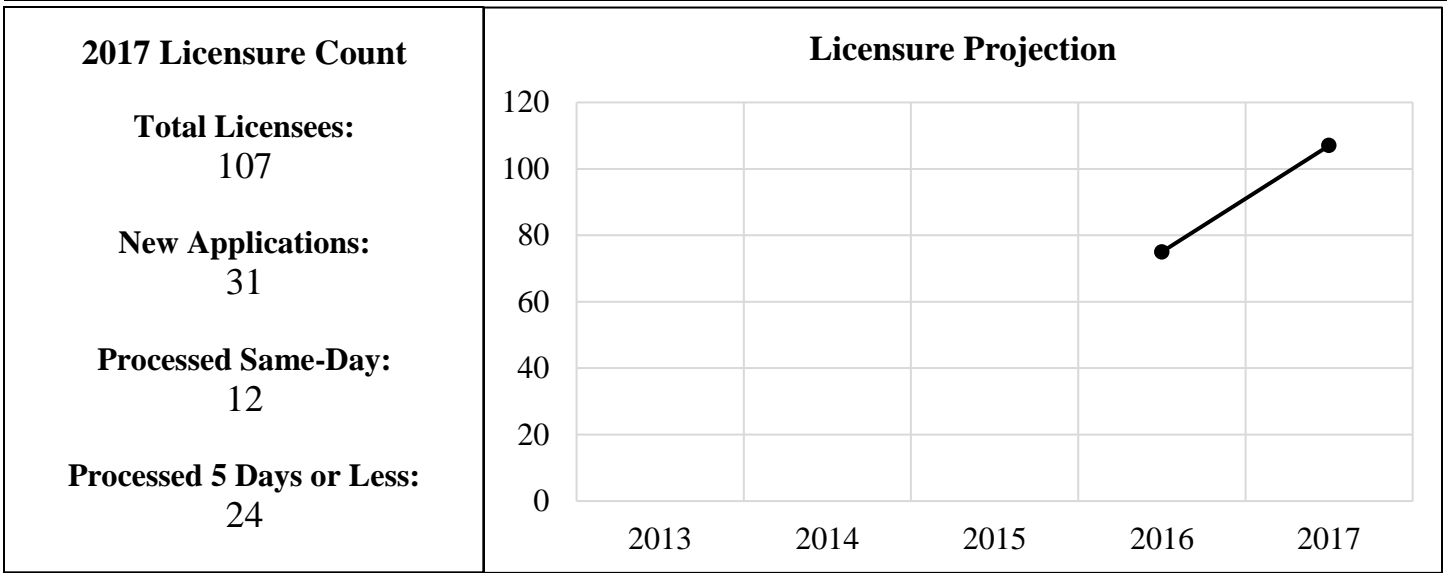
Regulatory Model: Board	Renewal Cycles: Odd & Even Years
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Over the past five years, the Allied Mental Health professions grew by an average rate of 100 licensees per annum. These professions make up a small proportion of the total licensure (2017: 3.4%), and historically are responsible for about 3% of the total discipline.

Applied Behavior Analysts

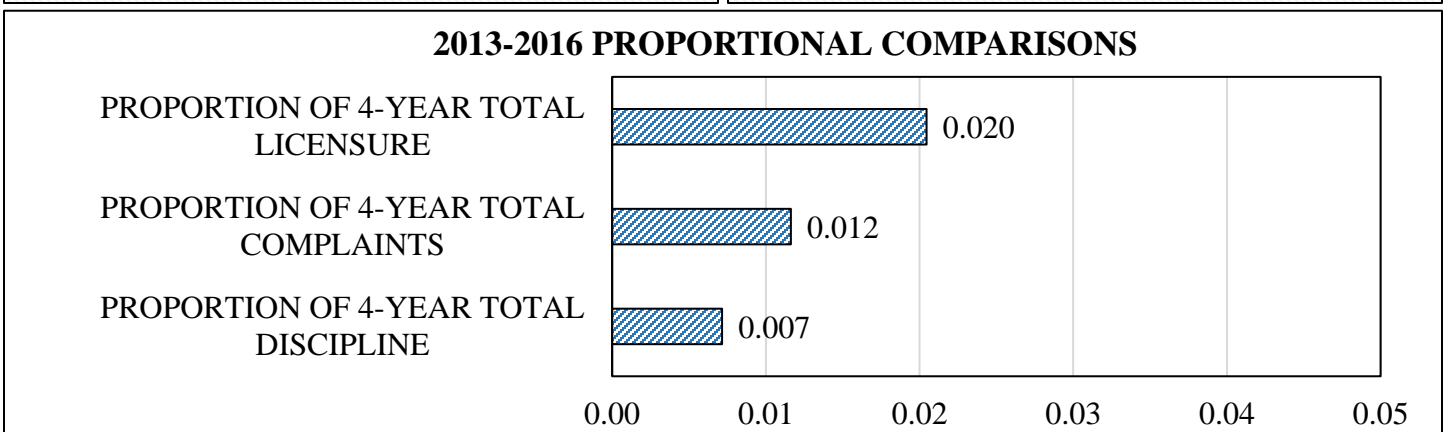
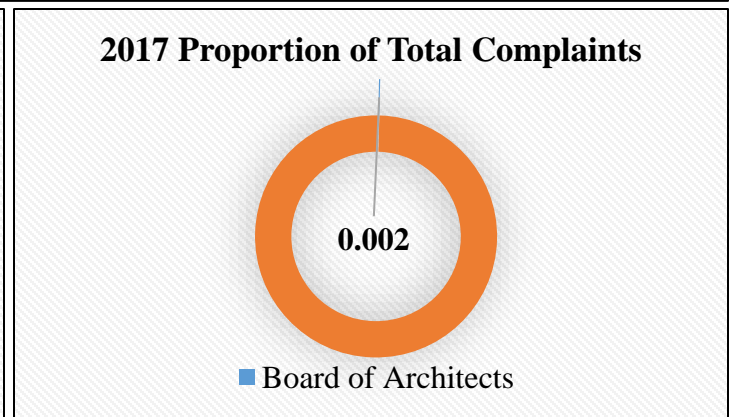
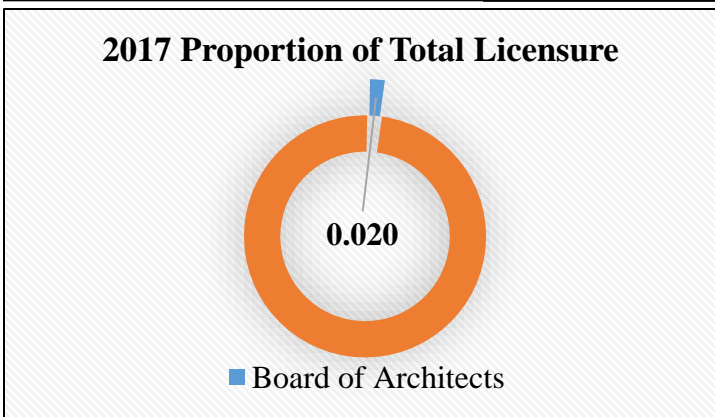
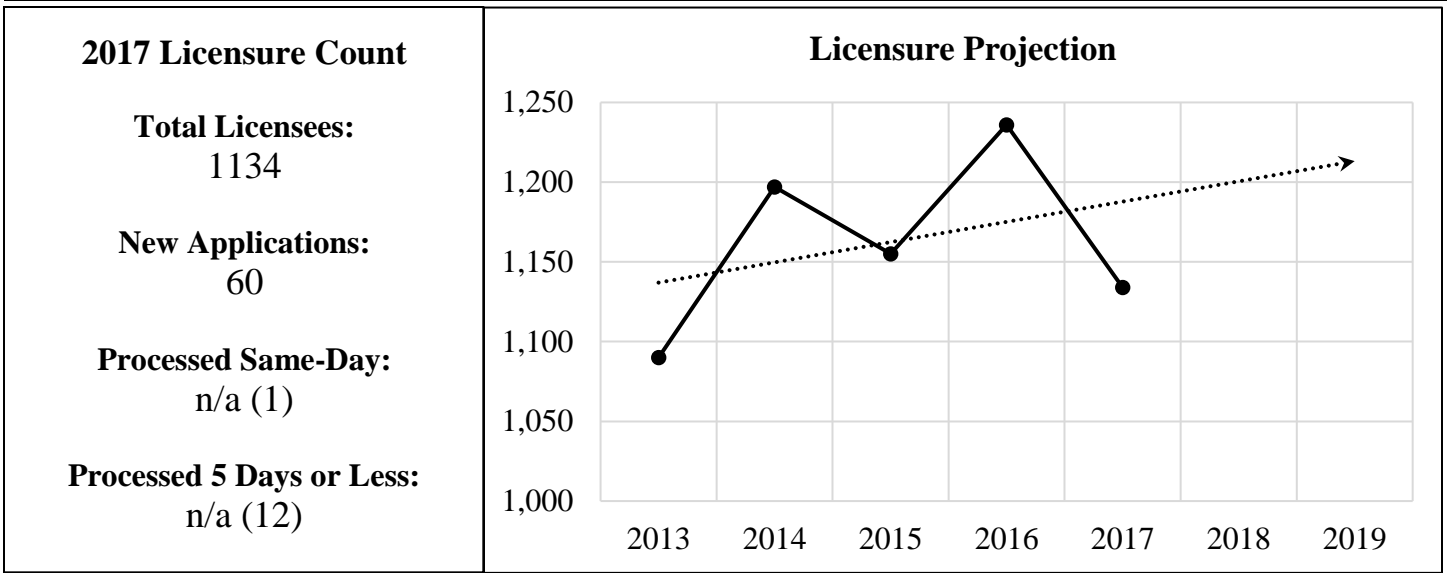
Regulatory Model: Advisor	Renewal Cycles: Even Years
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In fiscal year 2016 there were 75 Applied Behavior Analysts licensed at OPR. 2016 was the profession's first year under OPR regulation.

Board of Architects

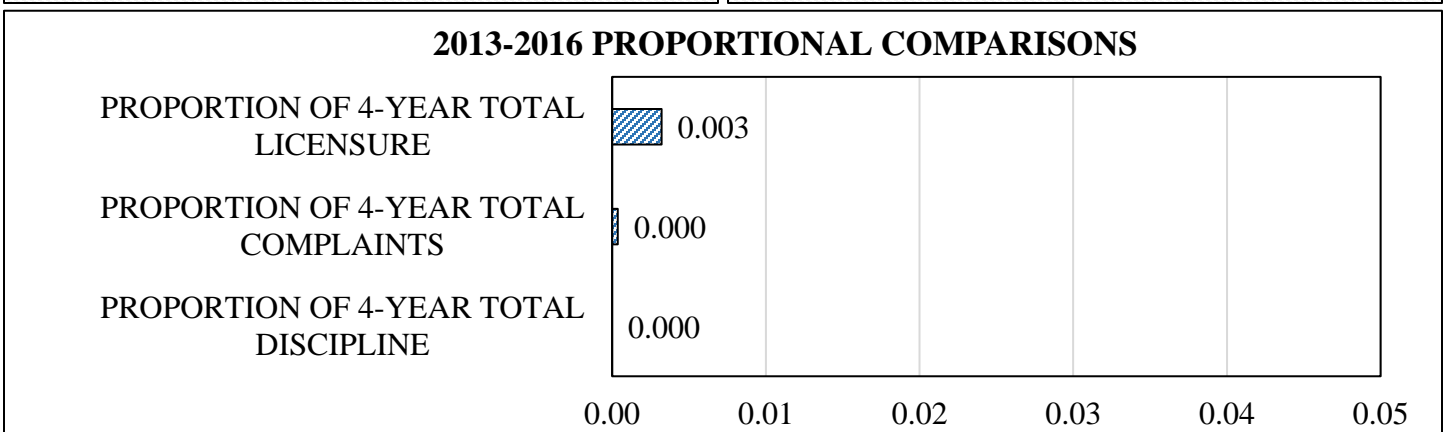
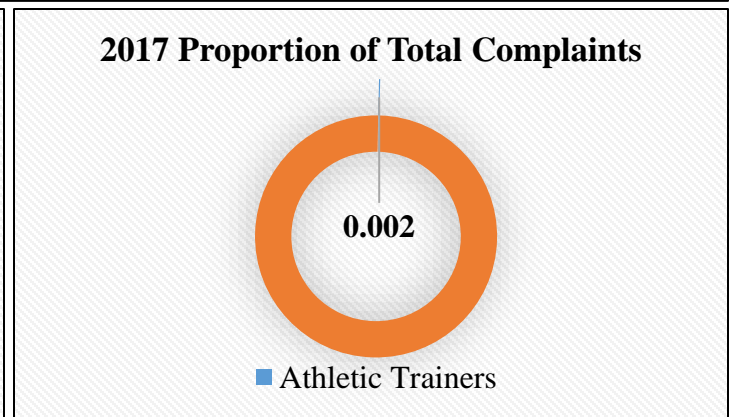
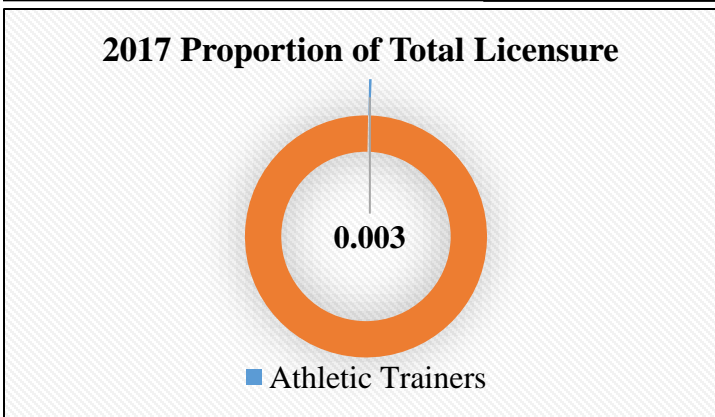
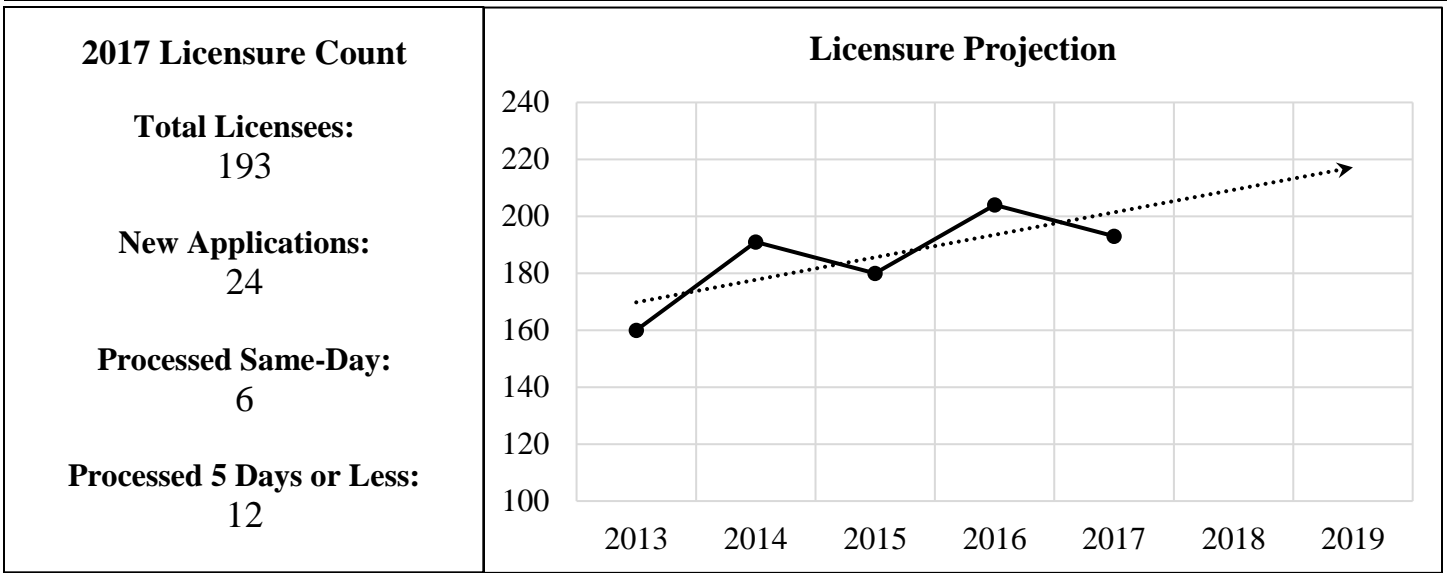
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Architect profession grew by an average rate of about 13 licensees per annum. This profession involves a pre-determined license application process allowing up to 5 years for completion, and same-day or same-week license processing is not expected. This profession makes up a small proportion of the total licensure (2017: 2%), and historically is responsible for 0.7% of the total discipline.

Athletic Trainers

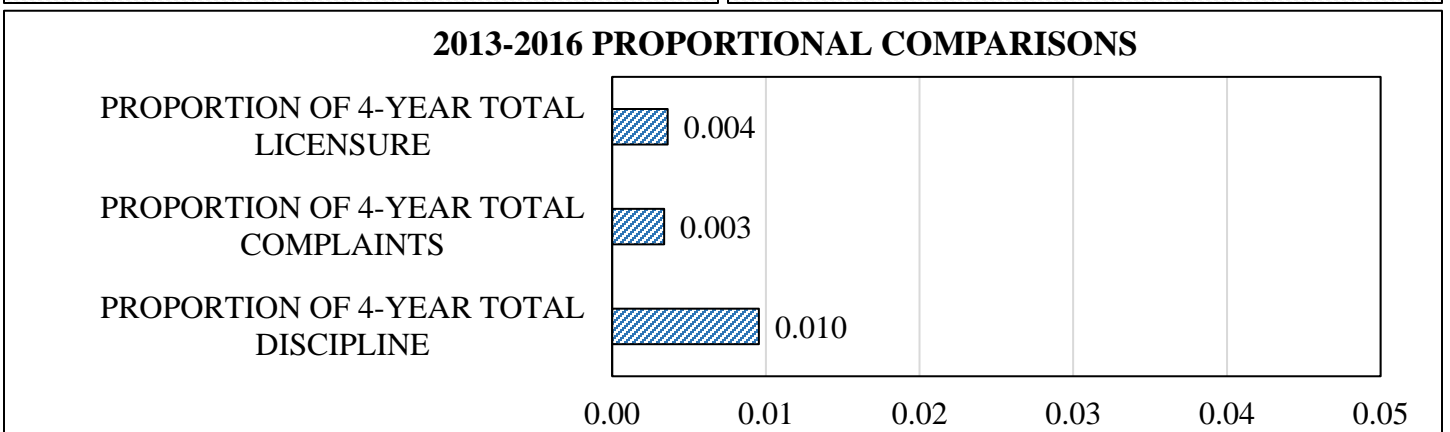
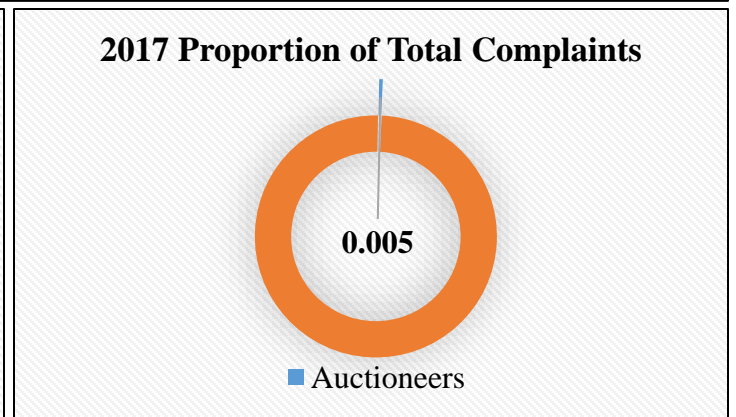
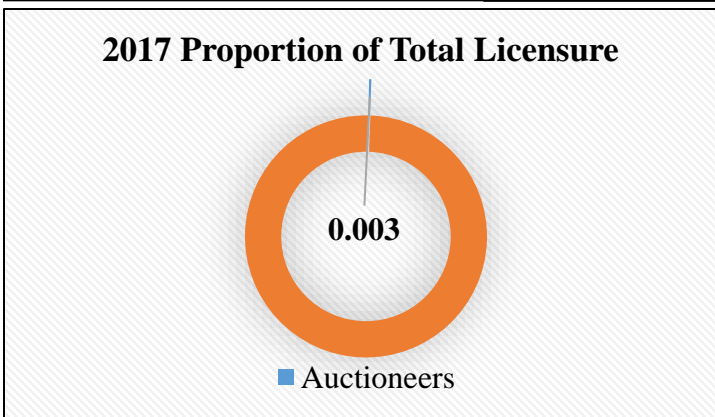
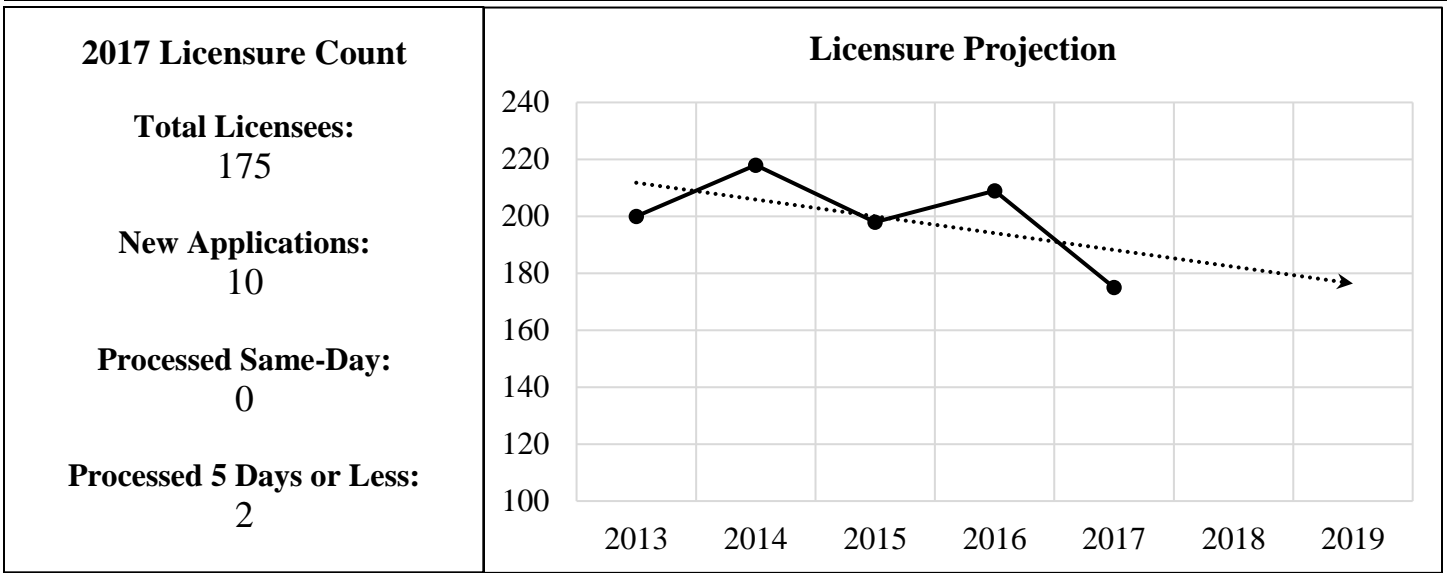
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the athletic trainer profession grew by an average rate of about 8 licensees per annum. This profession makes up a small proportion of the total licensure (2017: 0.3%), and historically is responsible for 0% of the total discipline.

Auctioneers

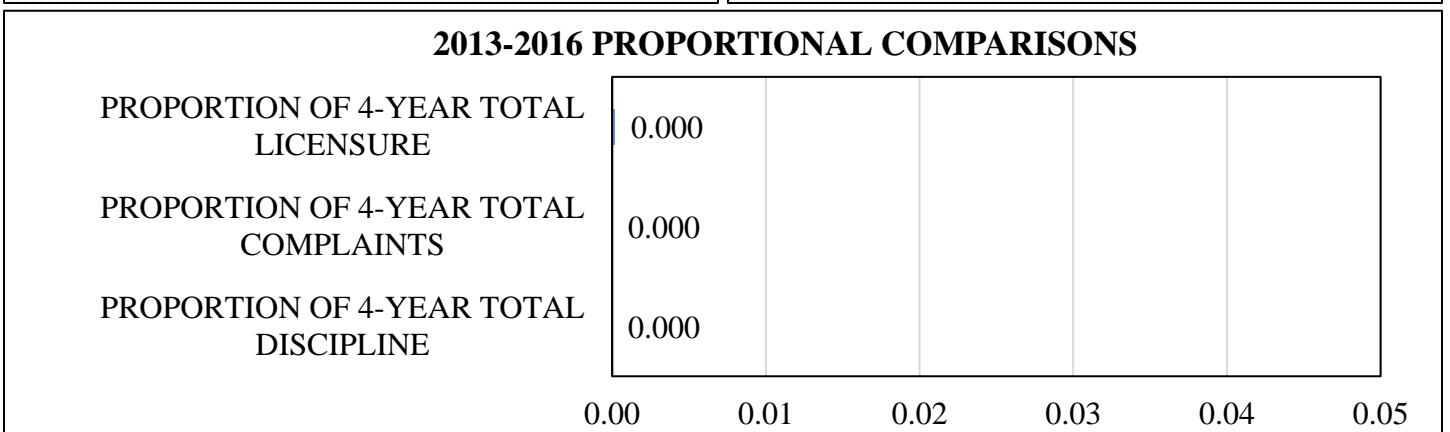
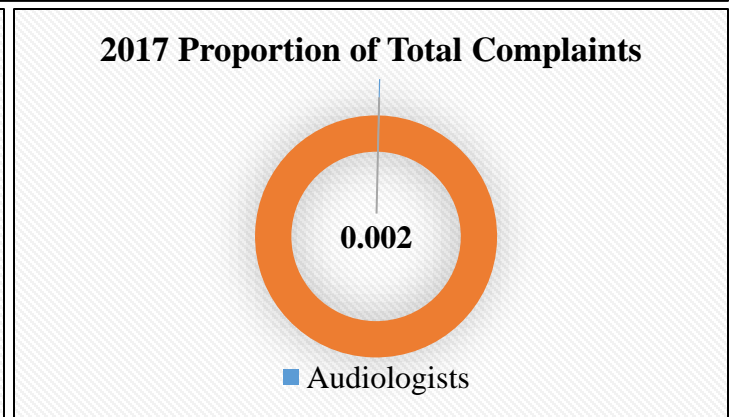
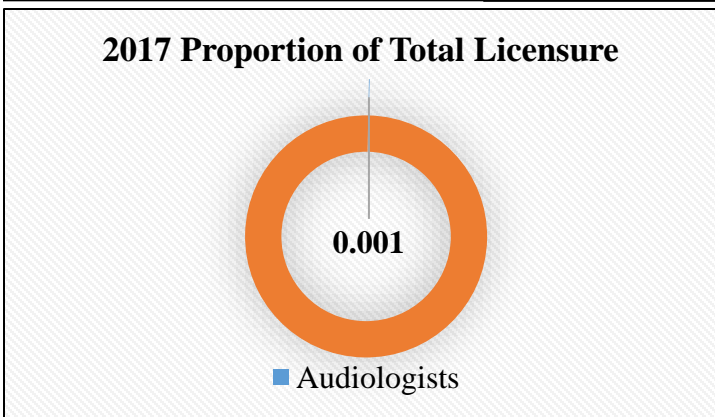
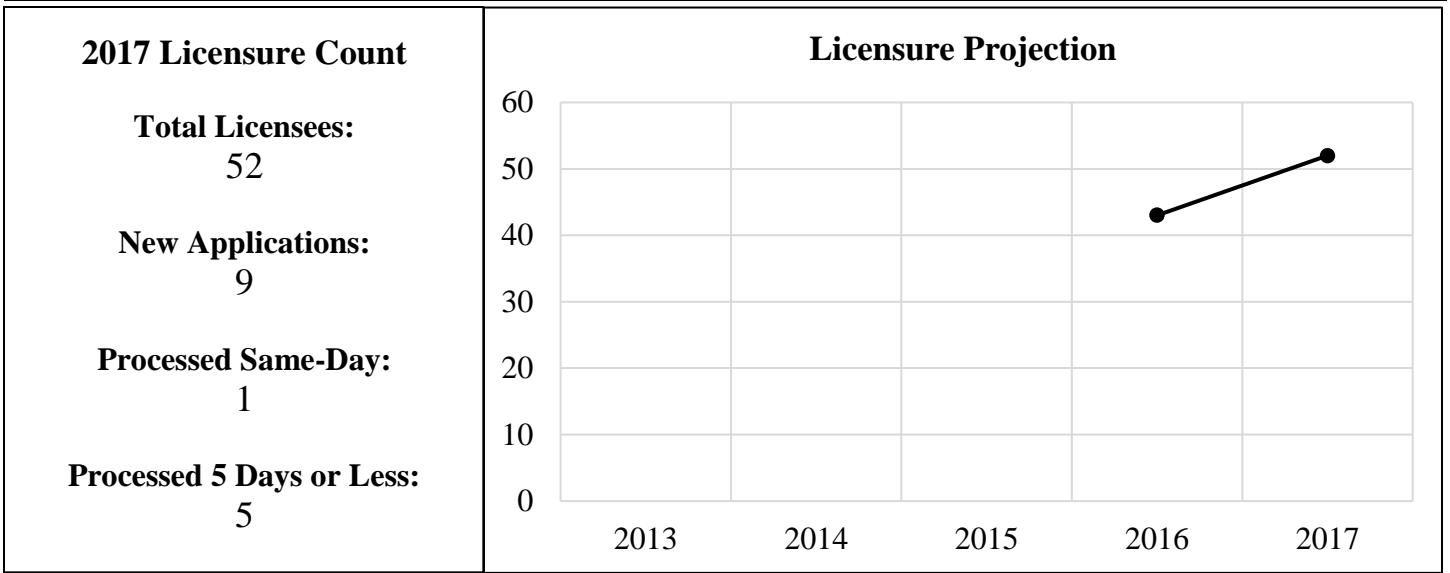
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Auctioneer profession lost an average of nearly 6 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.3%), yet historically is responsible for 1% of the total discipline.

Audiologists

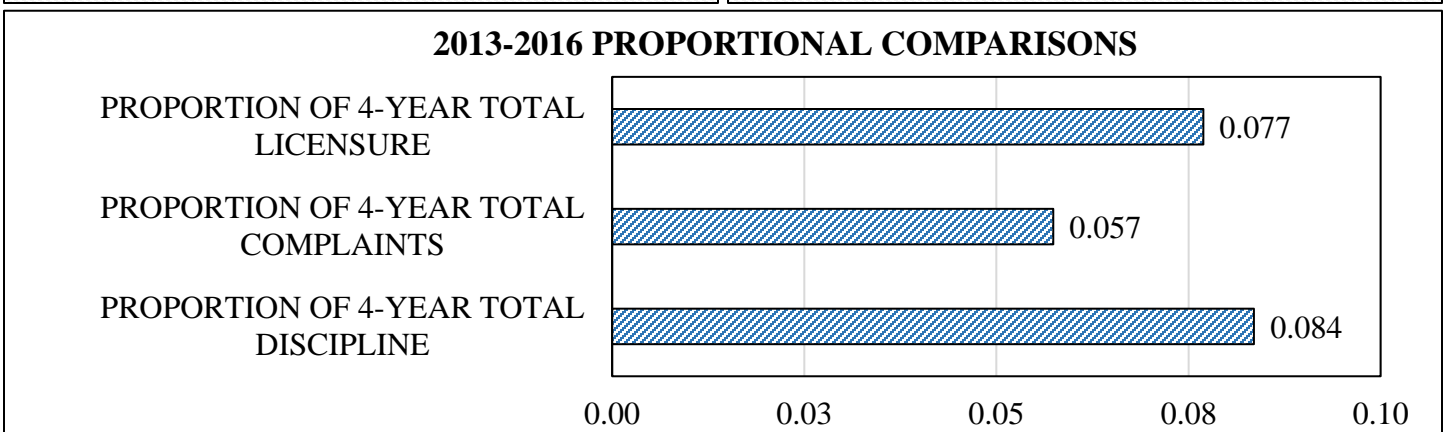
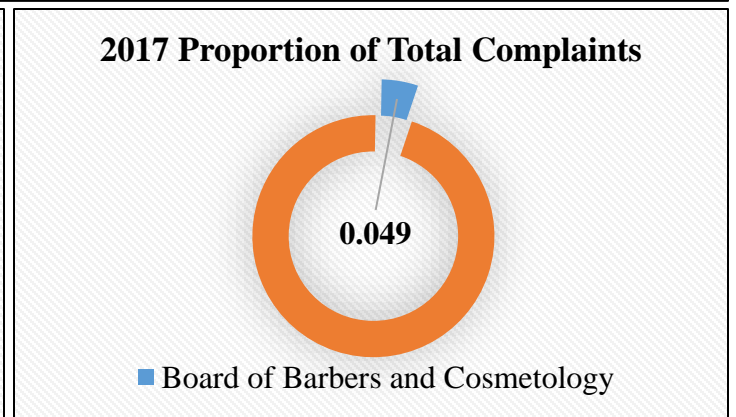
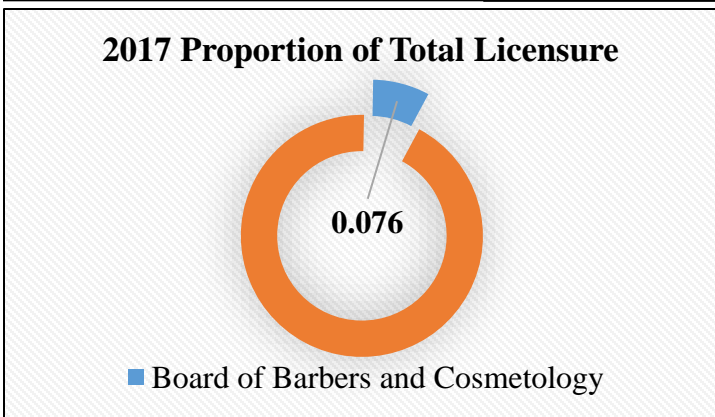
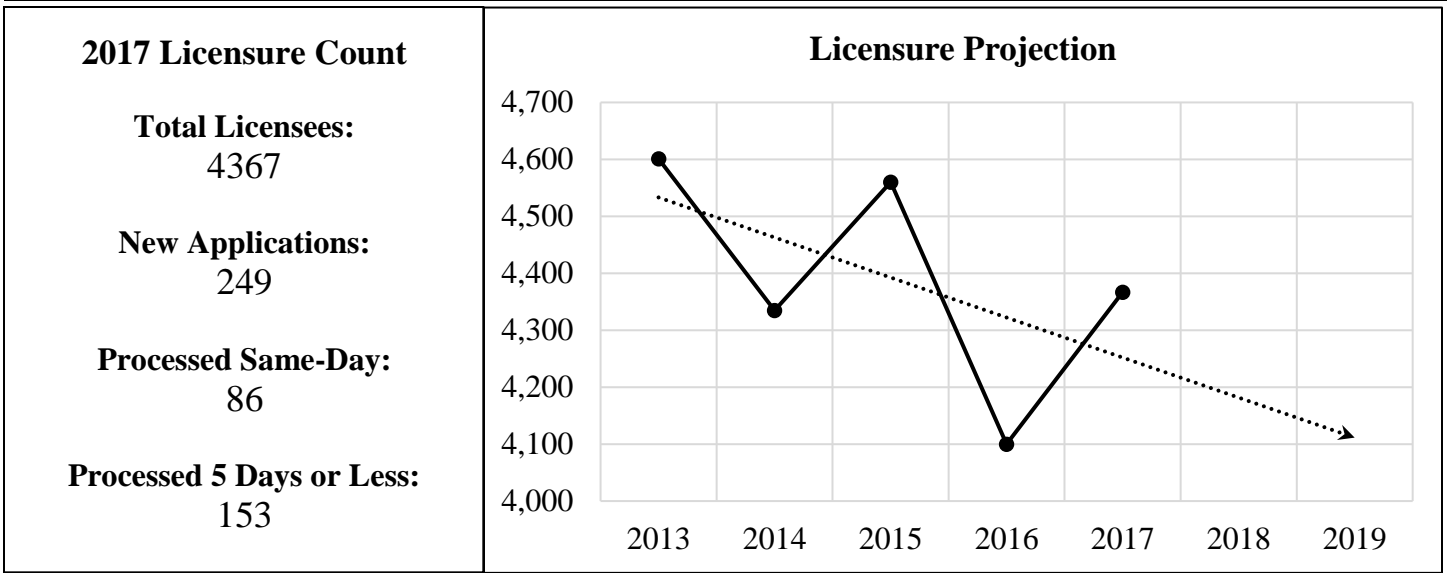
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Audiologists are a new profession under OPR. The profession gained 9 new licensees since 2016.

Board of Barber and Cosmetologists

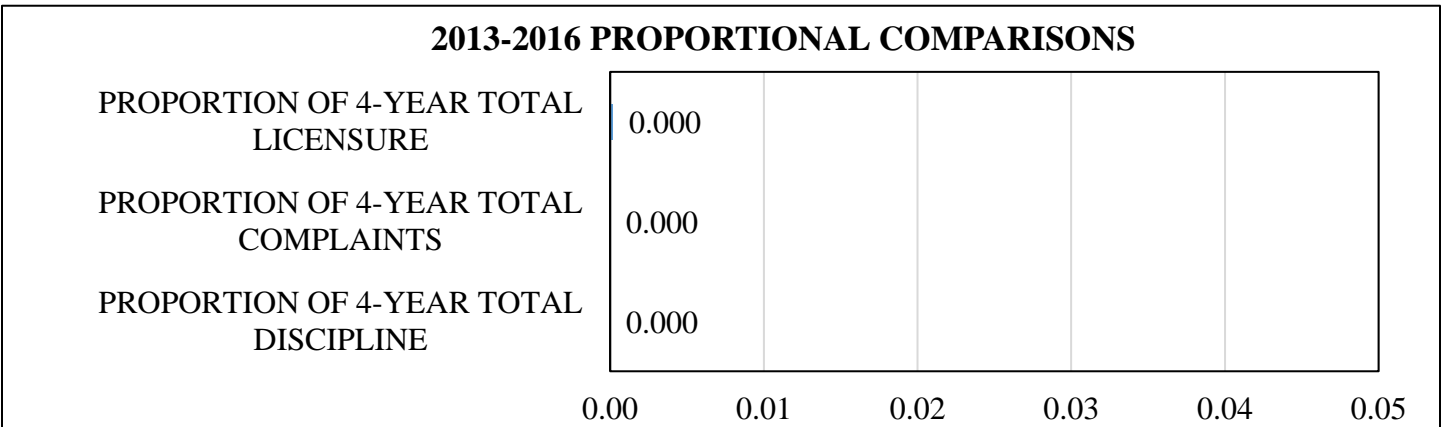
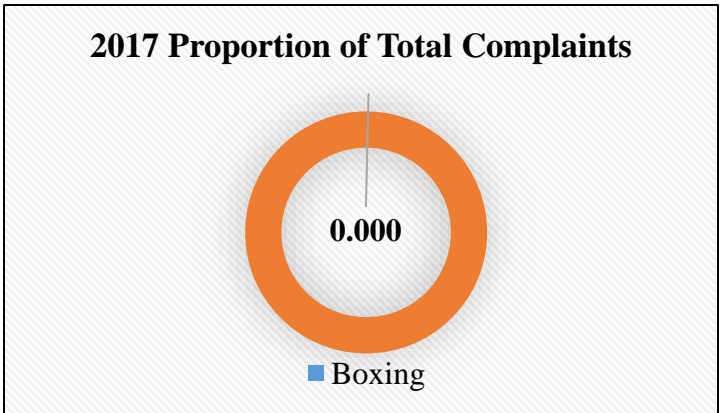
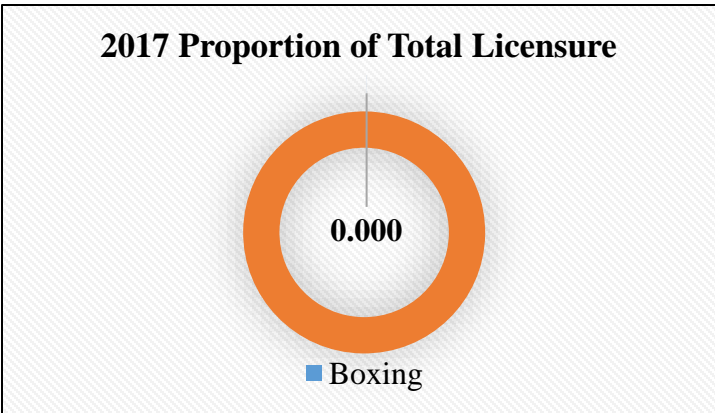
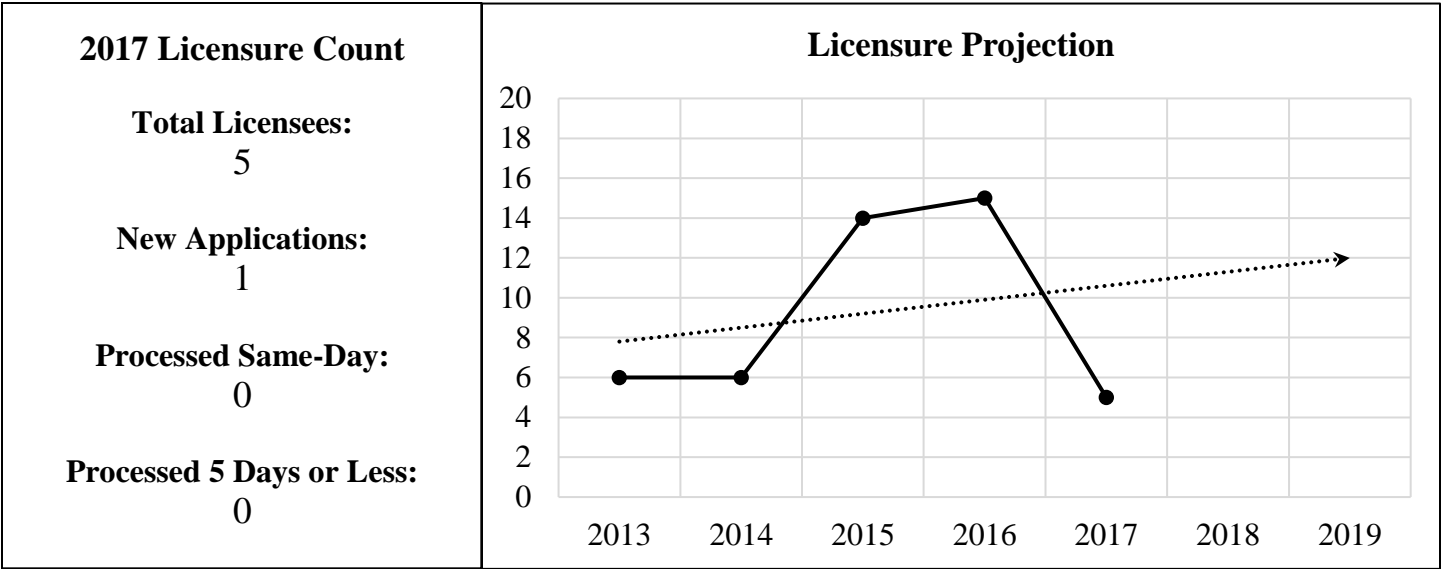
Regulatory Model: Board	Renewal Cycles: Odd & Even Years
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Over the past five years, the Barber and Cosmetology professions lost an average of 70 licensees per annum. These professions make up a small proportion of the total licensure (2017: 7.6%), and historically are responsible for about 8.4% of the total discipline.

Boxing

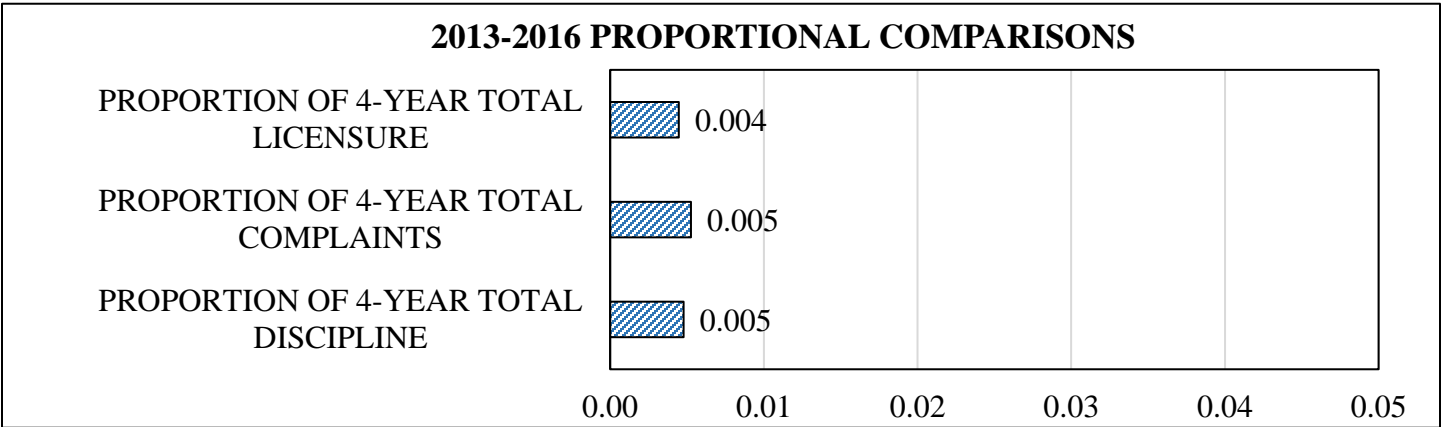
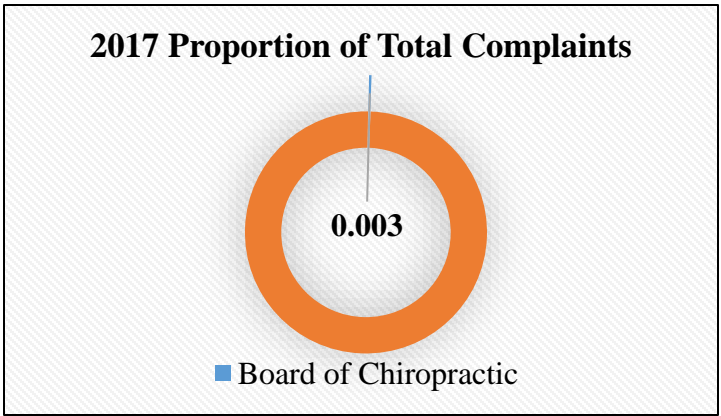
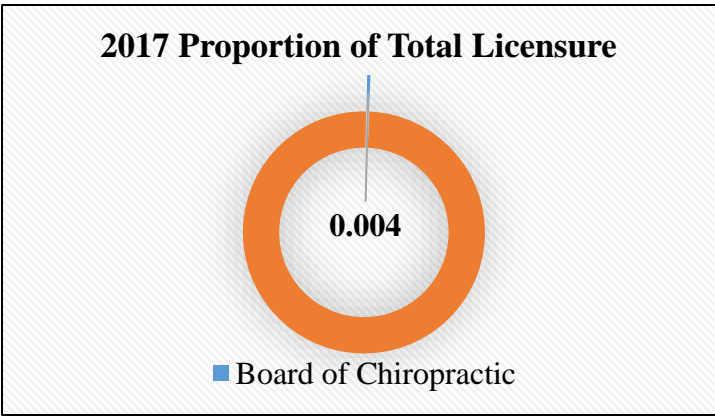
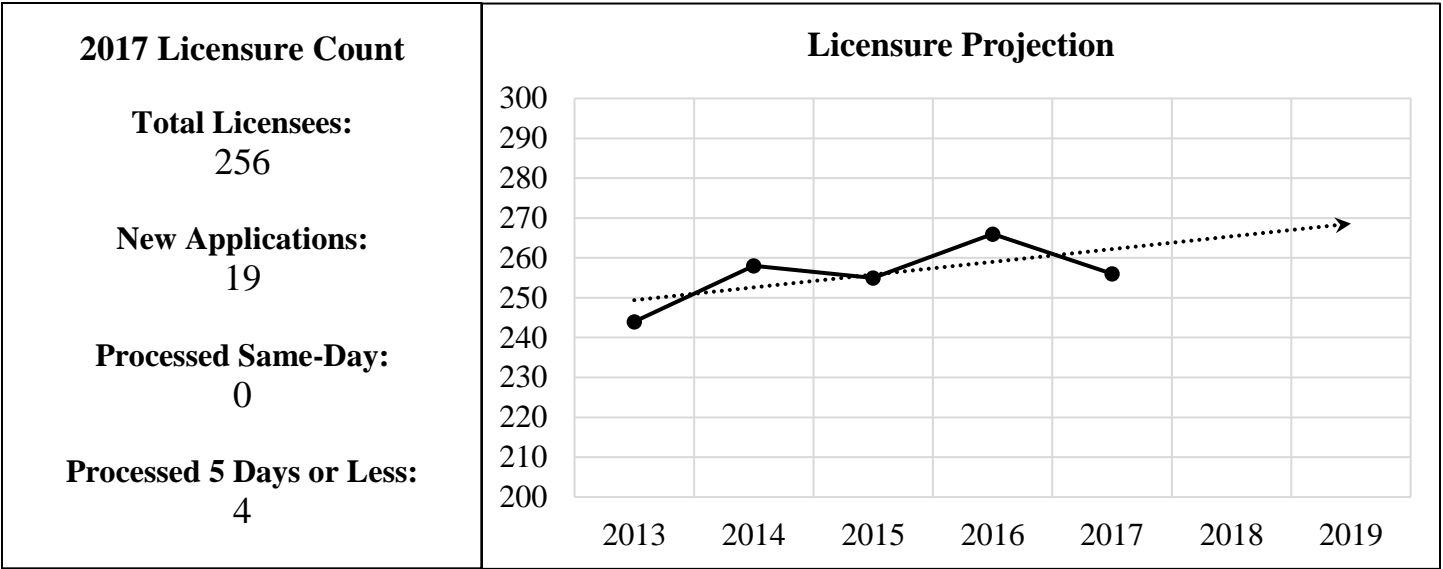
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Boxing profession grew by an average rate of about 1 licensee per annum. This profession makes up a very small proportion of the total licensure, and historically is responsible for 0% of the total discipline.

Board of Chiropractic

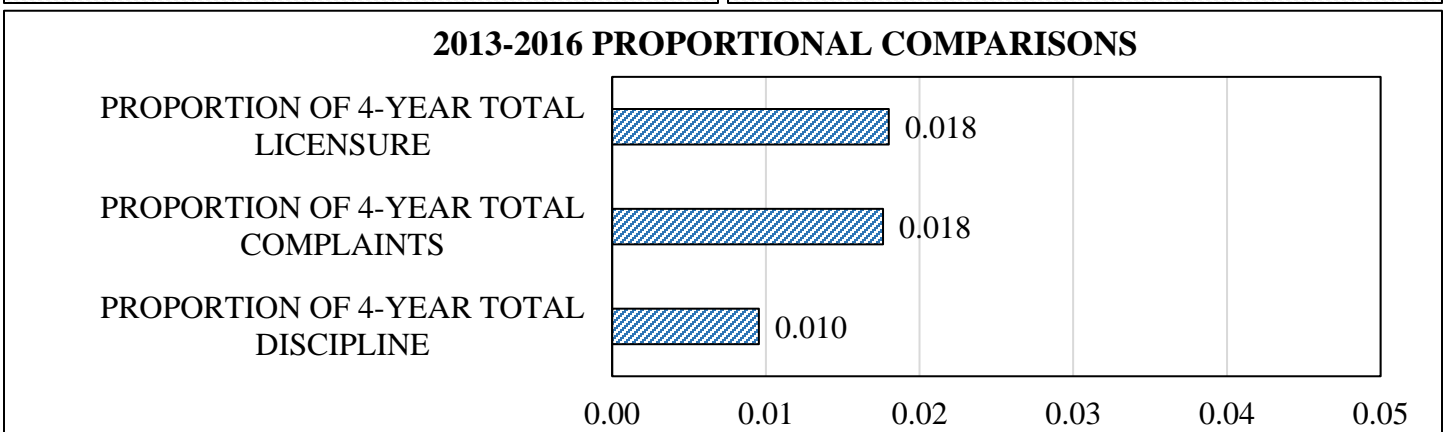
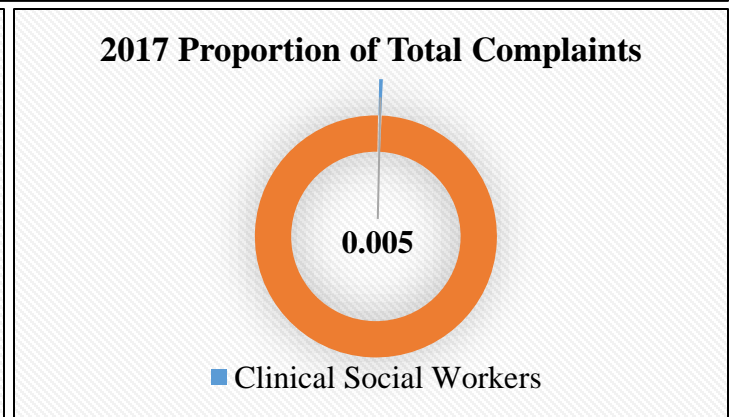
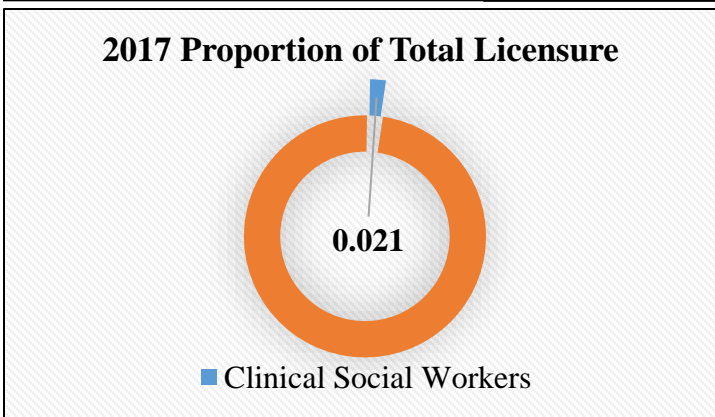
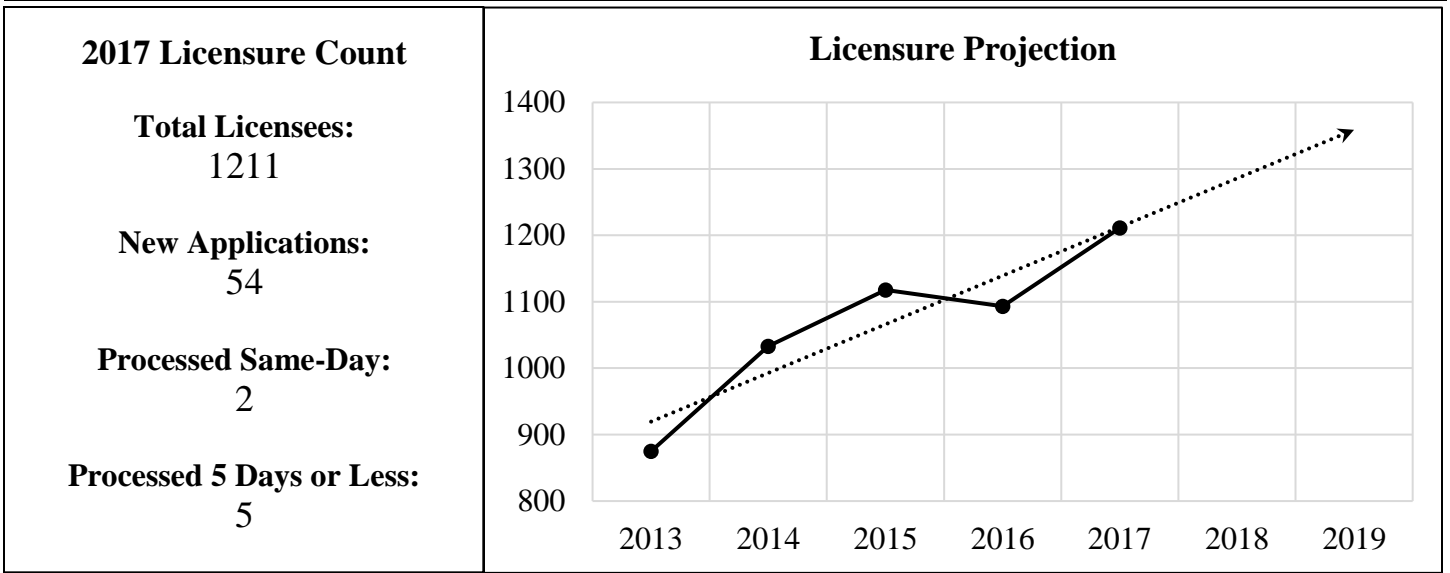
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Chiropractic profession grew by an average rate of about 3.2 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.4%), and historically is responsible for 0.5% of the total discipline.

Clinical Social Workers

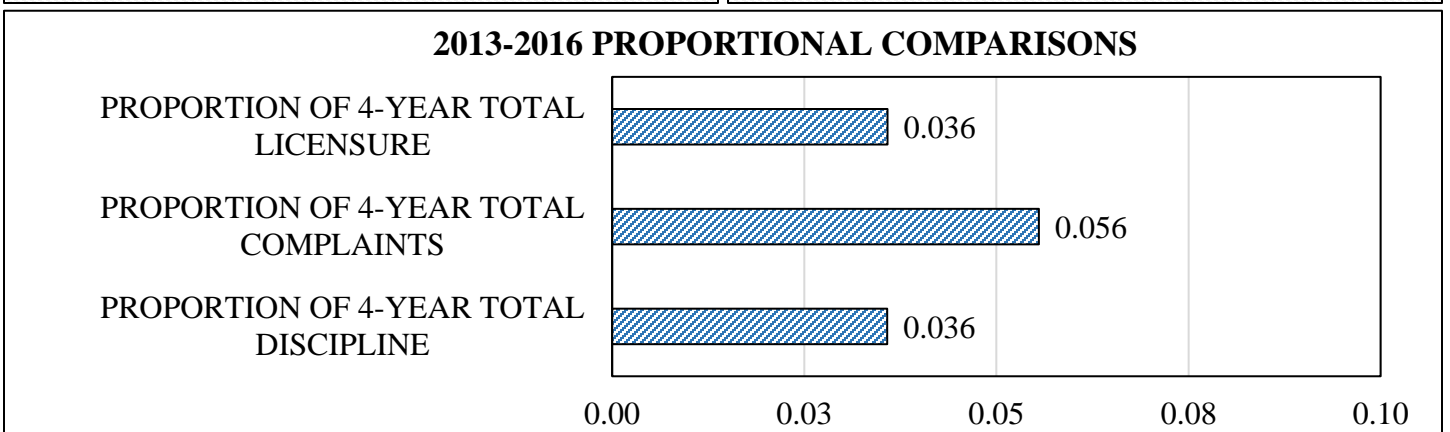
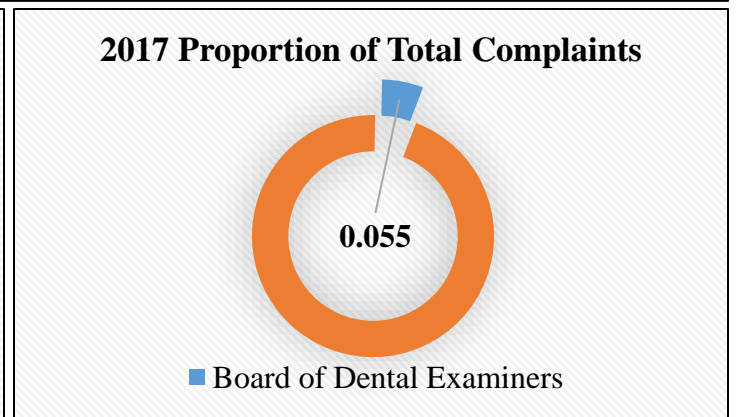
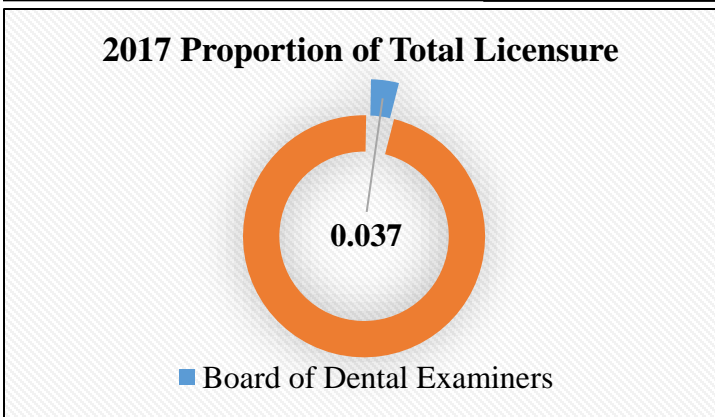
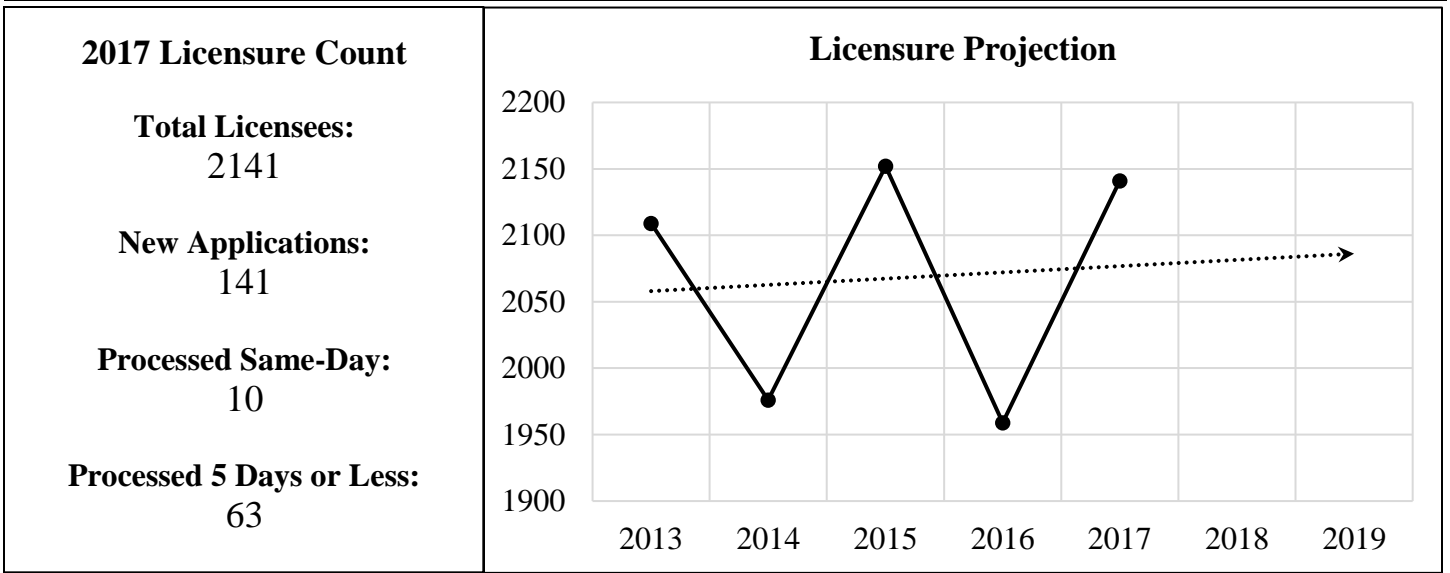
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the clinical social worker profession grew by an average rate of about 73 licensees per annum. This profession makes up a small proportion of the total licensure (2017: 2.1%), and historically is responsible for 1% of the total discipline.

Board of Dental Examiners

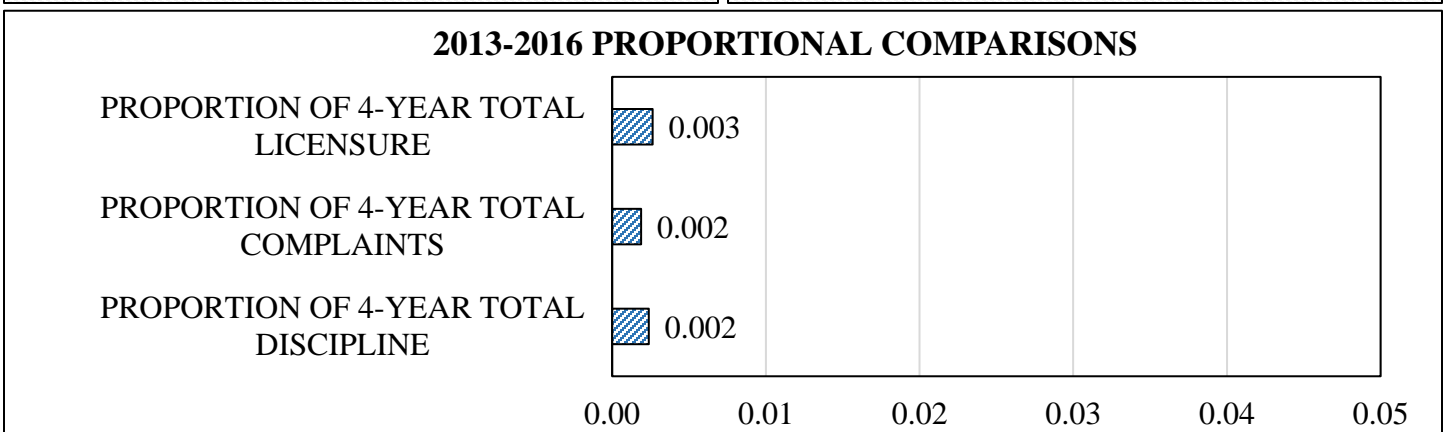
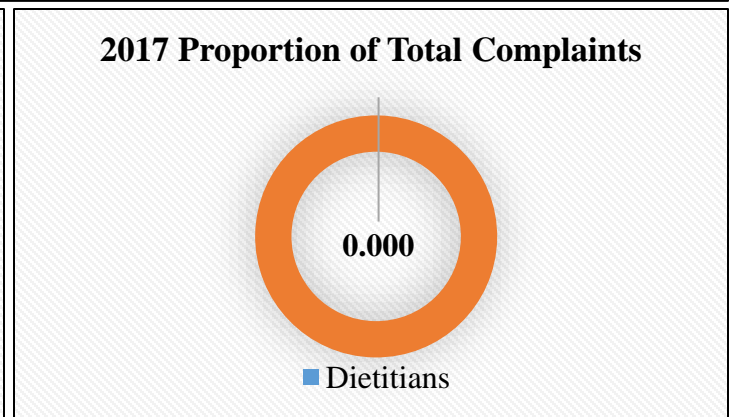
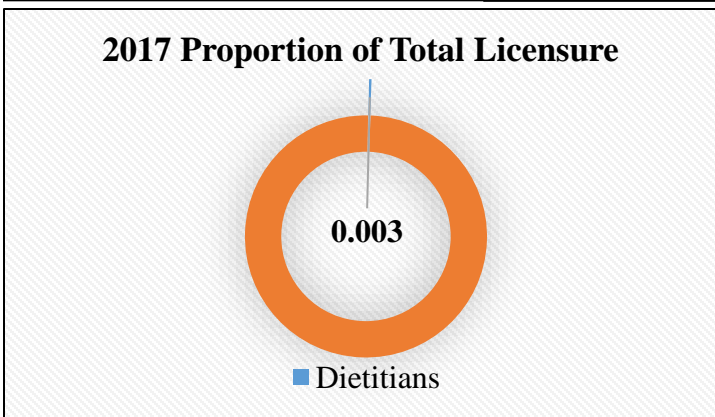
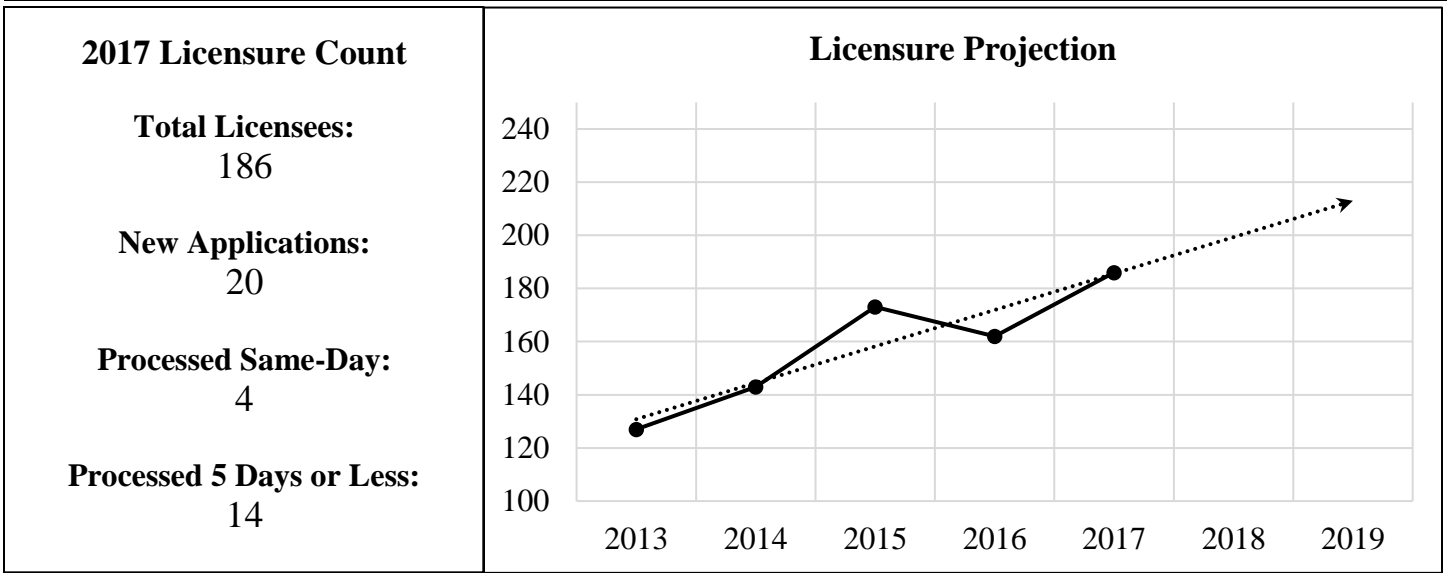
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Dental Examiner professions grew by an average rate of about 5 licensees per annum. These professions make up a small proportion of the total licensure (2017: 3.7%), and historically are responsible for 3.6% of the total discipline.

Dietitians

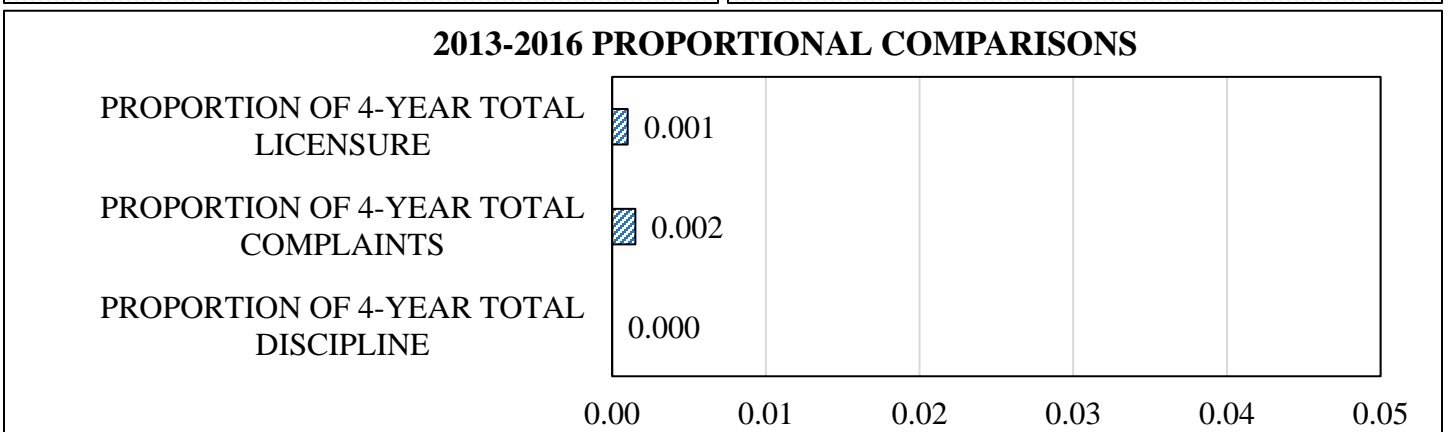
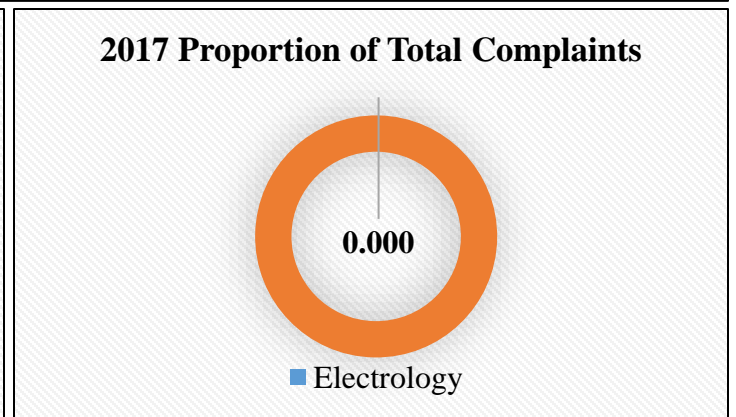
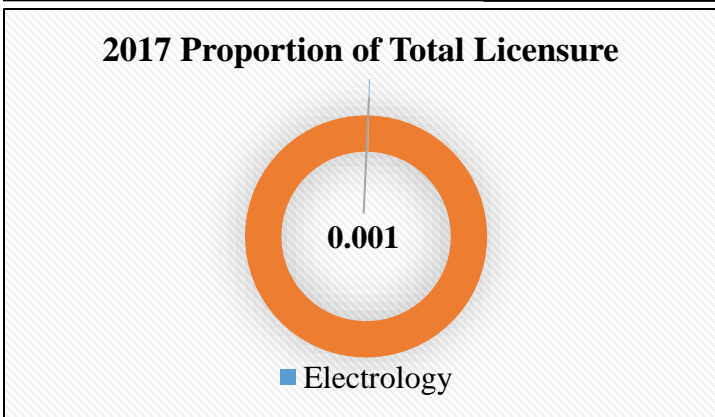
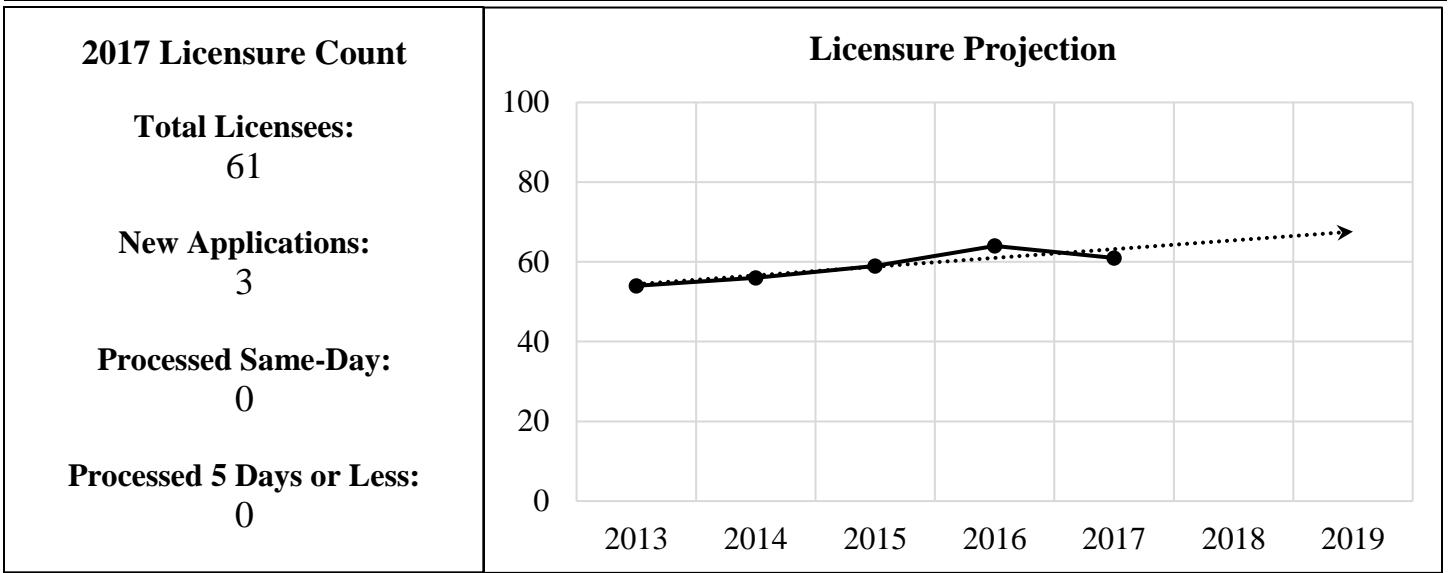
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Dietitian profession grew by an average rate of about 14 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.3%), and historically is responsible for 0.2% of the total discipline.

Electrology

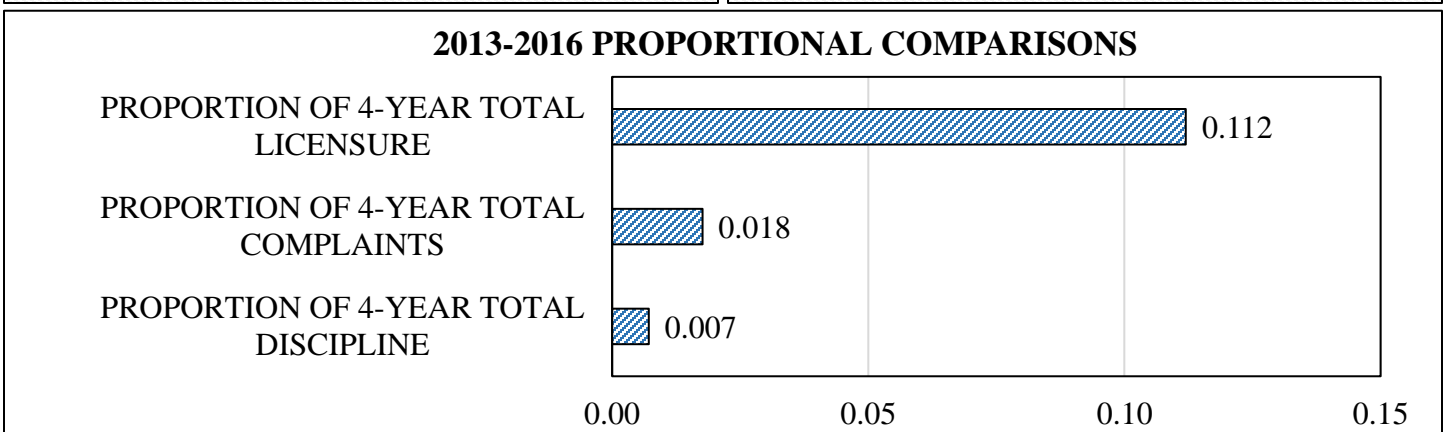
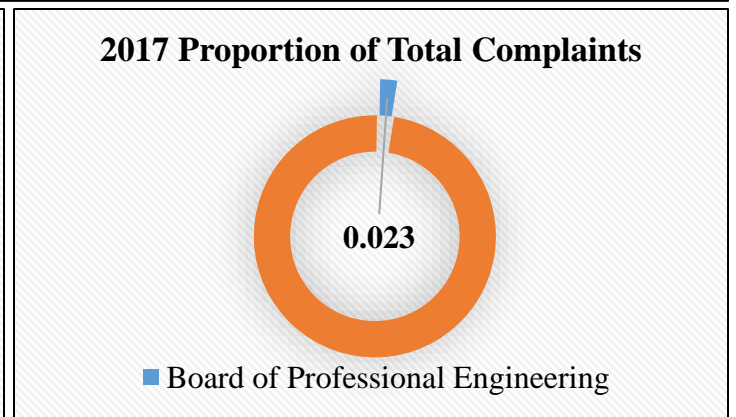
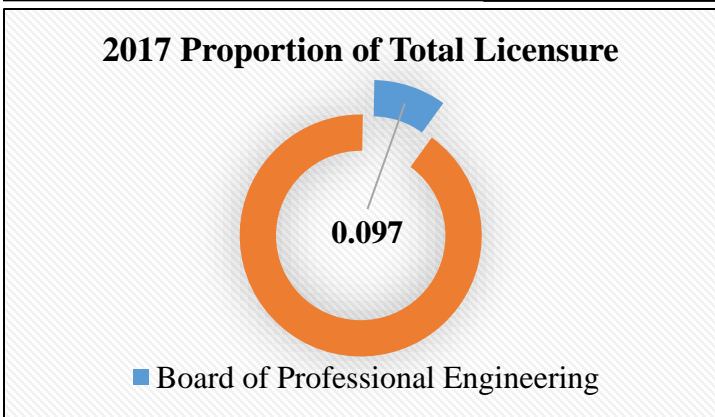
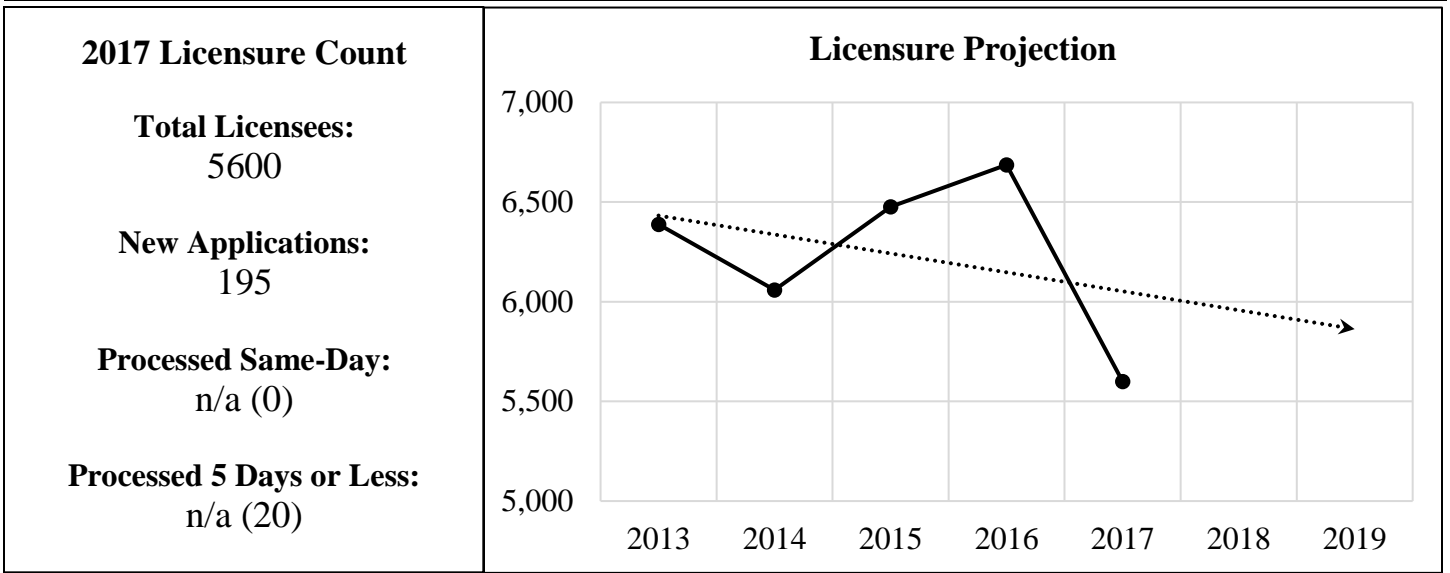
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Over the past five years, the Electrology profession grew by an average rate of about 2 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.1%), and historically is responsible for 0% of the total discipline.

Board of Professional Engineers

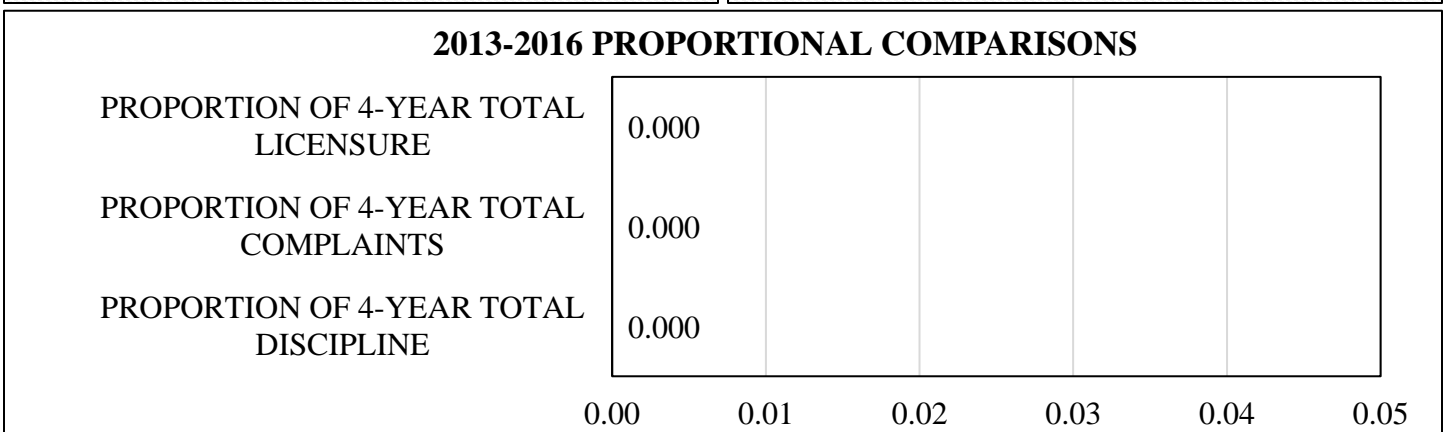
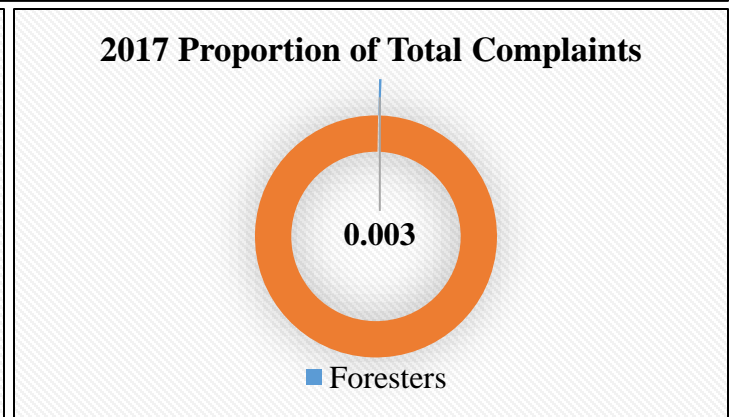
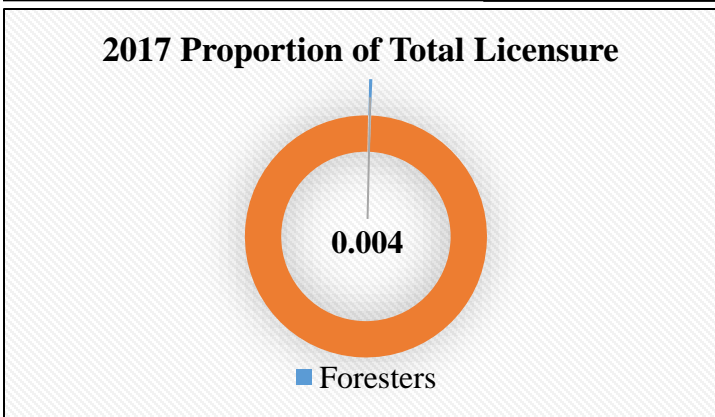
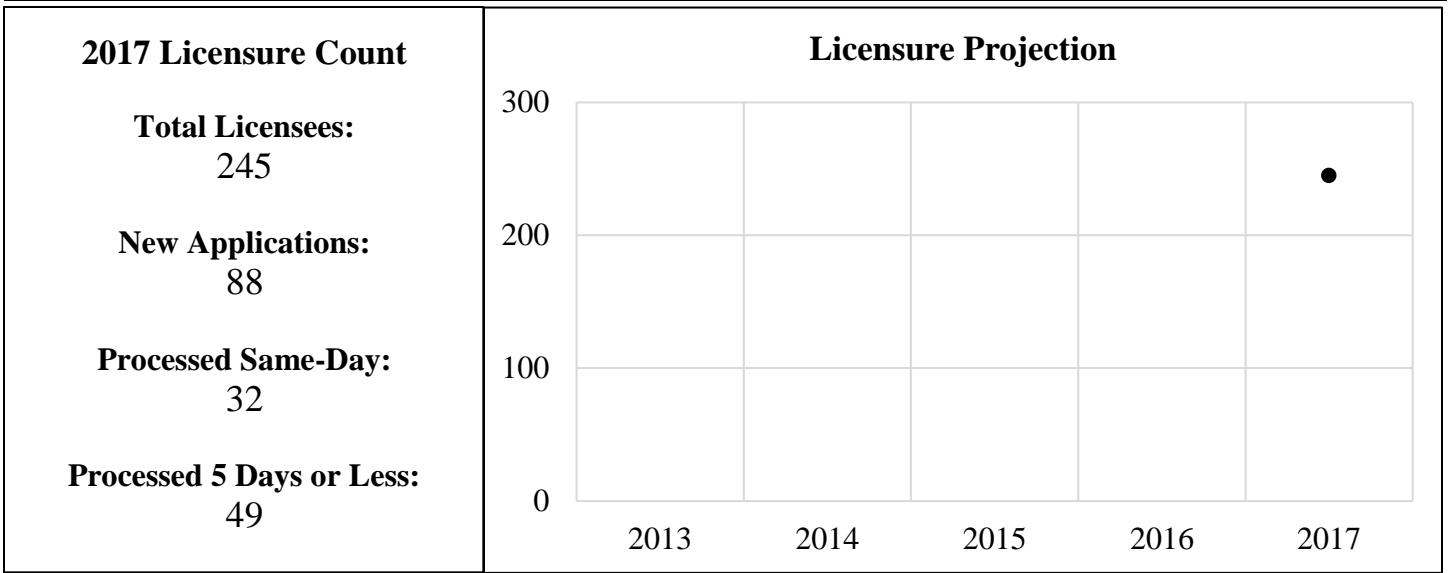
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the last five years, the Professional Engineering professions lost an average of 94 licensees per annum. These professions make up a moderate proportion of the total licensure (2017: 9.7%), and historically is responsible for 0.7% of the total discipline.

Foresters

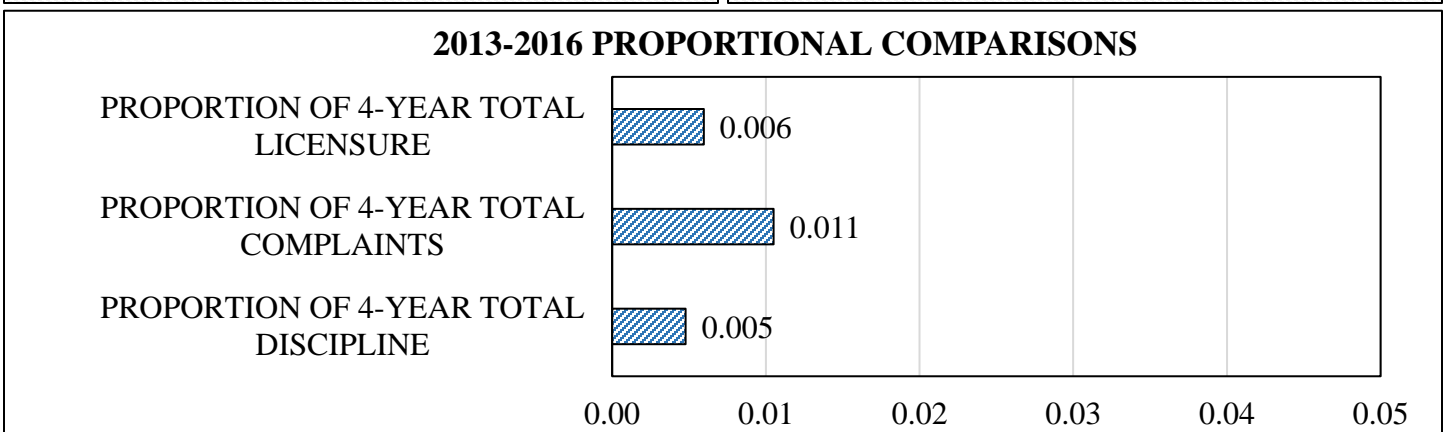
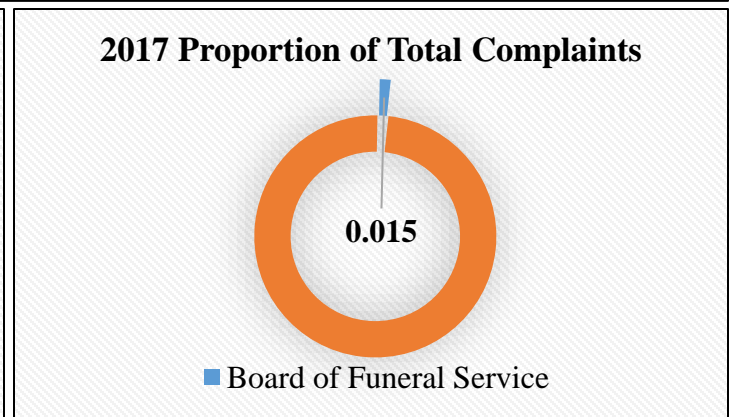
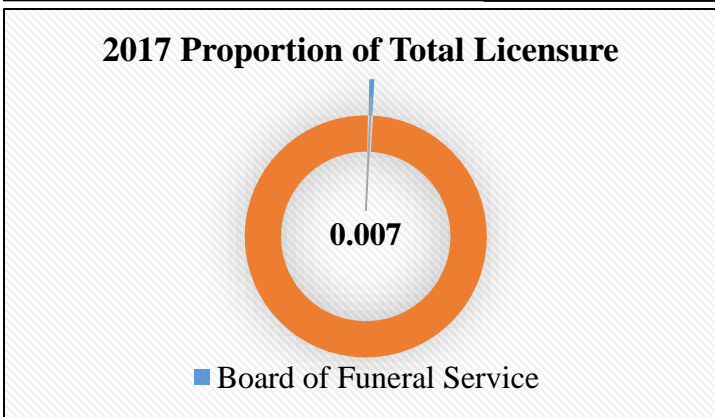
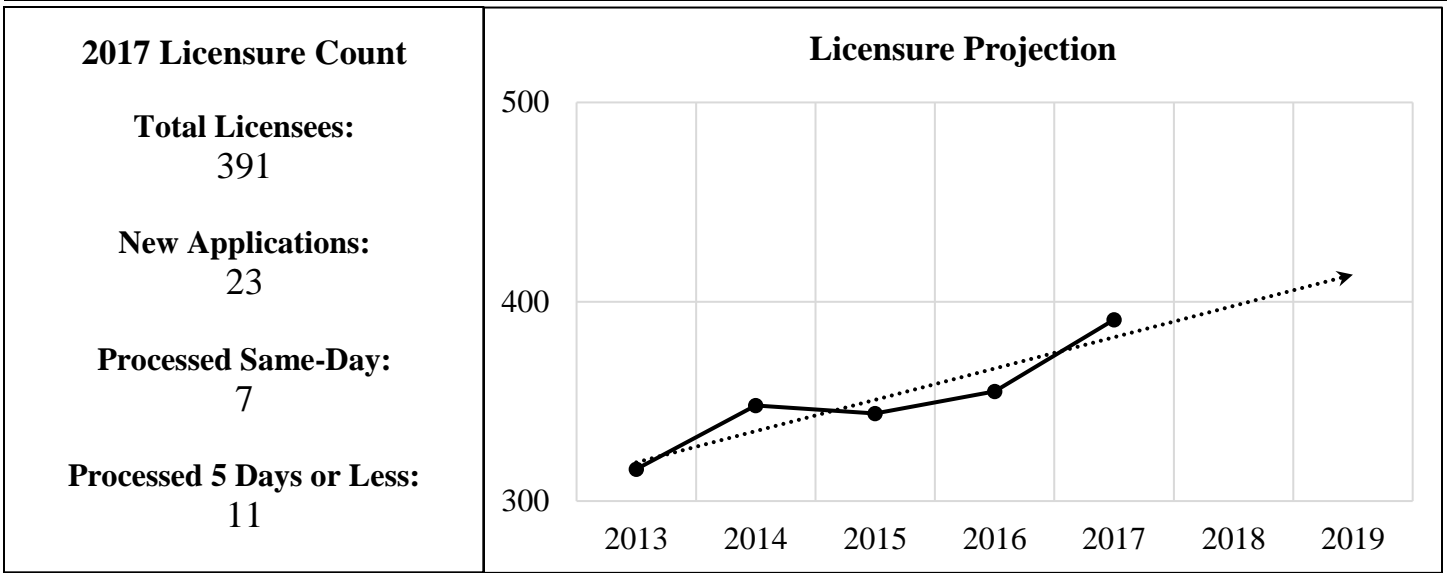
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Foresters are a new profession at OPR. Foresters comprised 0.4% of the total licensure.

Board of Funeral Service

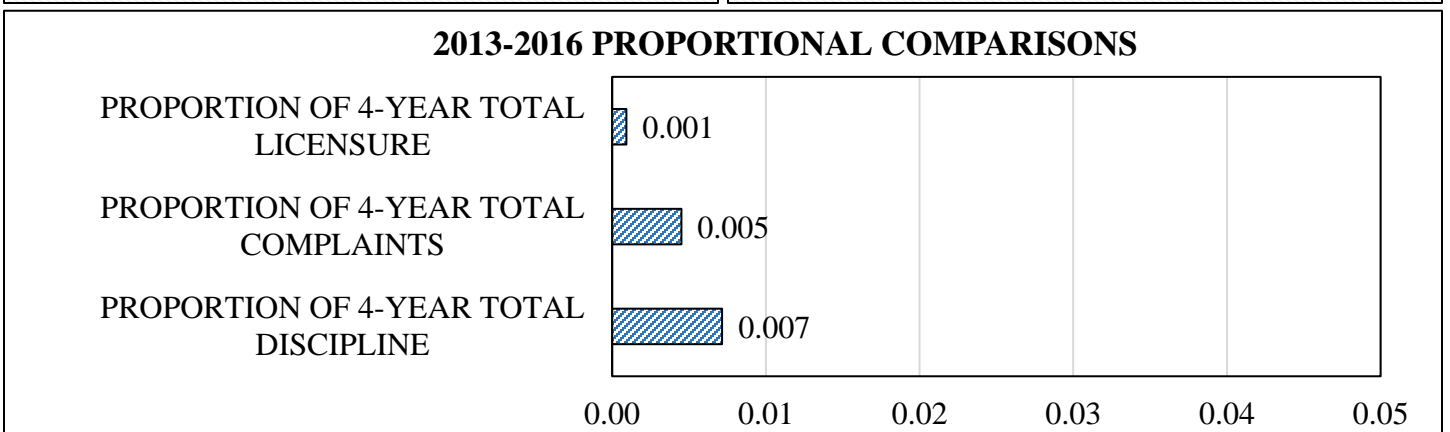
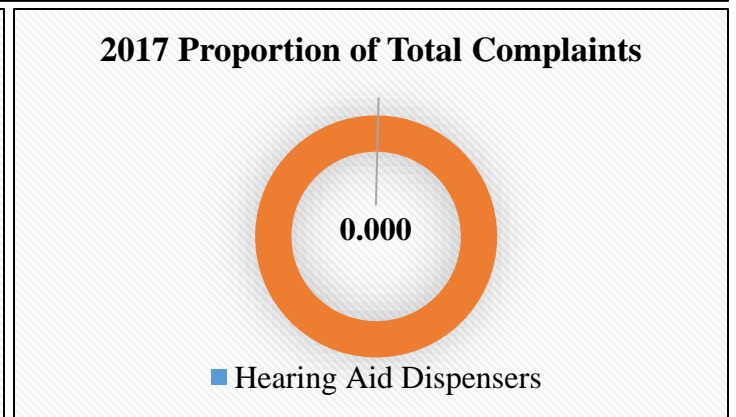
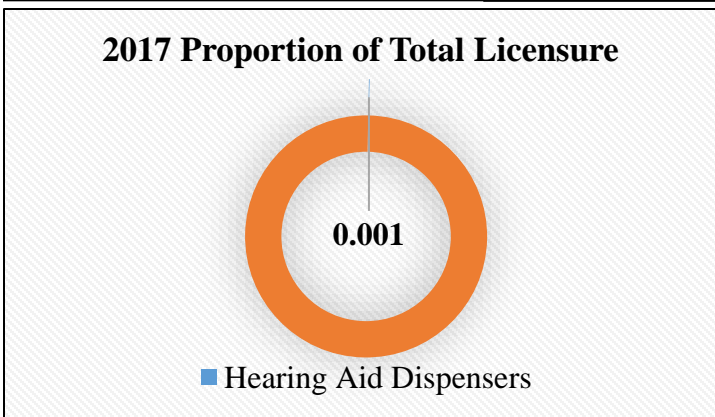
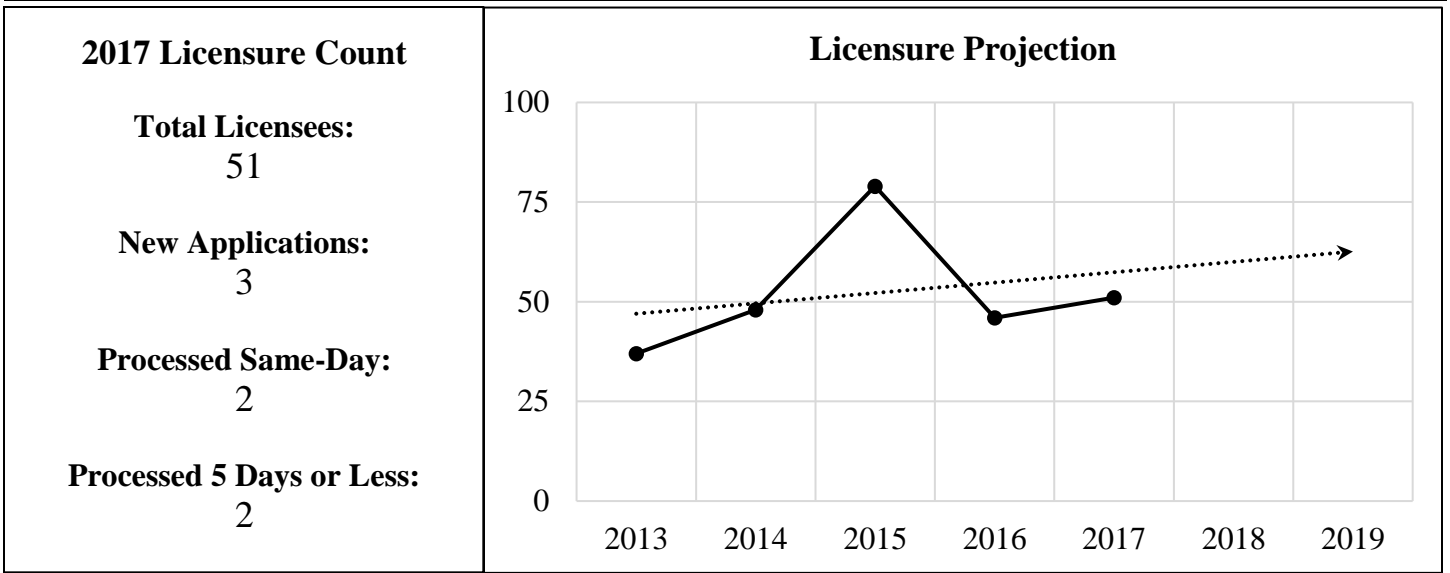
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Funeral Service professions grew by an average rate of about 16 licensees per annum. These professions make up a very small proportion of the total licensure (2017: 0.07%), and historically are responsible for 0.5% of the total discipline.

Hearing Aid Dispensers

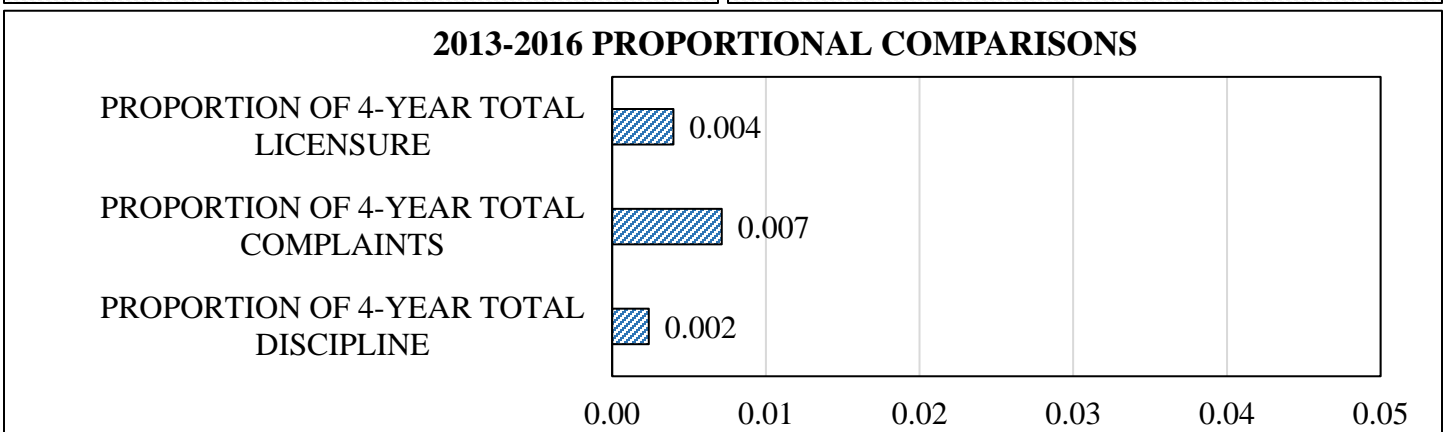
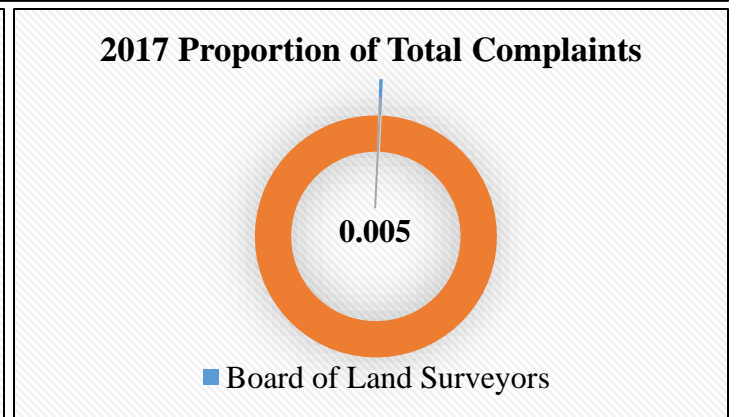
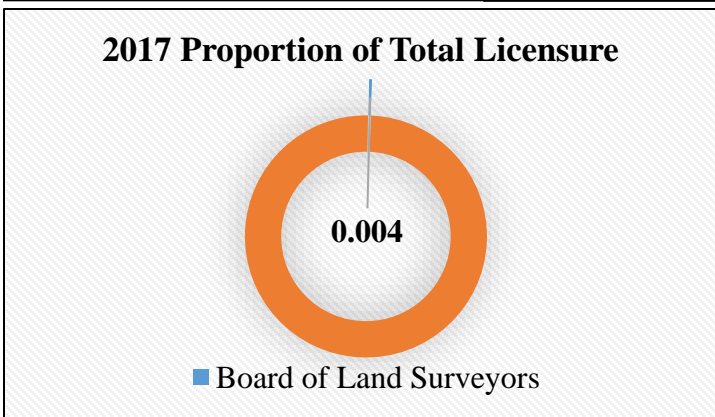
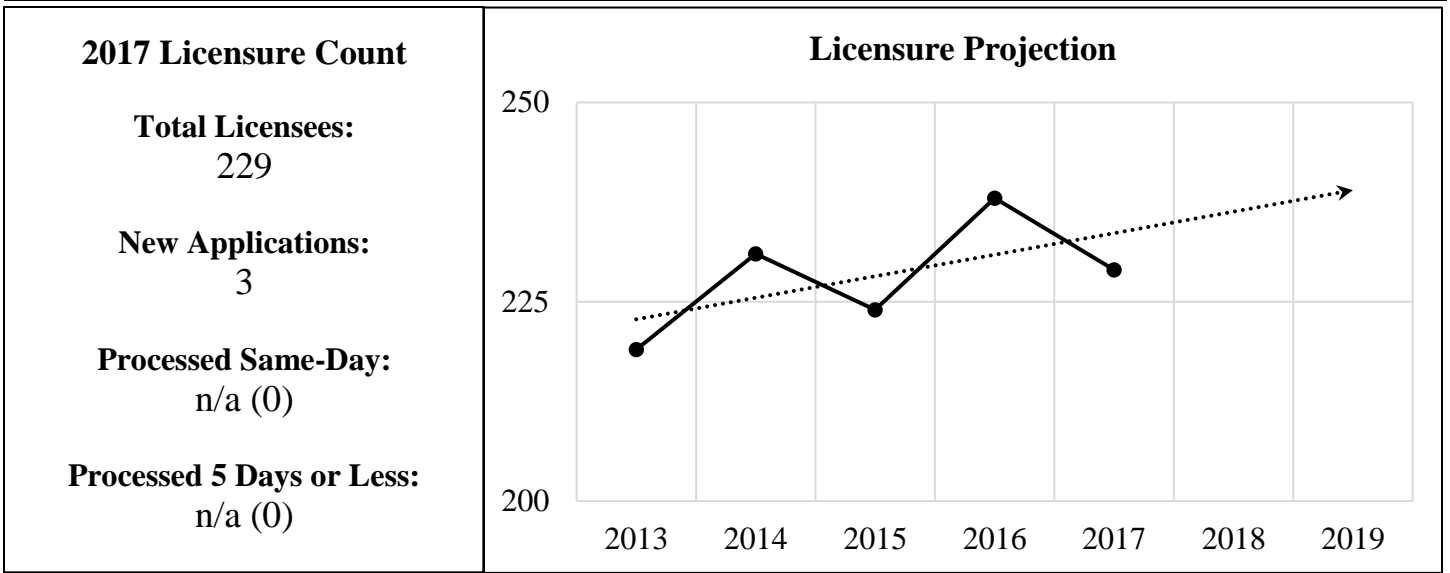
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Over the past five years, the Hearing Aid Dispenser profession grew by an average rate of about 3 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.1%), and historically is responsible for 0.7% of the total discipline.

Board of Land Surveyors

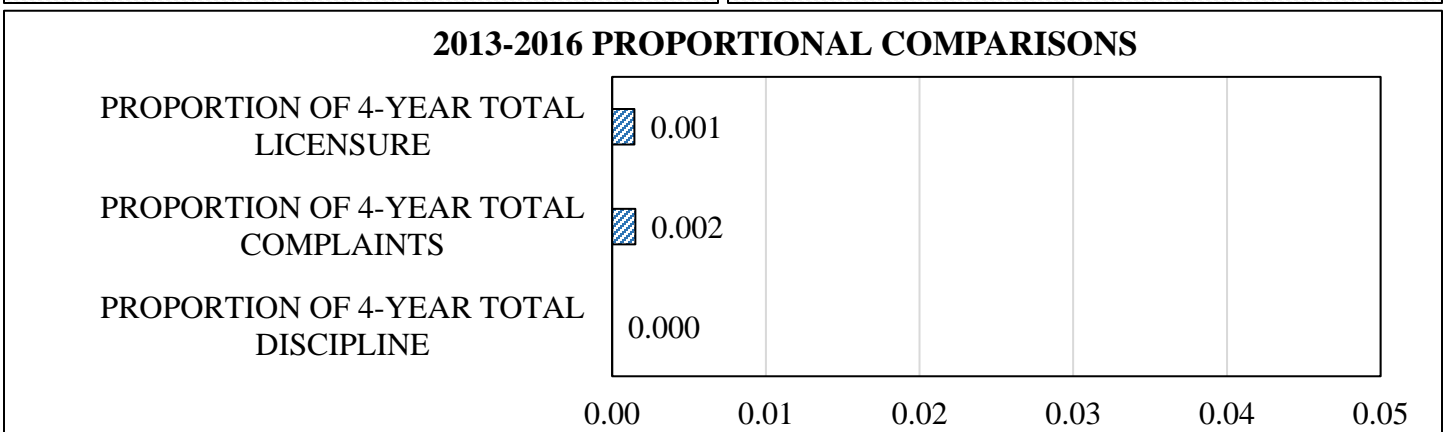
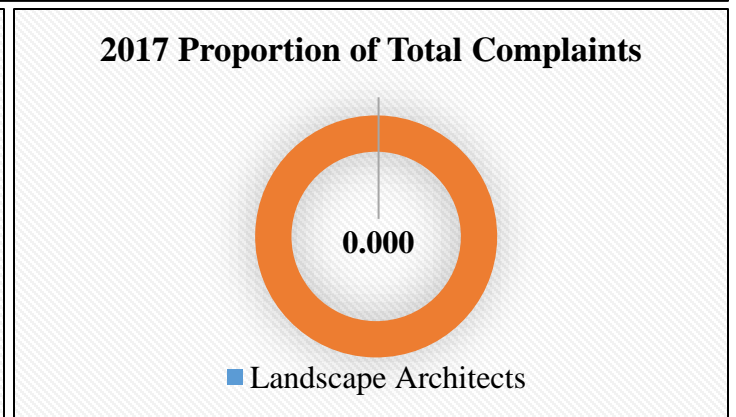
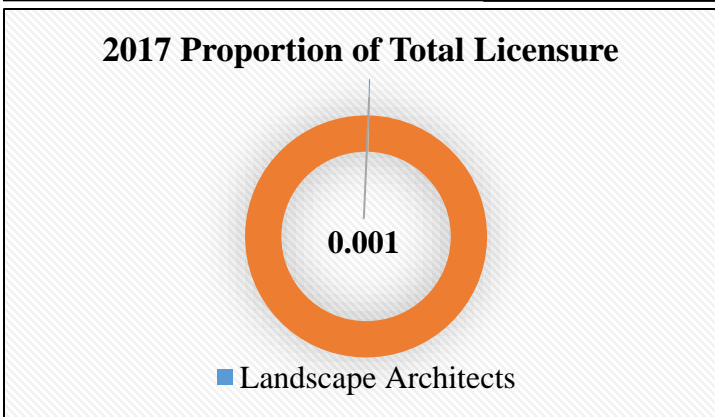
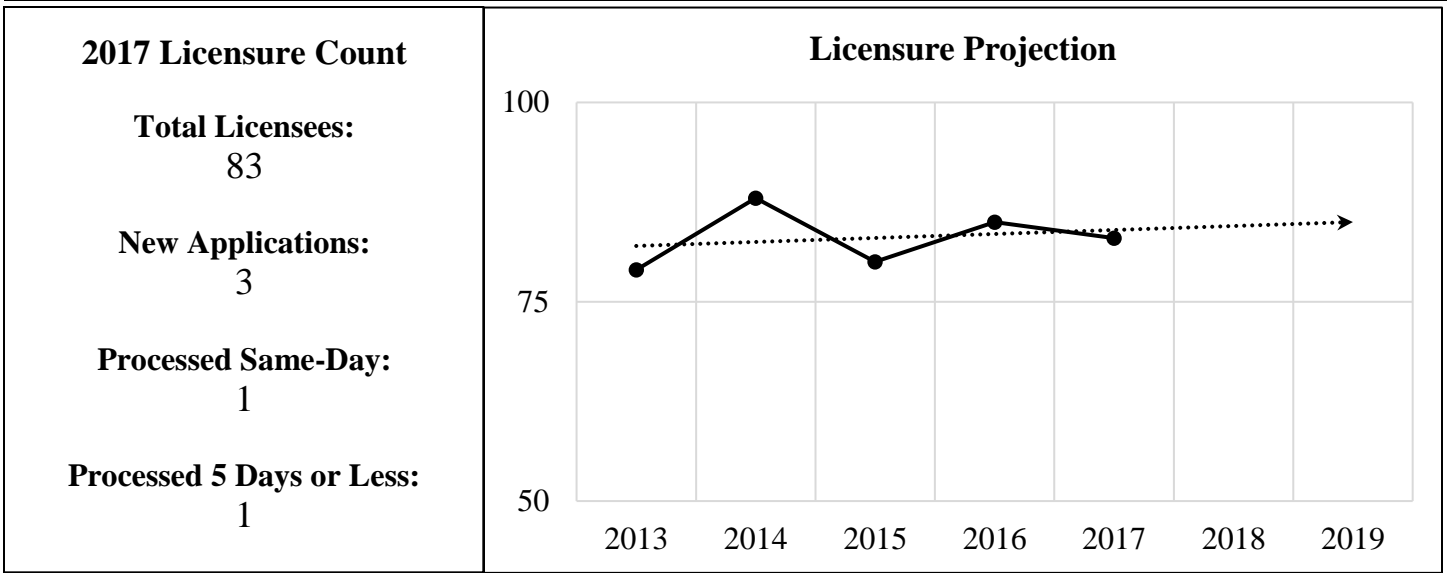
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Land Surveyor profession grew by an average rate of about 3 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.4%), and historically is responsible for 0.2% of the total discipline.

Landscape Architects

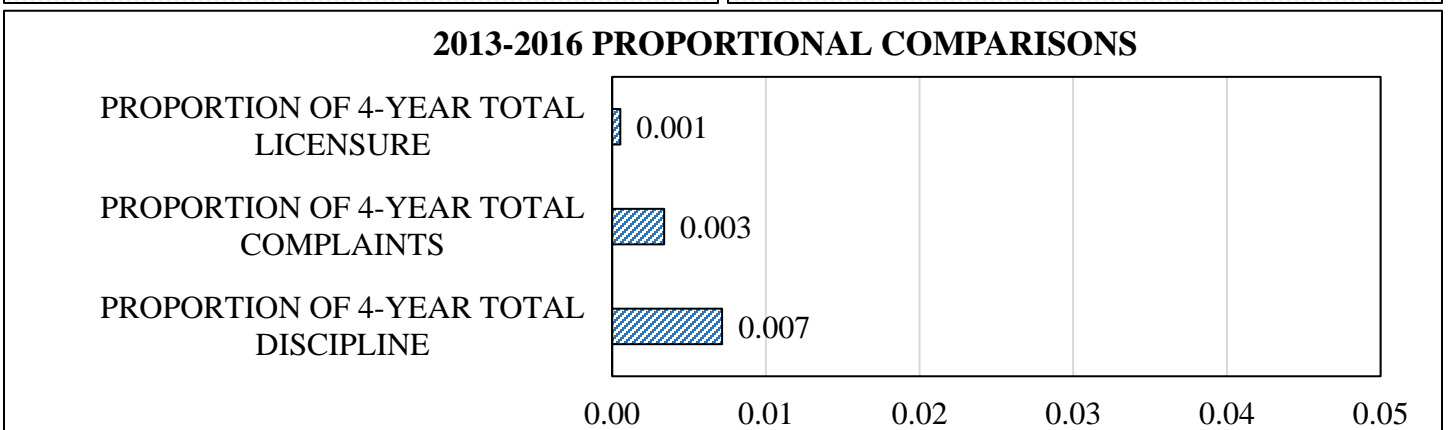
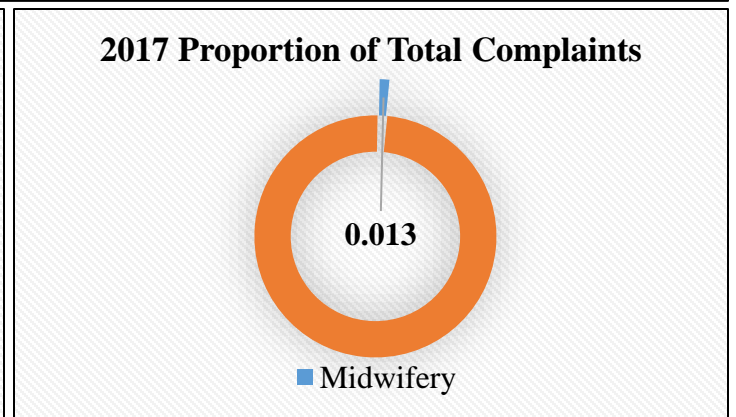
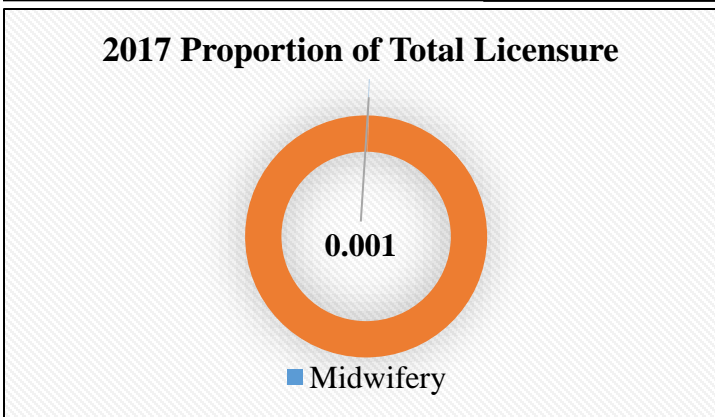
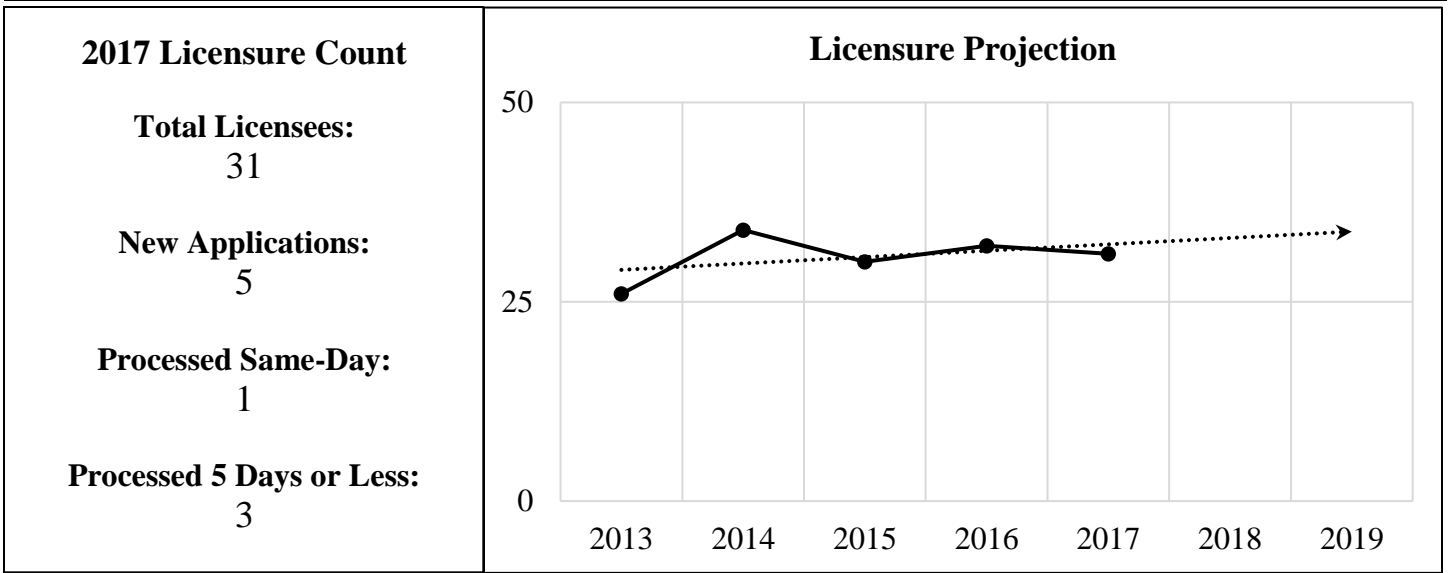
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Over the past five years, the Landscape Architect profession grew by an average rate of about 0.5 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.1%), and historically is responsible for 0% of the total discipline.

Midwifery

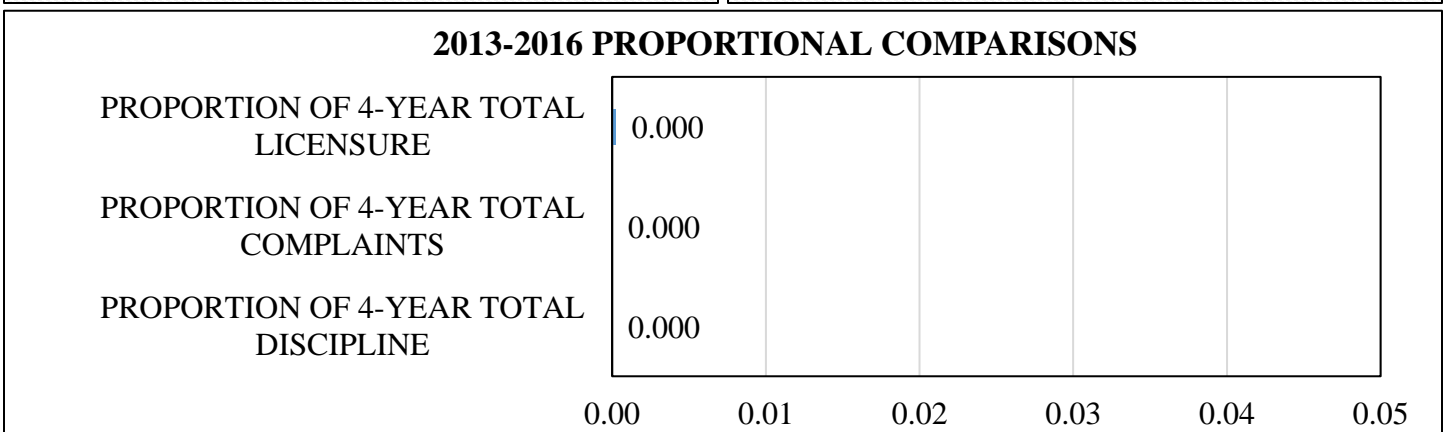
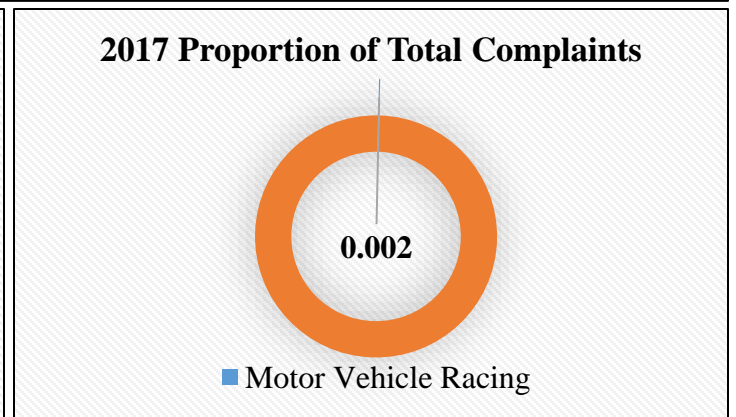
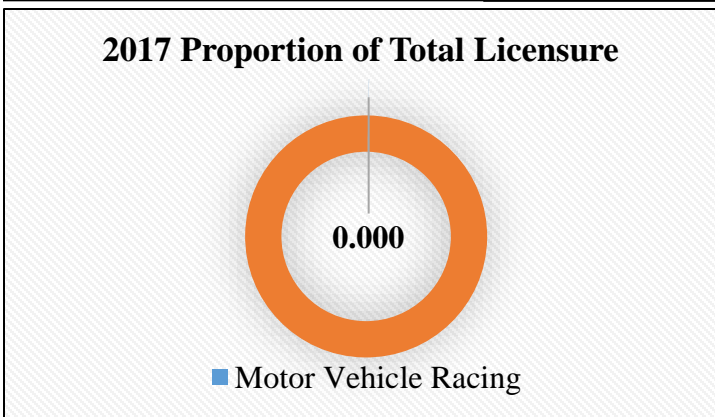
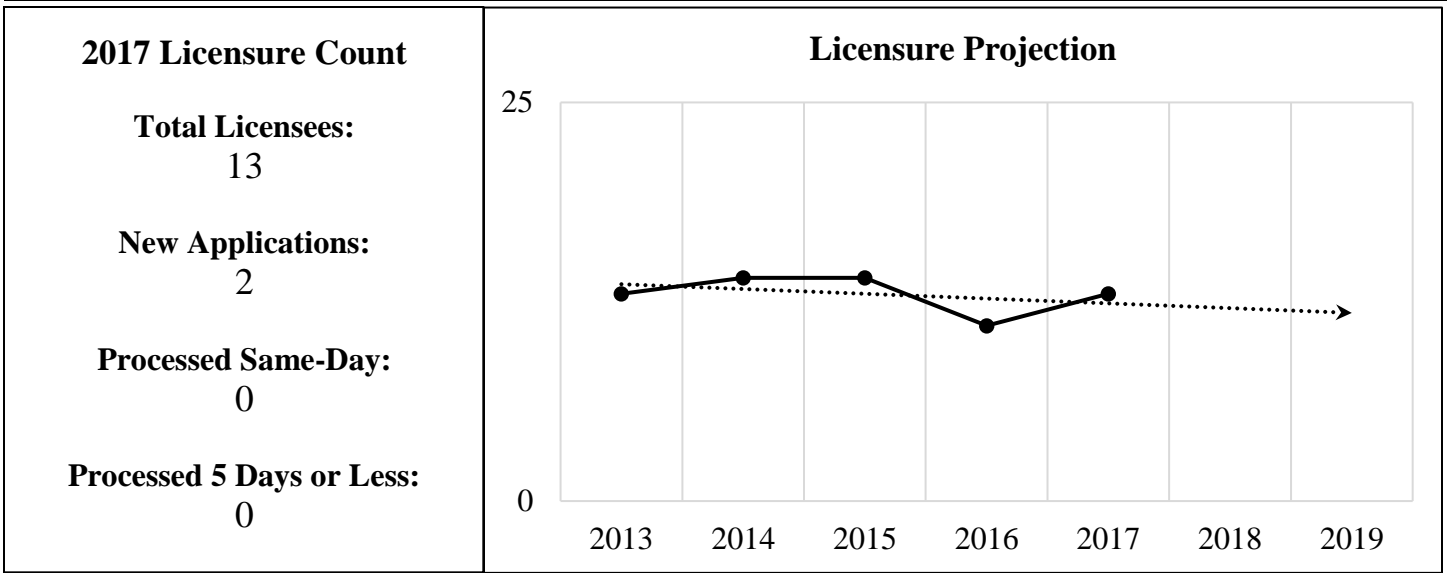
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Over the past five years, the Midwifery profession grew by an average rate of about 0.4 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.1%), and historically is responsible for 0.7% of the total discipline.

Motor Vehicle Racing

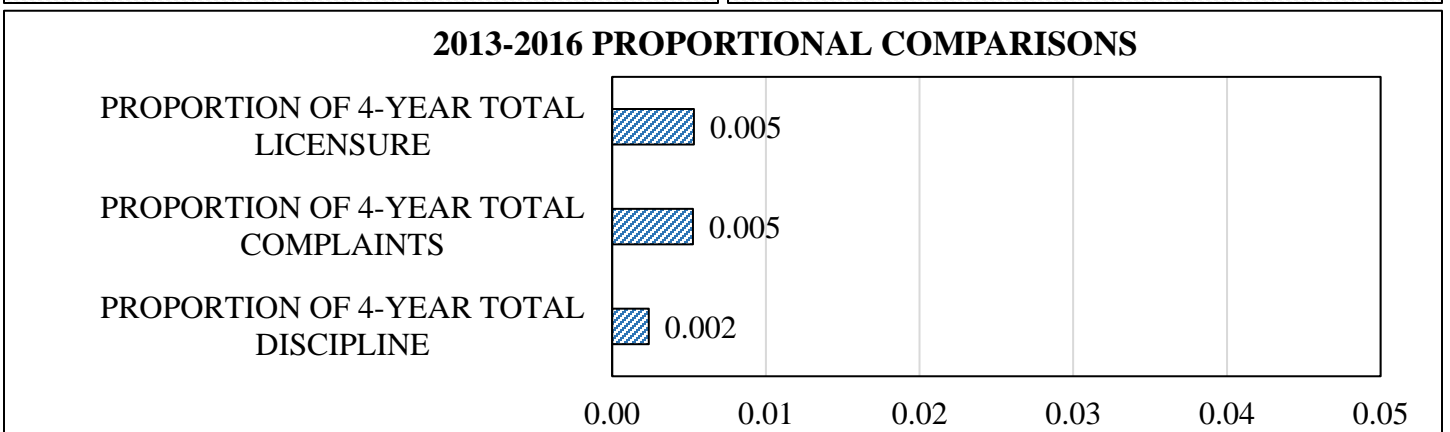
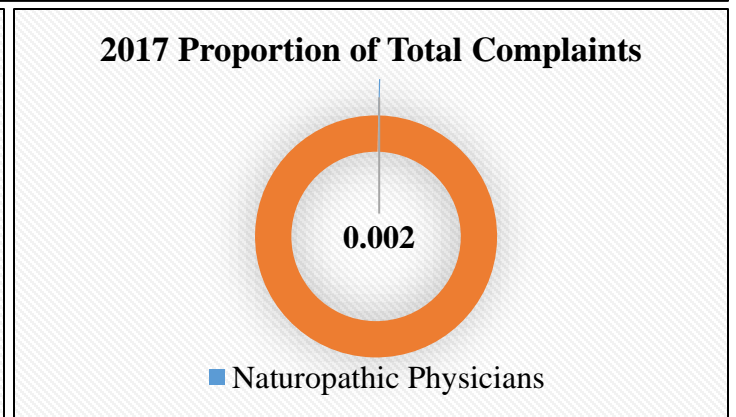
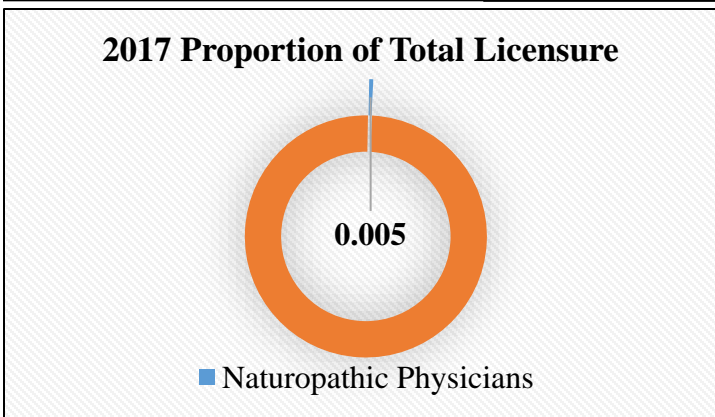
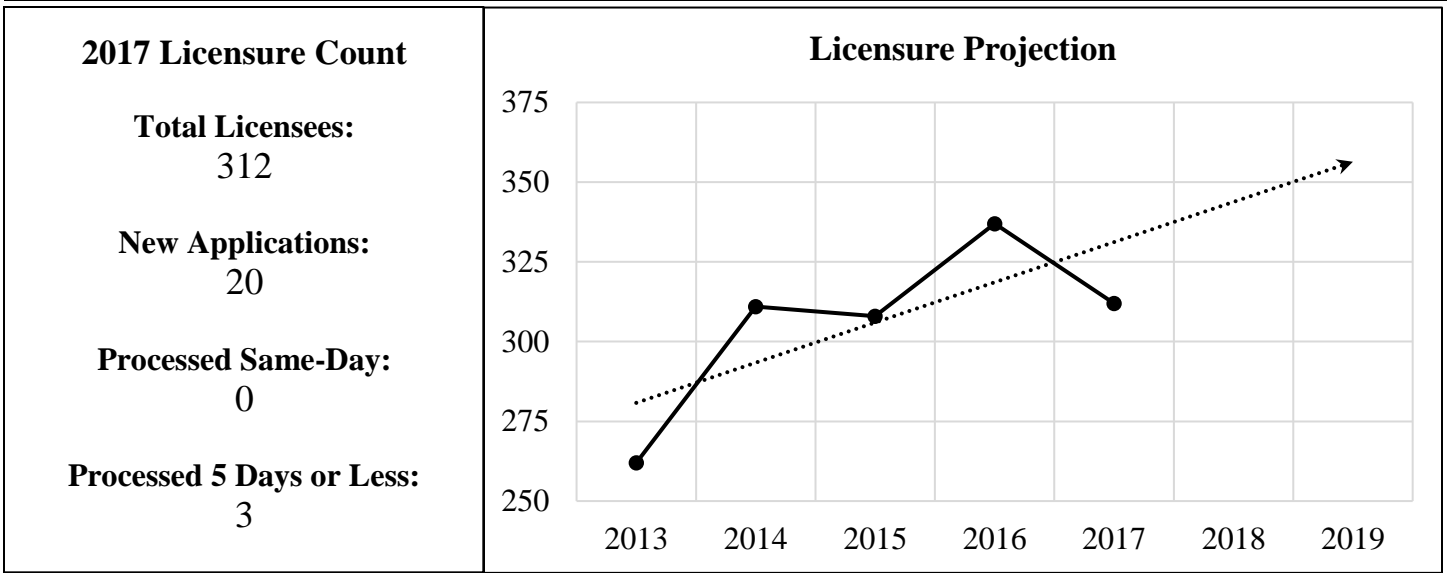
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Over the past five years, the Motor Vehicle Racing profession remains largely unchanged. This profession makes up a very small proportion of the total licensure and historically is responsible for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

Naturopathic Physicians

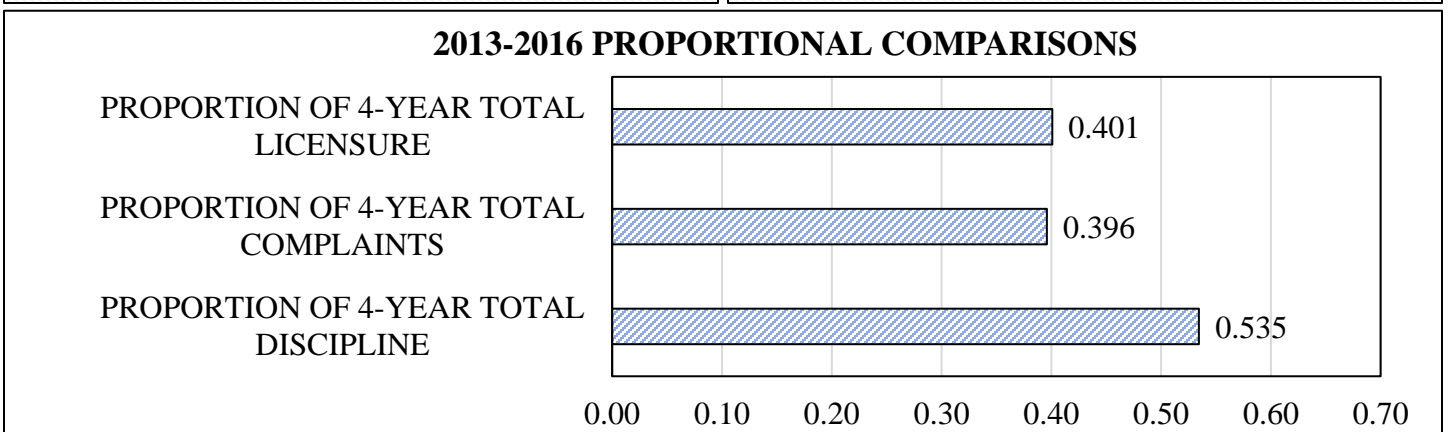
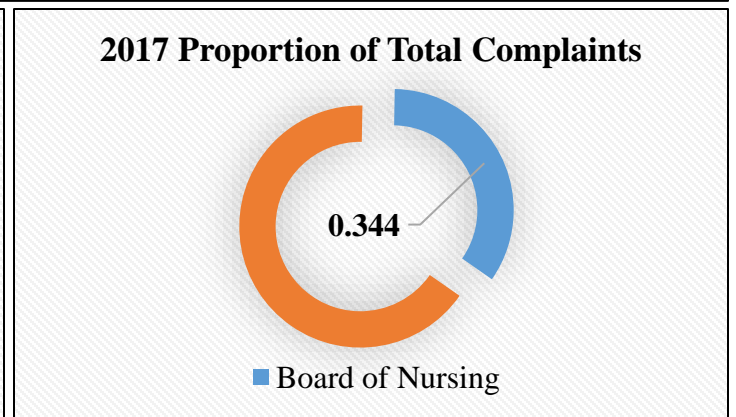
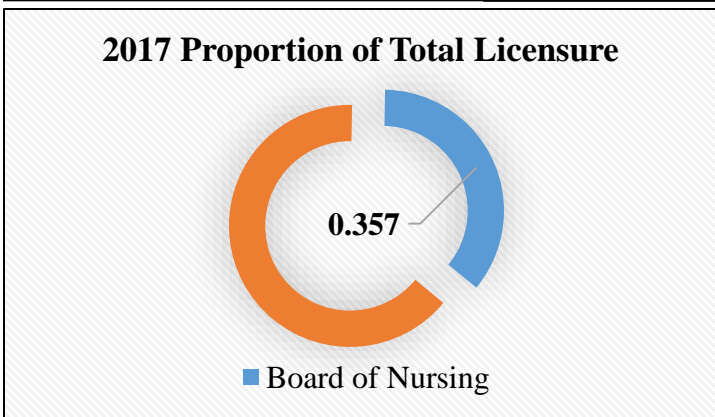
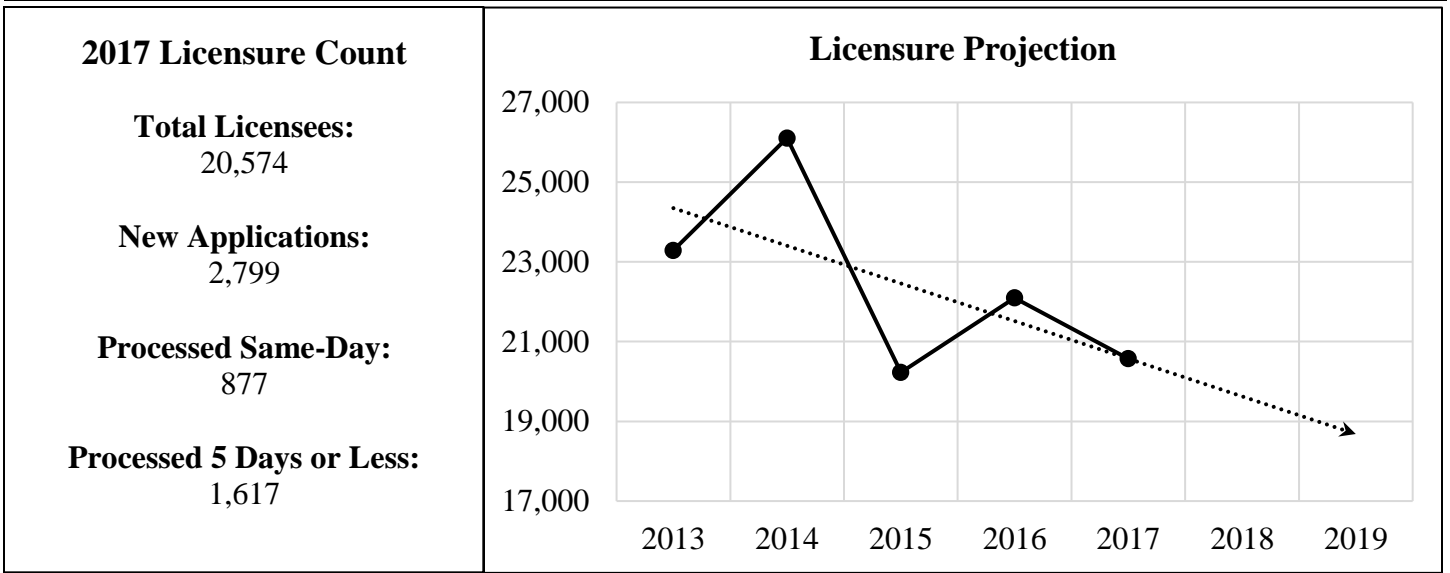
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Naturopathic Physician profession grew by an average rate of about 13 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.5%), and historically is responsible for 0.2% of the total discipline.

Board of Nursing

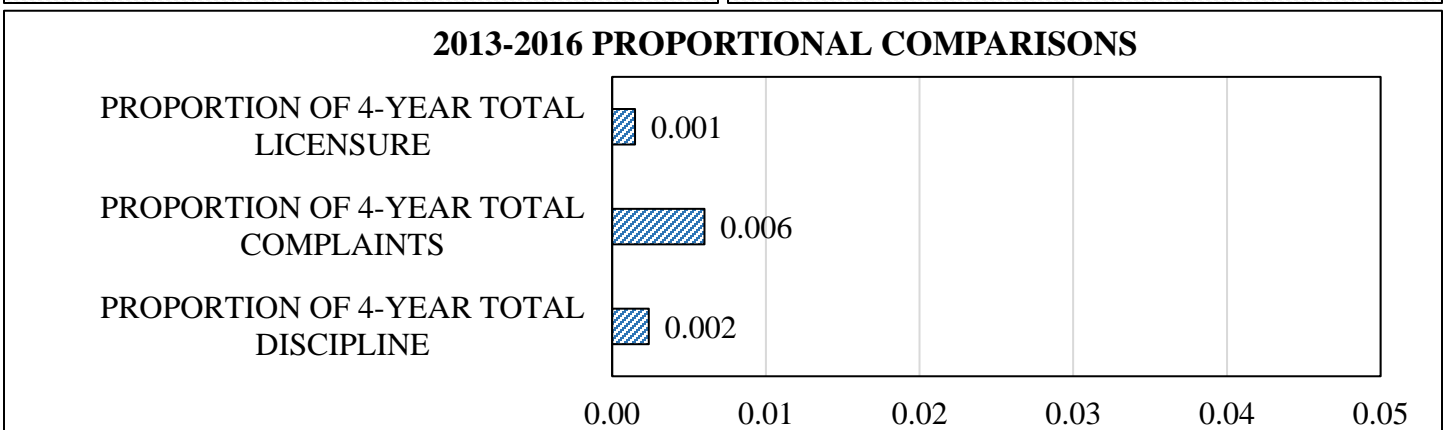
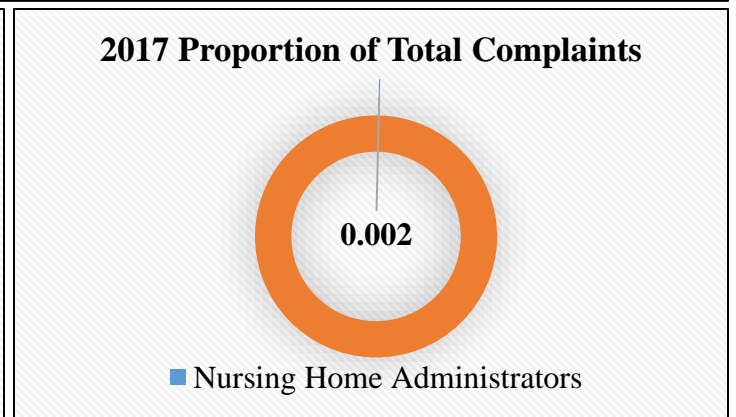
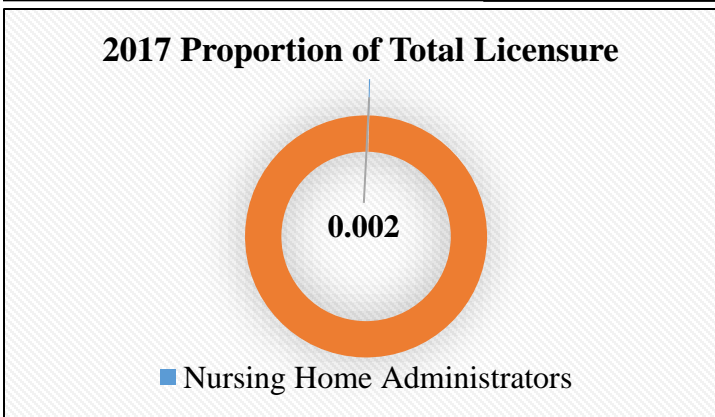
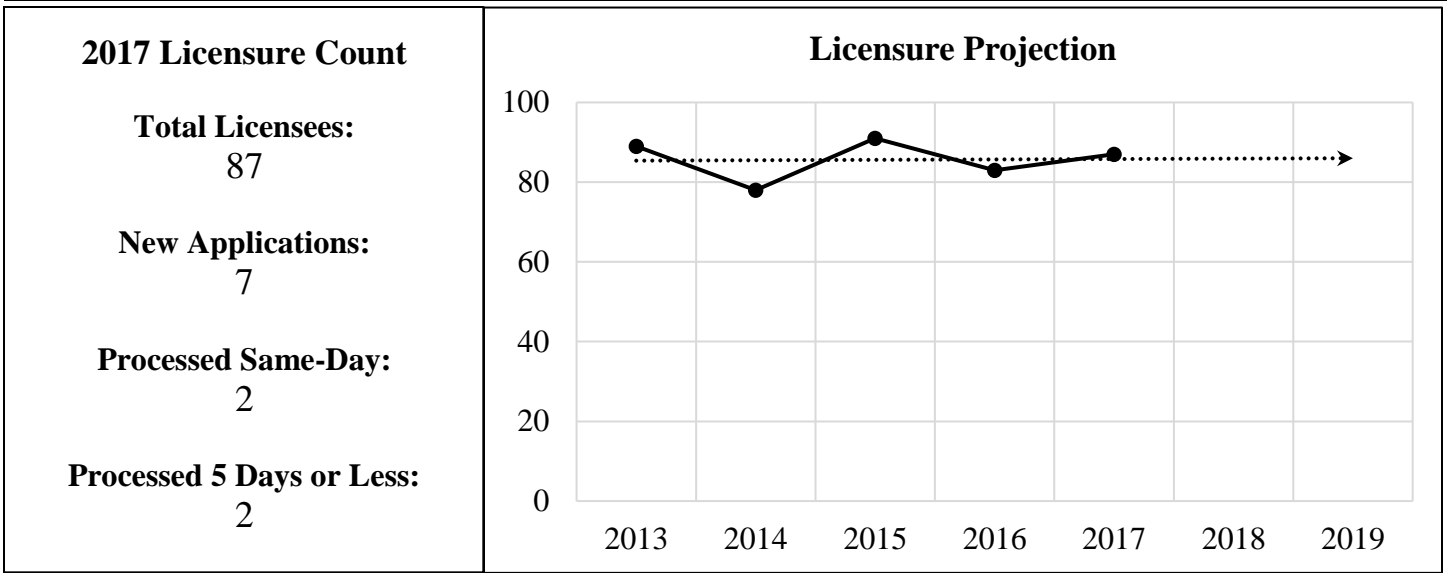
Regulatory Model: Board	Renewal Cycles: Odd & Even Years
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Over the past five years, the Nursing Professions lost an average of 945 licensees per annum. In 2015, a new policy adding a social security number requirement had a significant impact on 2,785 international registered nurses (IRN), preventing or delaying IRNs 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 (2017: 35.7%), and historically are responsible for about 53.5% of the total discipline.

Nursing Home Administrators

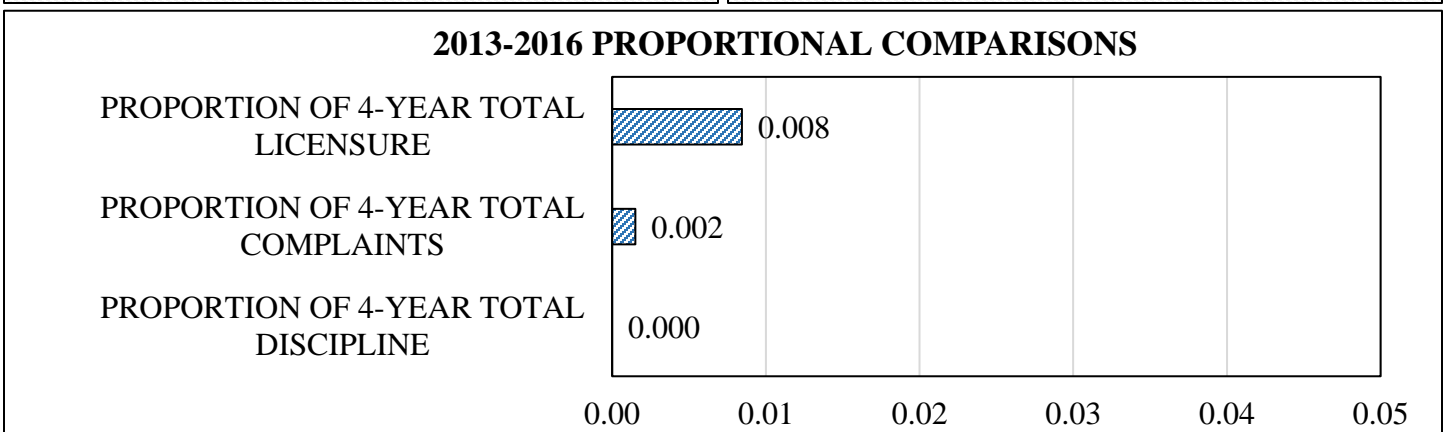
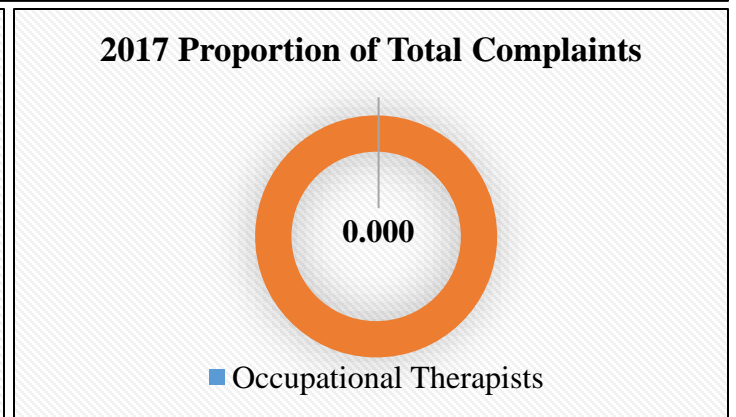
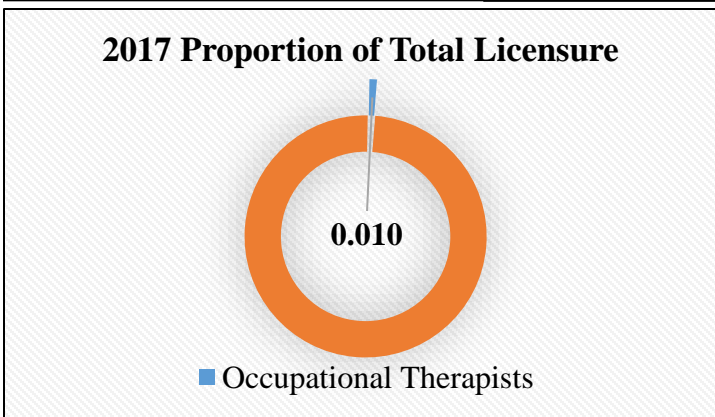
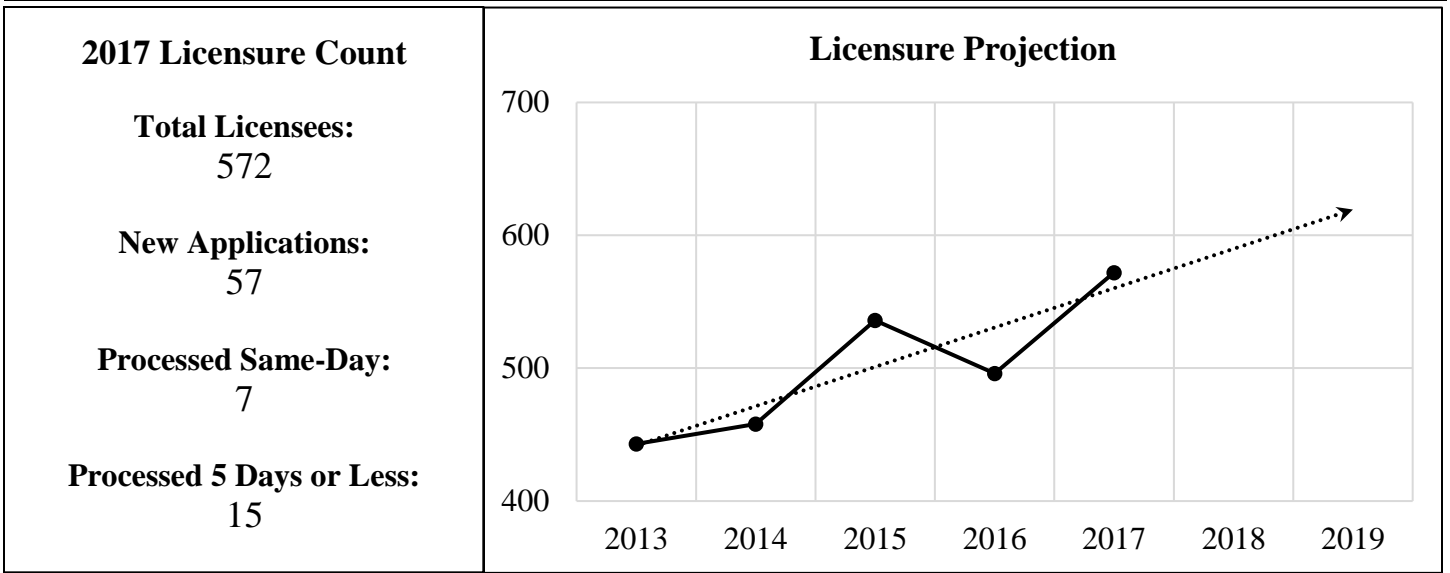
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Nursing Home Administrator professional population has been relatively static. This profession makes up a small proportion of the total licensure (2017: 0.2%), and historically is responsible for 0.2% of the total discipline.

Occupational Therapists

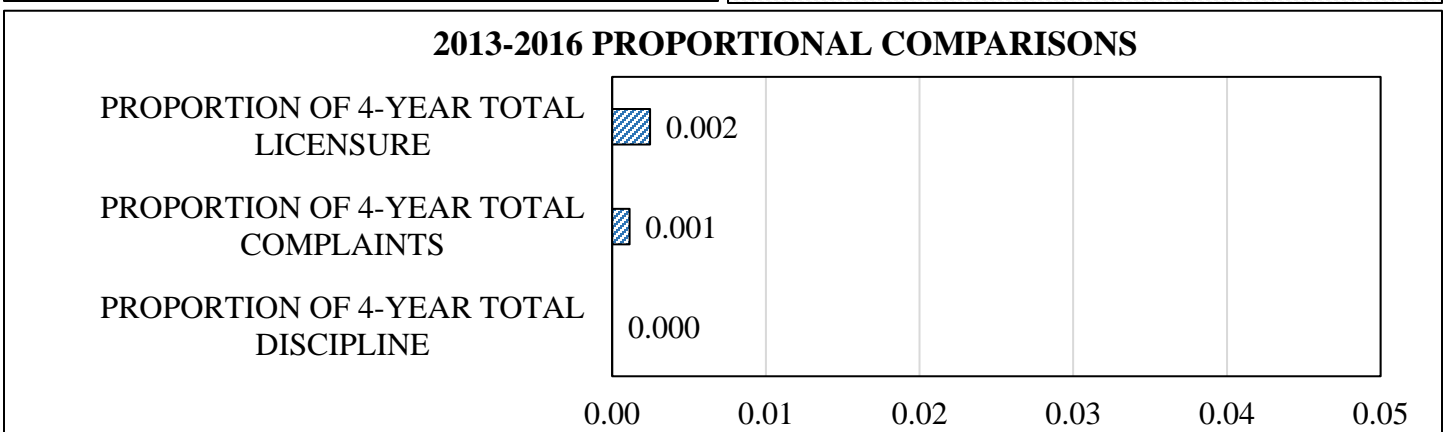
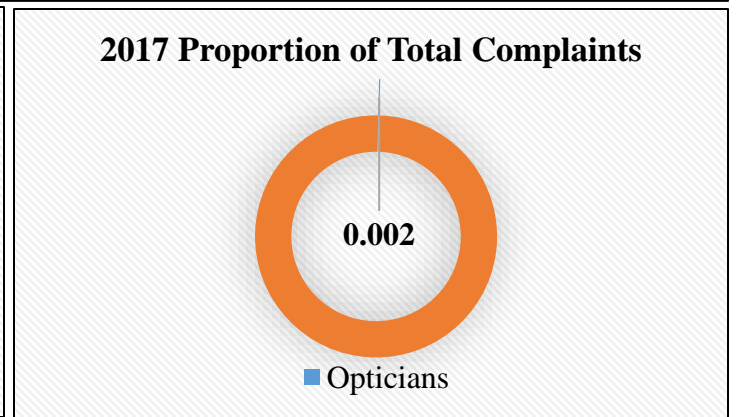
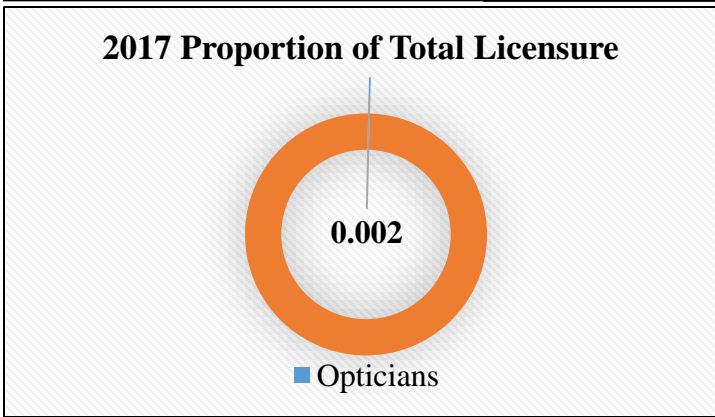
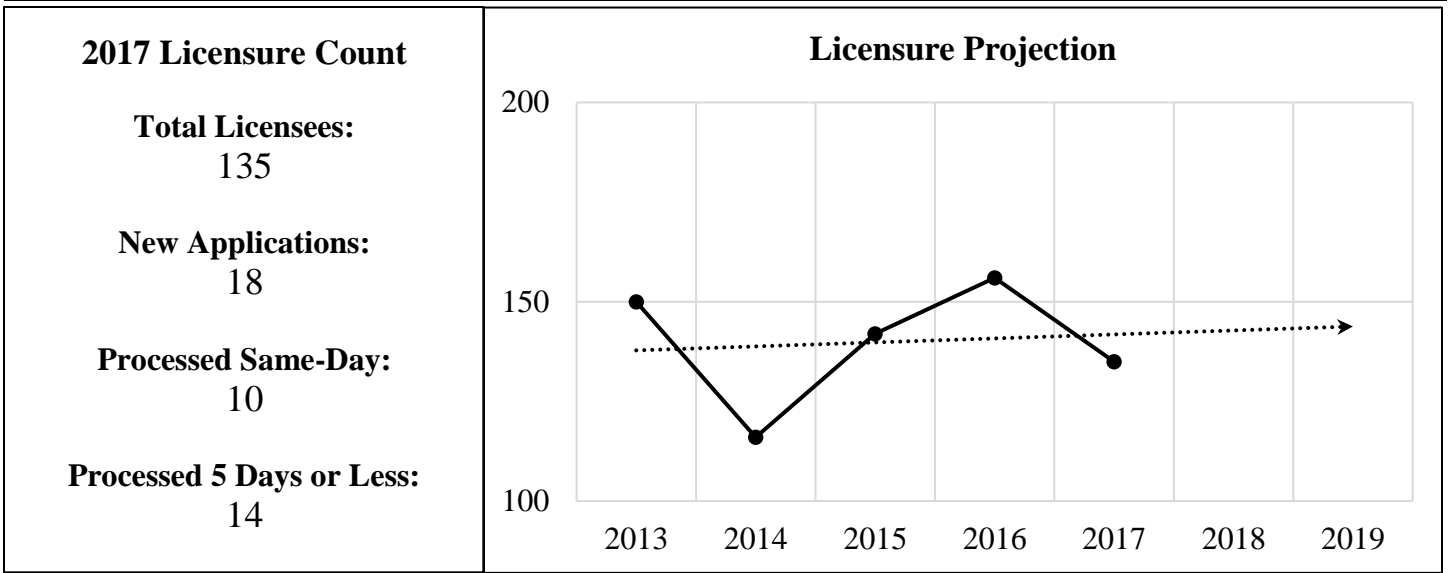
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Occupational Therapist profession grew by an average rate of about 30 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 1%), and historically is responsible for 0% of the total discipline.

Opticians

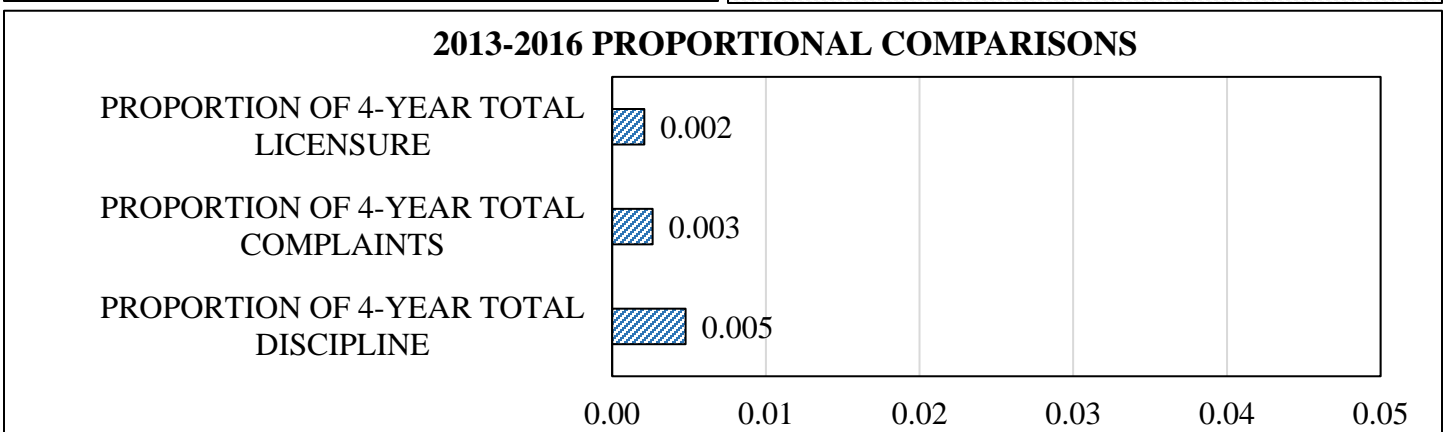
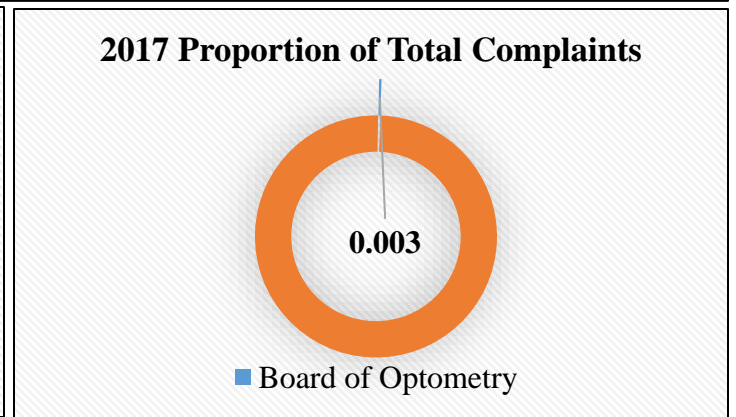
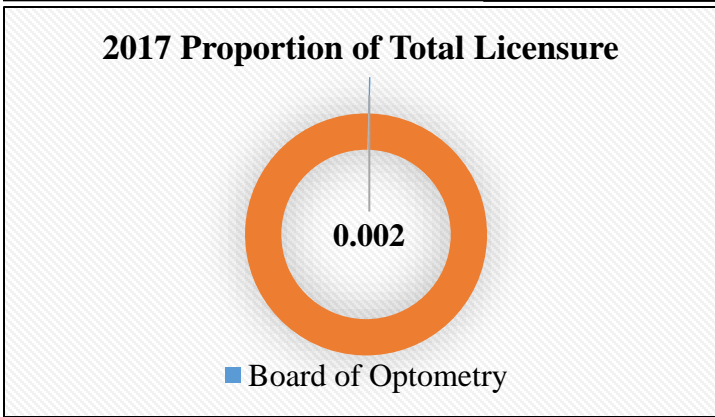
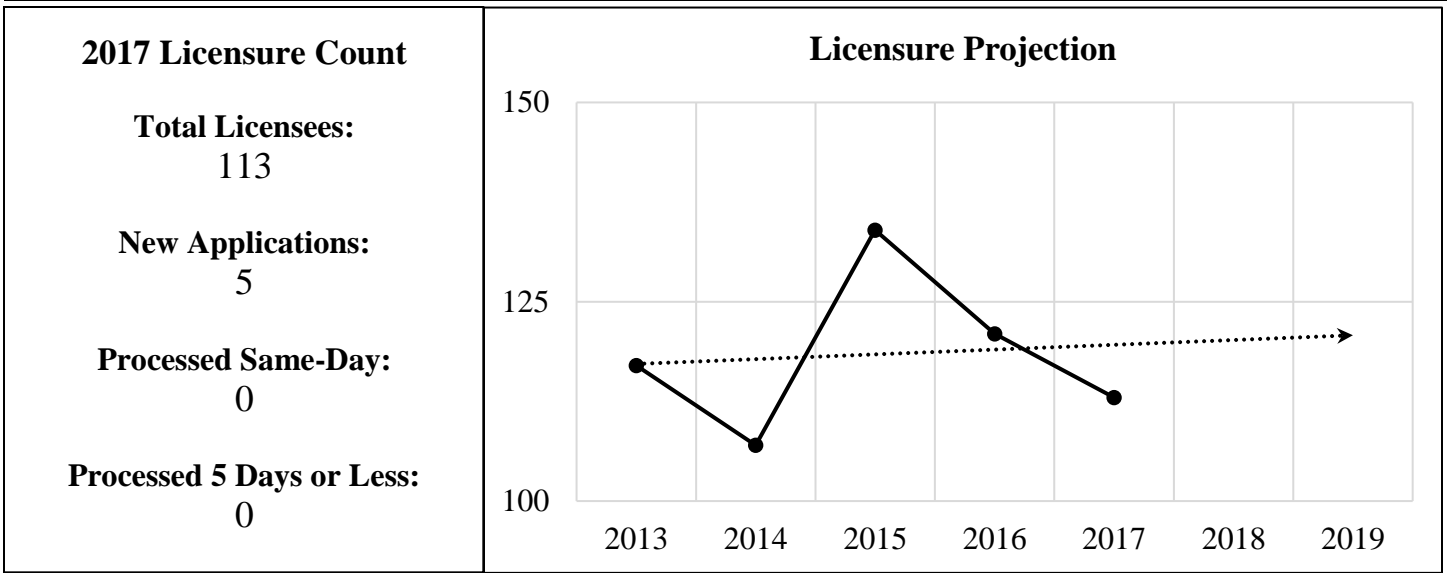
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, there has been little overall change in the Optician population. This profession makes up a very small proportion of the total licensure (2017: 0.2%), and historically is responsible for 0% of the total discipline.

Board of Optometry

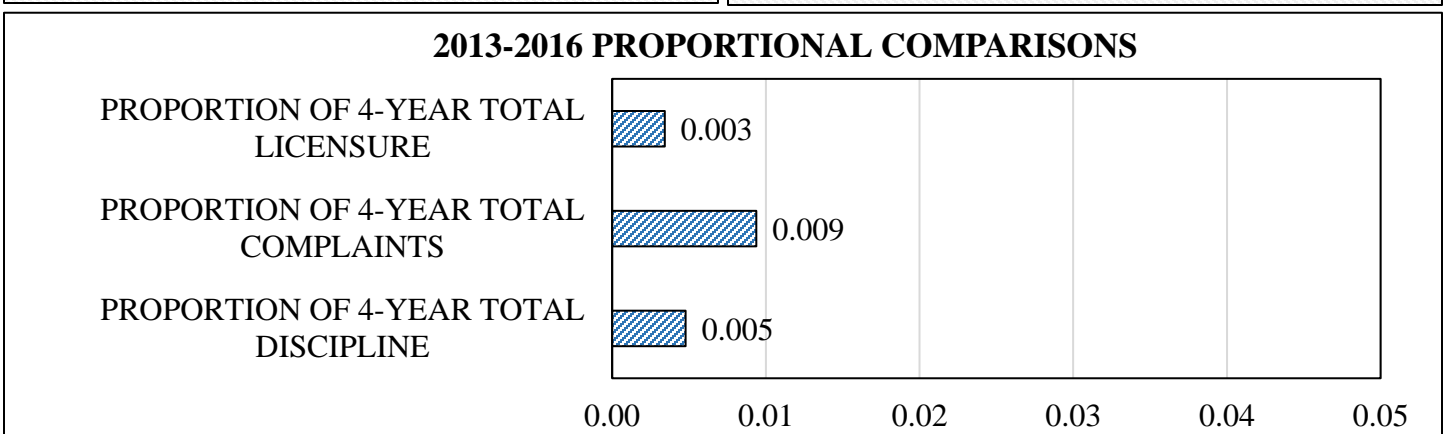
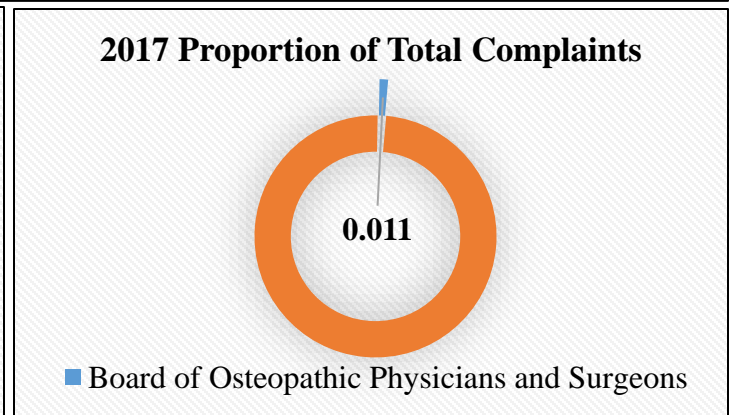
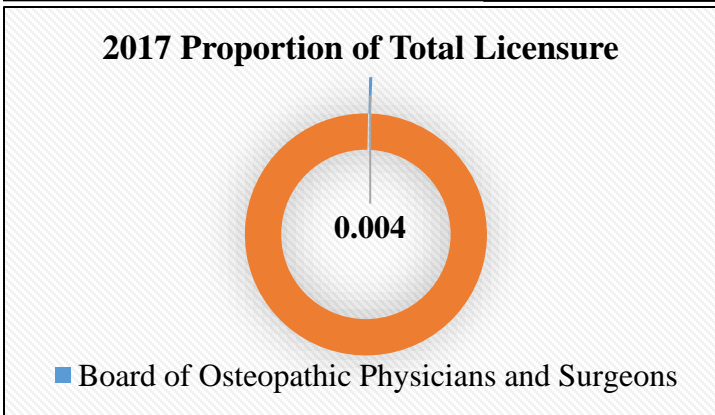
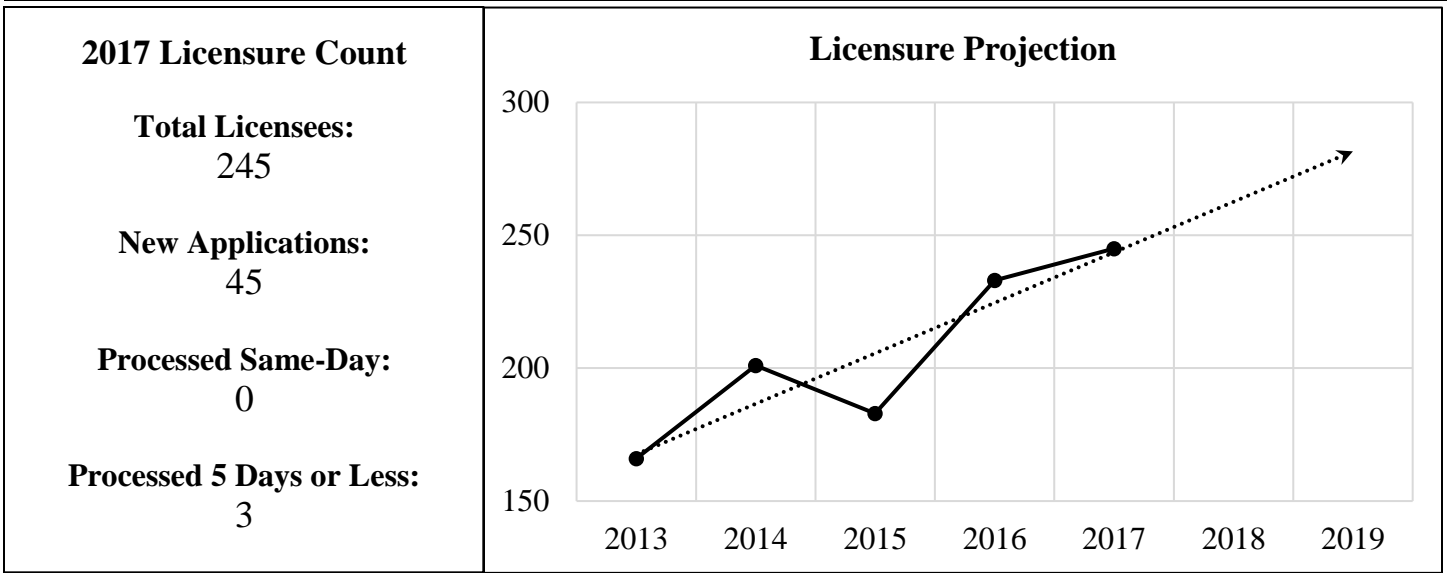
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Optometrist professional population has remained relatively static. This profession makes up a very small proportion of the total licensure (2017: 0.2%), and historically is responsible for 0.5% of the total discipline.

Board of Osteopathic Physicians and Surgeons

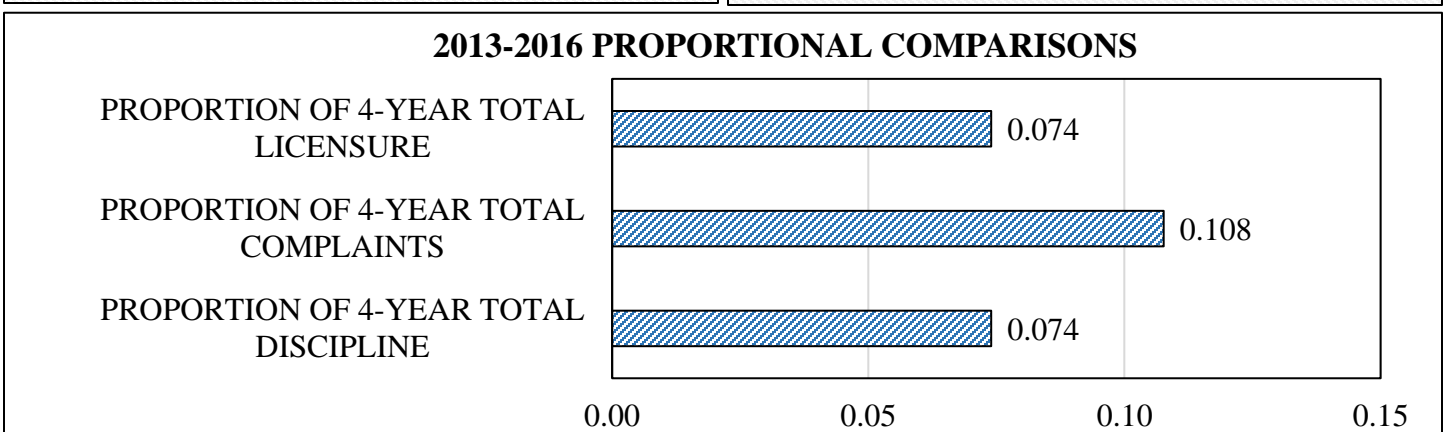
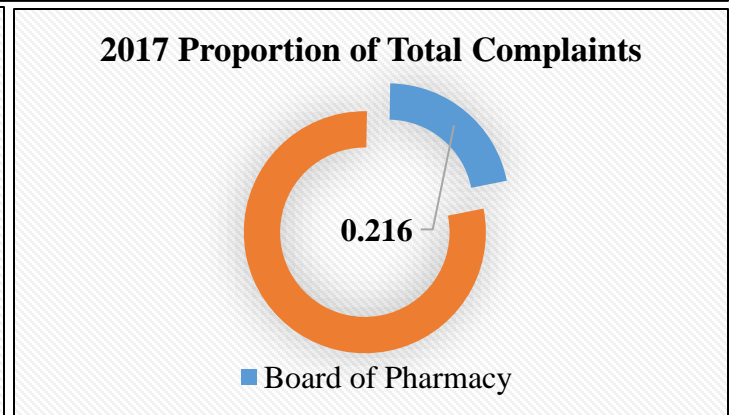
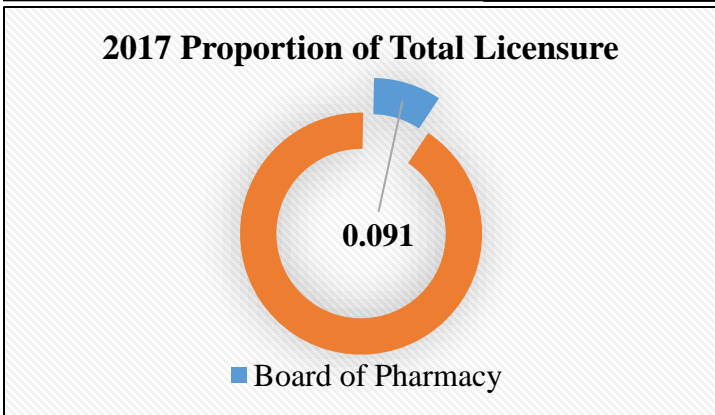
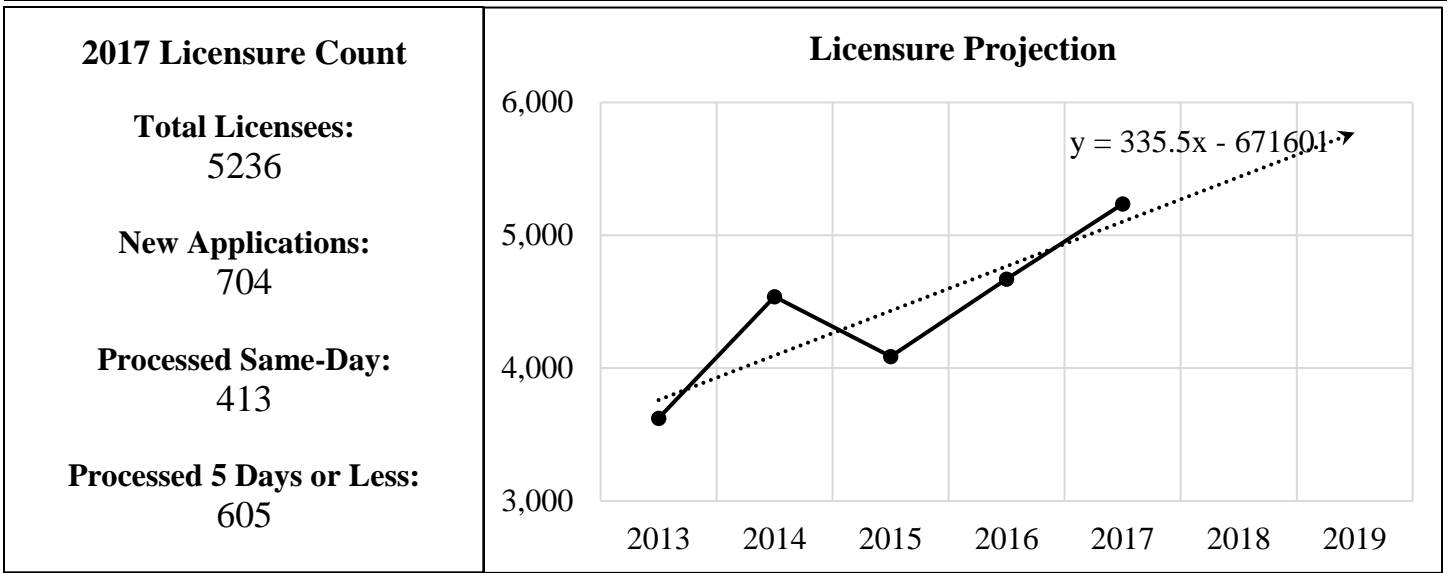
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Osteopathic Physician profession has grown by an average of 19 licensees per annum. This profession makes up a very small proportion of the total licensees (2017: 0.4%), and historically is responsible for around 0.5% of the total discipline.

Board of Pharmacy

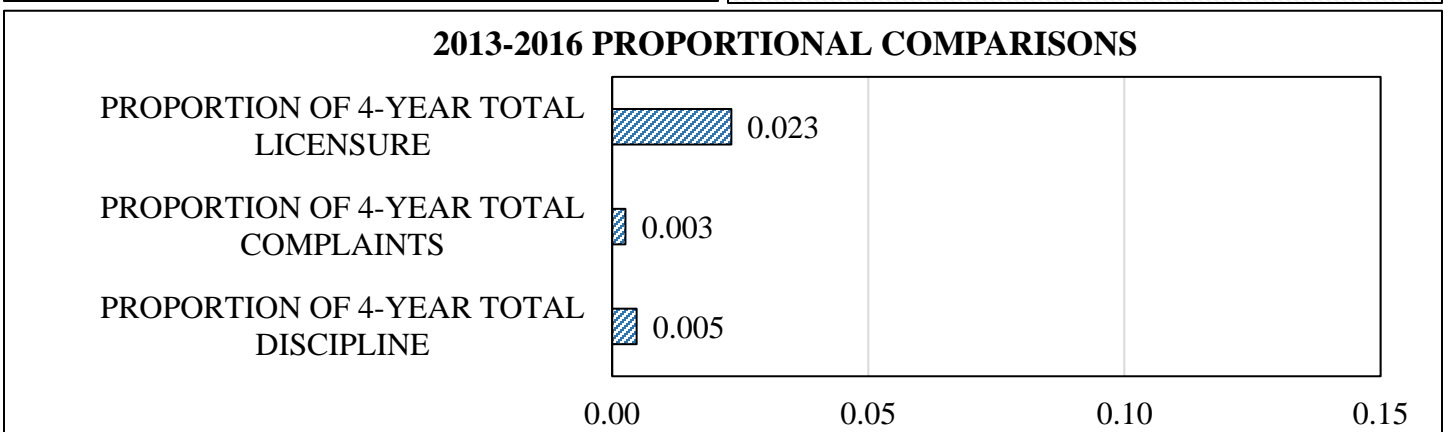
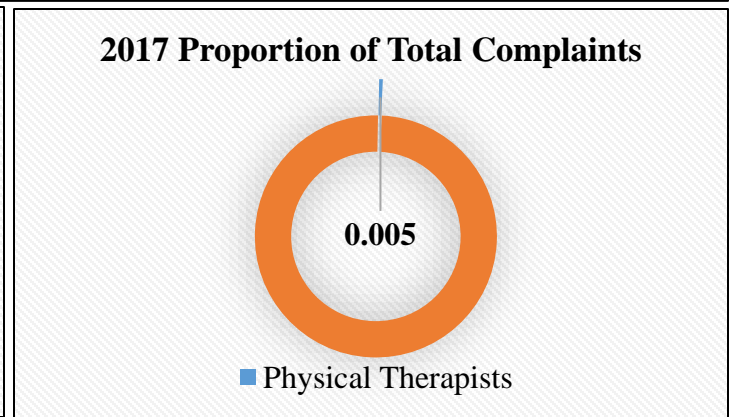
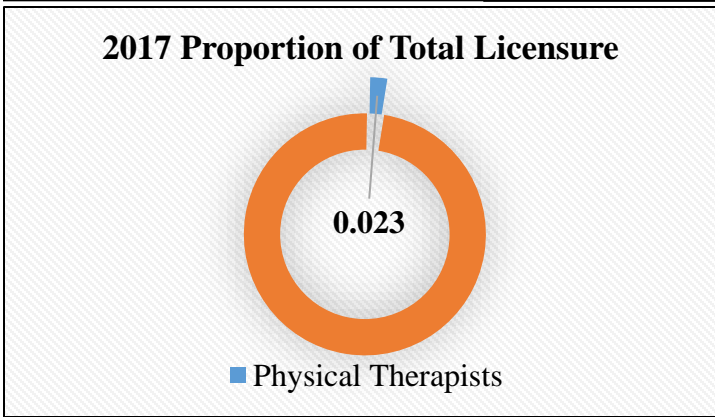
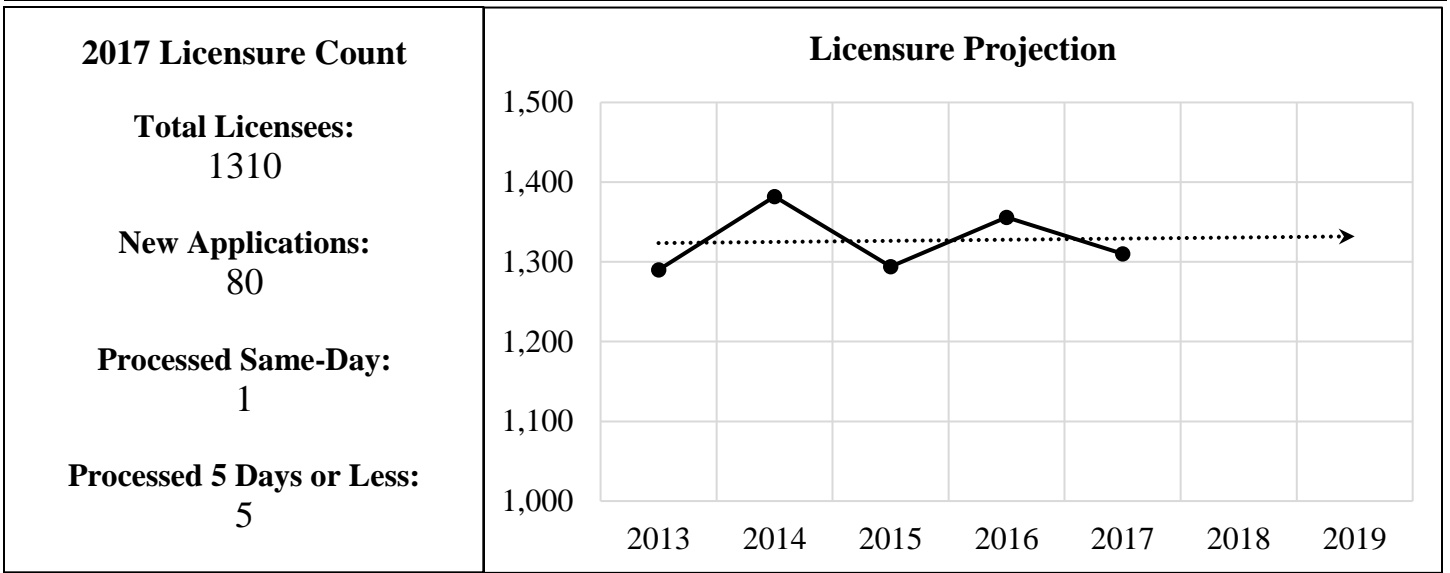
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past 5 years, the Pharmacy professions have grown on average by 335 licensees per annum. These professions makes up a moderate proportion of the total licensees (2017: 9.1%), and historically is responsible for about 7.4% of discipline.

Physical Therapists

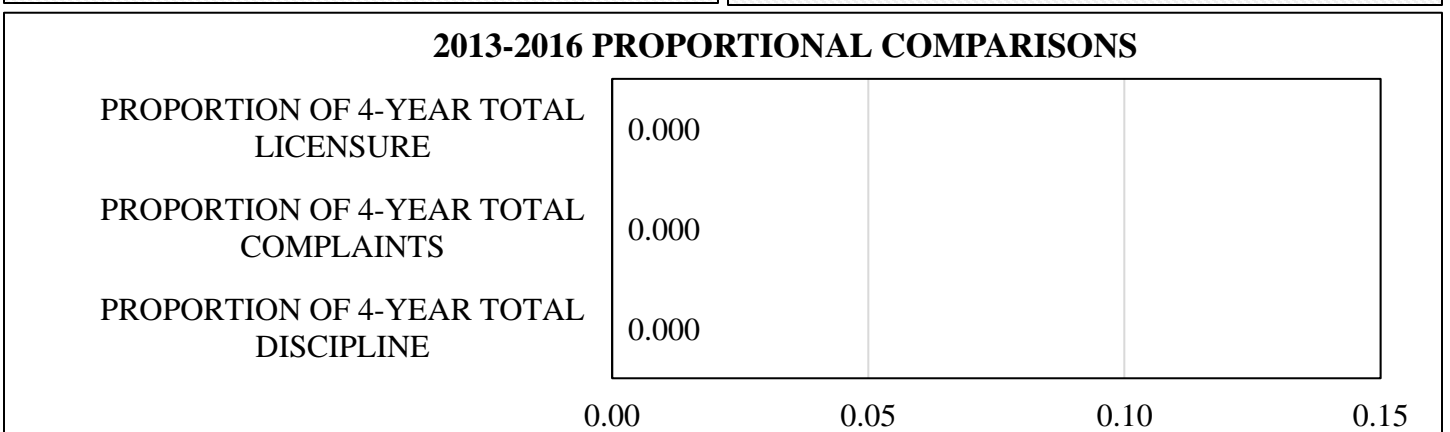
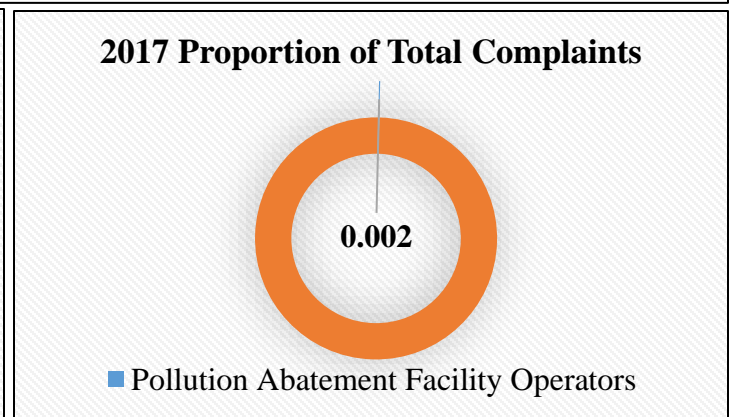
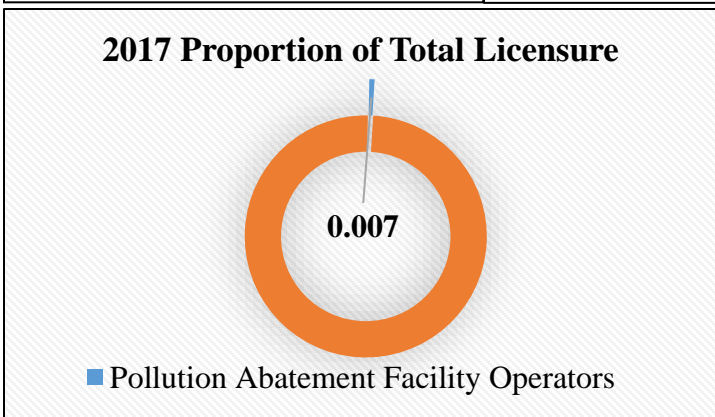
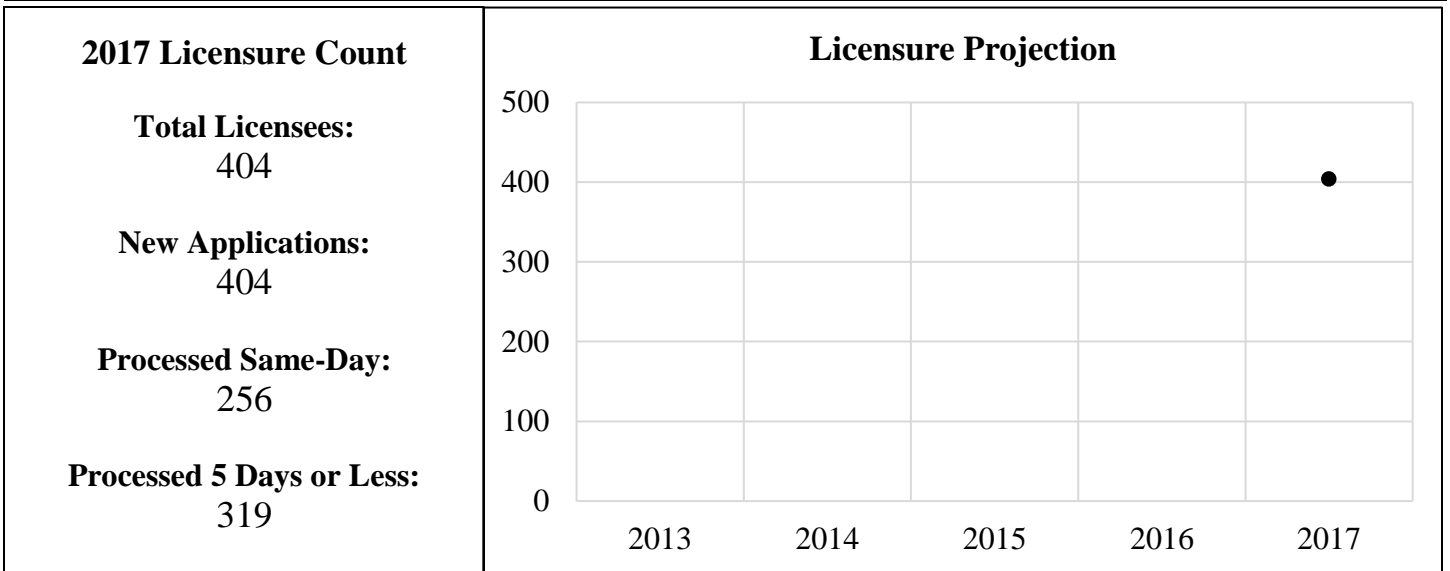
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the last five years, the Physical Therapy professions grew by an average of 2 licensees per annum. These professions make up a small proportion of the total licensees (2017: 2.3%), and historically is responsible for a very small proportion (0.5%) of the total discipline.

Pollution Abatement Facility Operators

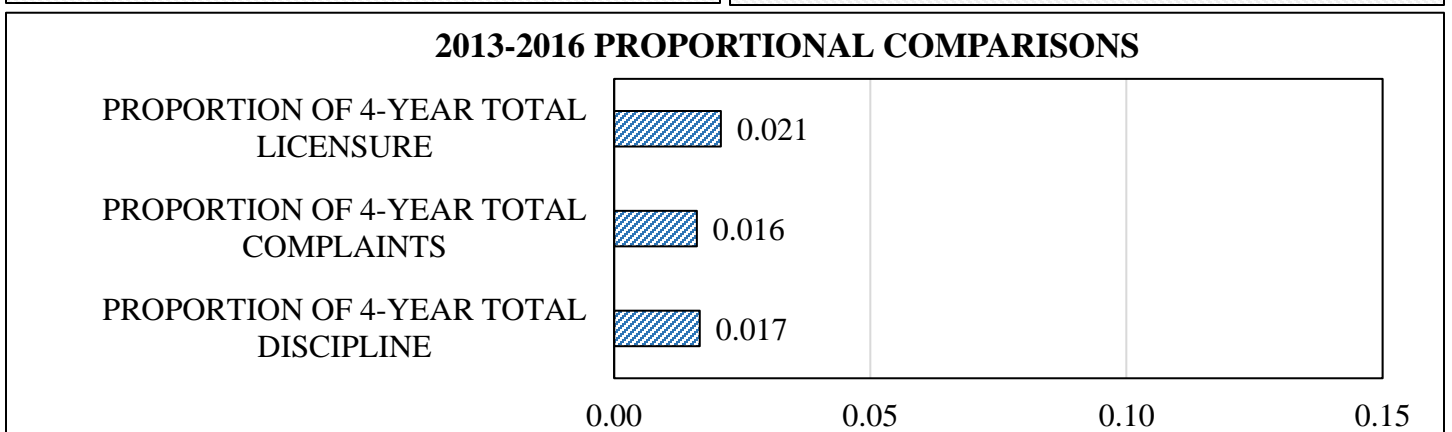
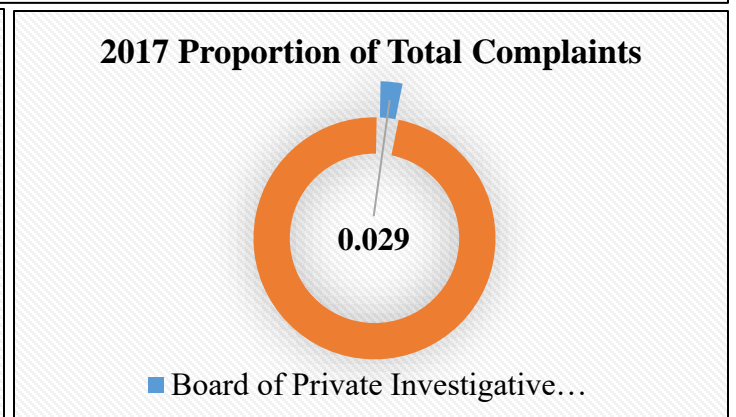
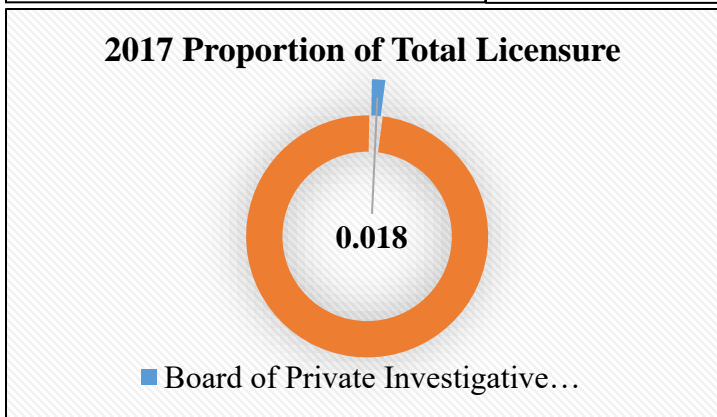
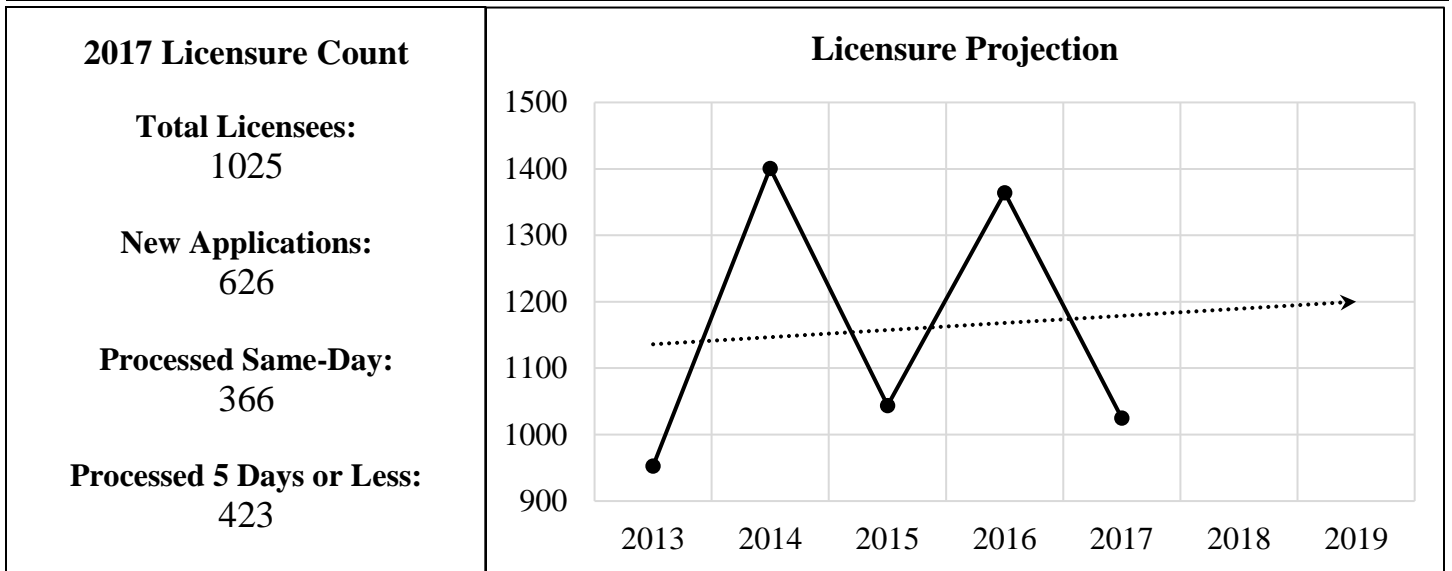
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Pollution Abatement Facility Operators are a new profession at OPR. They comprise 0.7% of total licensure and 0.2% of total complaints.

Board of Private Investigators & Security Services

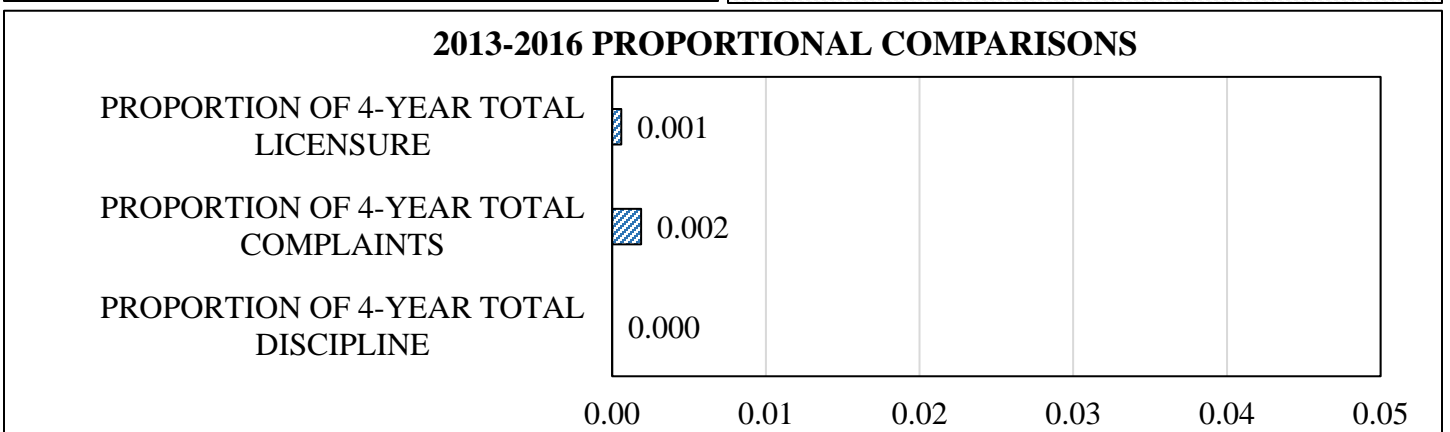
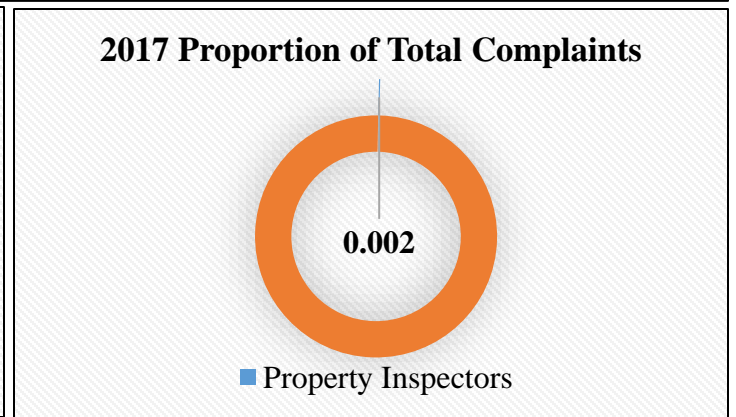
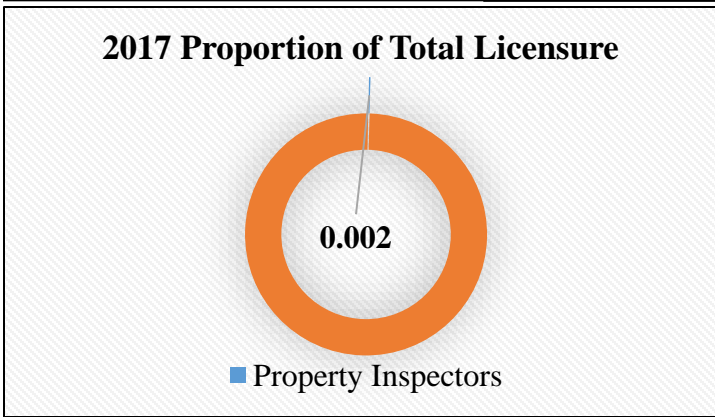
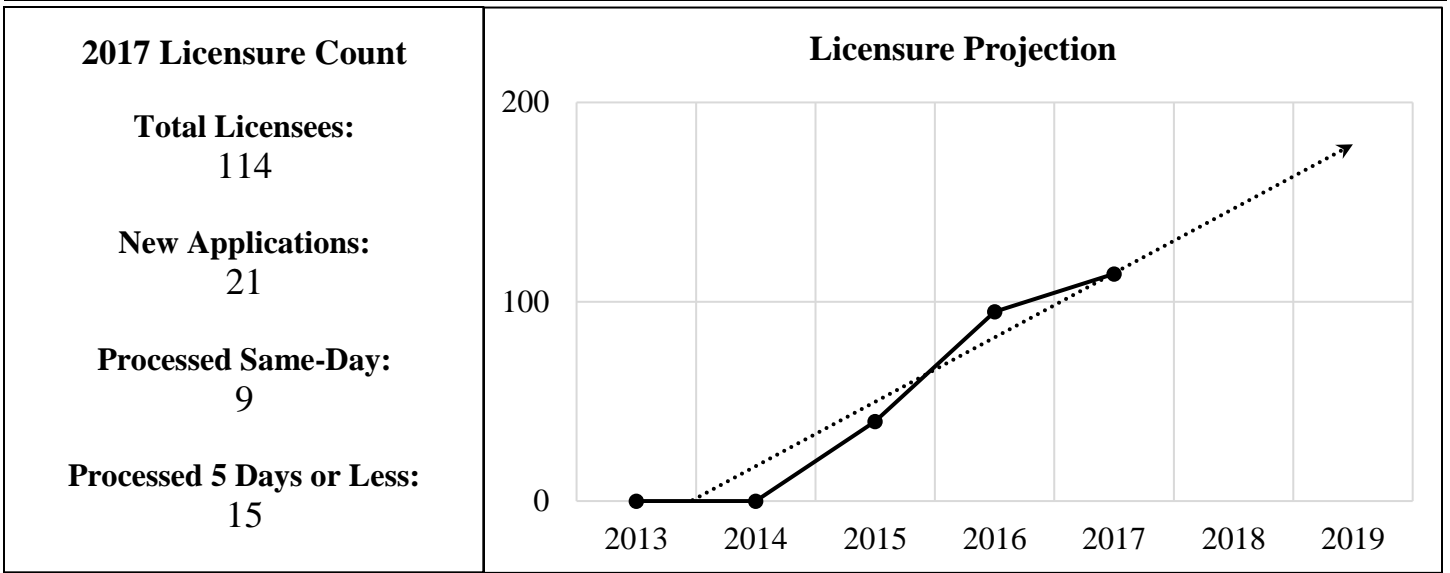
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Private Investigative and Security Service professions grew by an average of 11 licensees per annum. These professions make up a small proportion of the total licensure (2017: 1.8%), and historically is responsible for 1.7% of the total discipline.

Property Inspectors

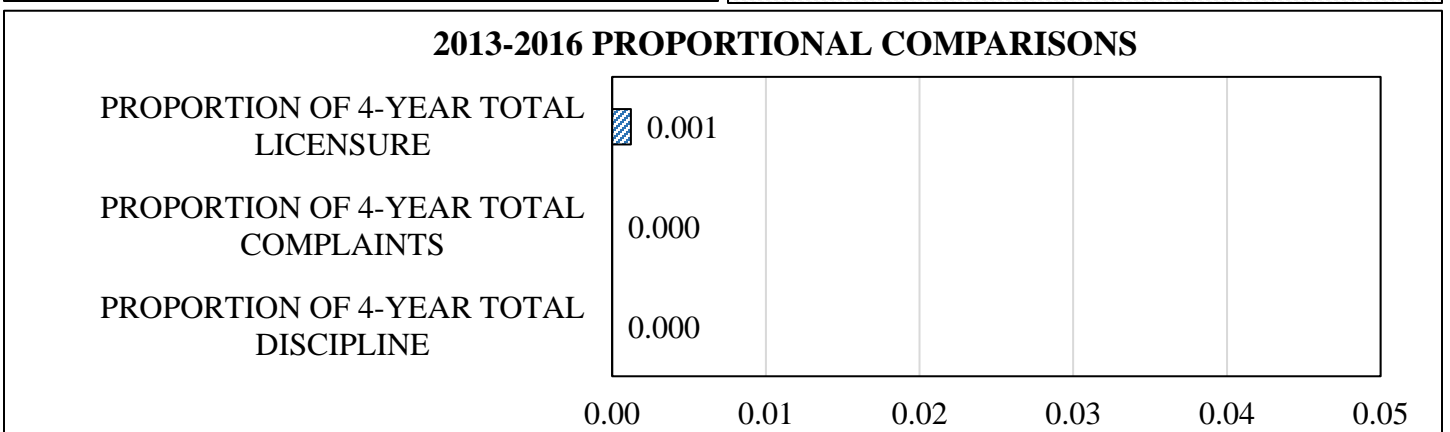
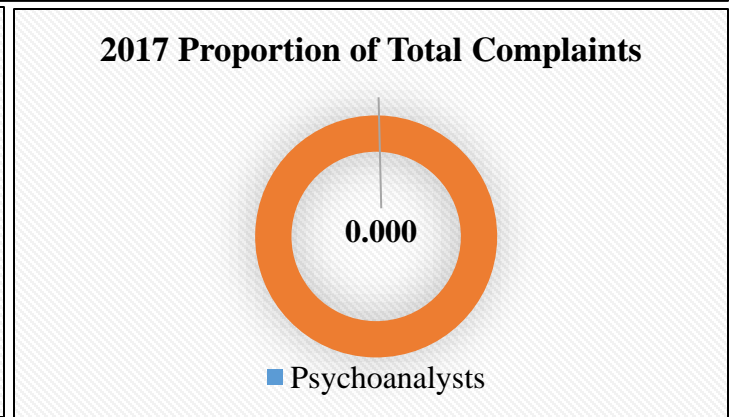
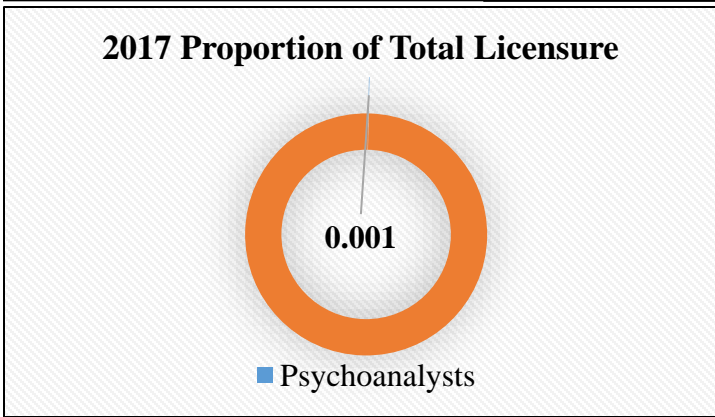
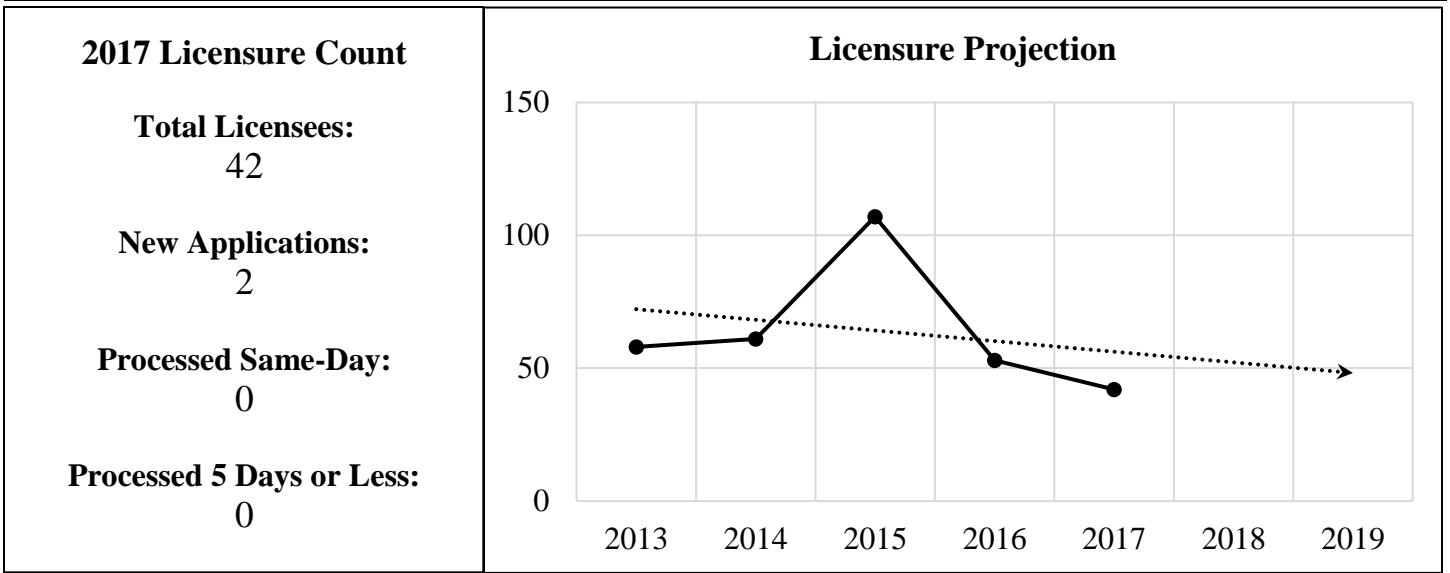
Regulatory Model: Advisor	Renewal Cycles: Odd Years
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Over the past five years, the Property Inspector profession grew by an average of 32 licensees per annum. This profession makes up a small proportion of the total licensure (2017: 0.2%), and historically is responsible for 0% of the total discipline.

Psychoanalysts

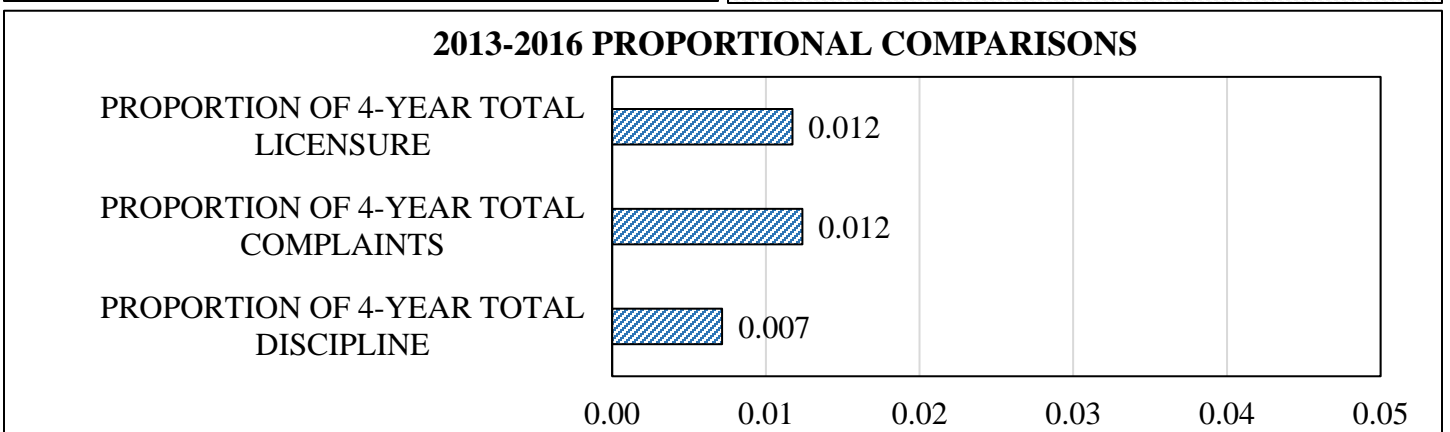
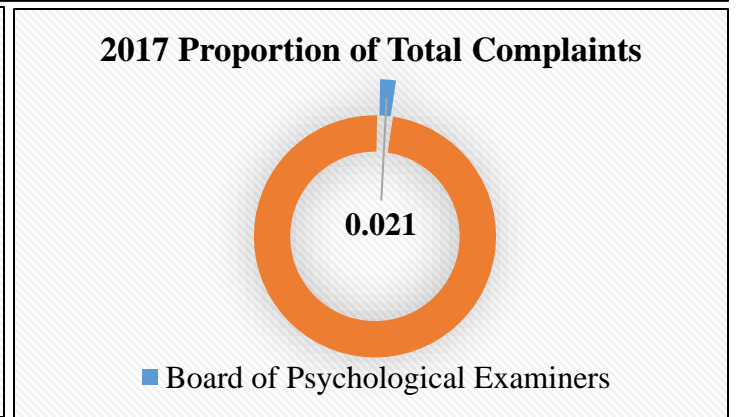
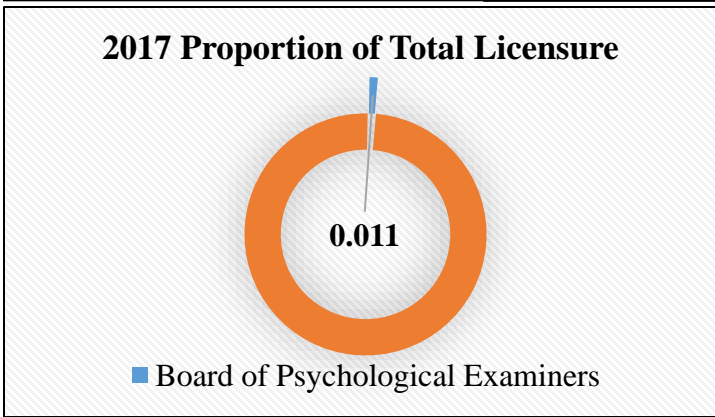
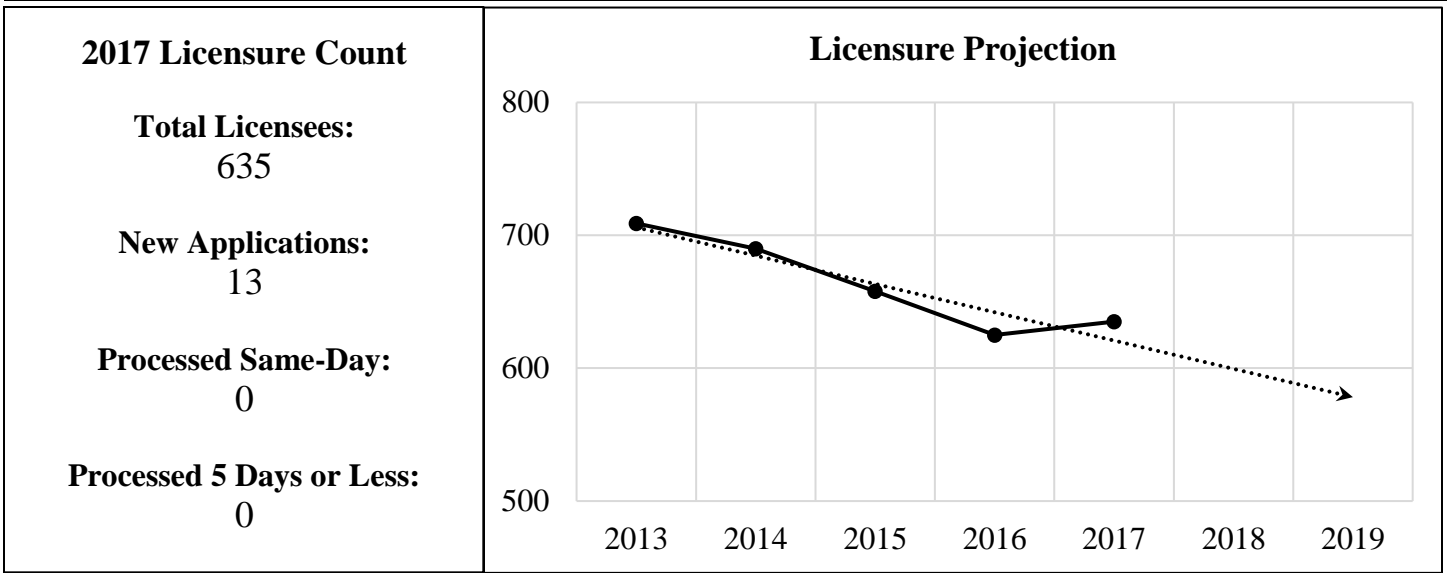
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Psychoanalyst profession lost an average of 4 licensees per annum. Psychoanalysts currently comprise less than one tenth of a percent of the total licensure, and 0% of total discipline.

Board of Psychological Examiners

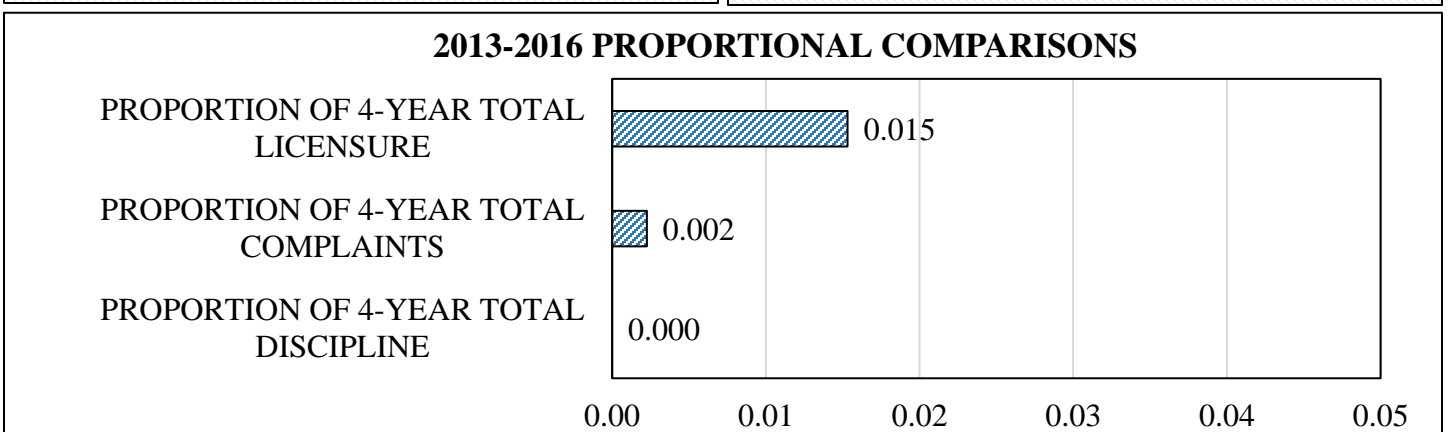
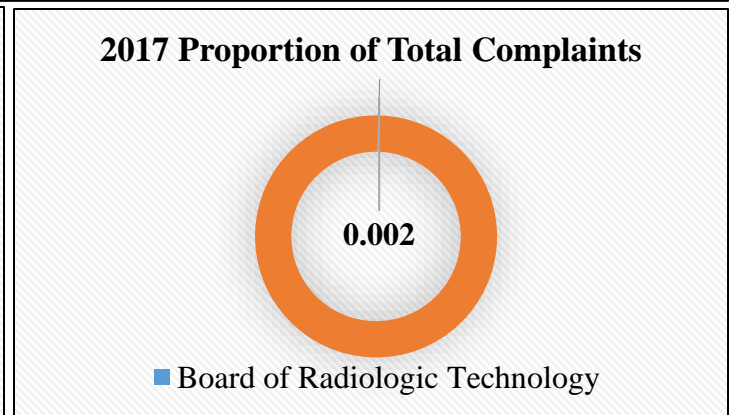
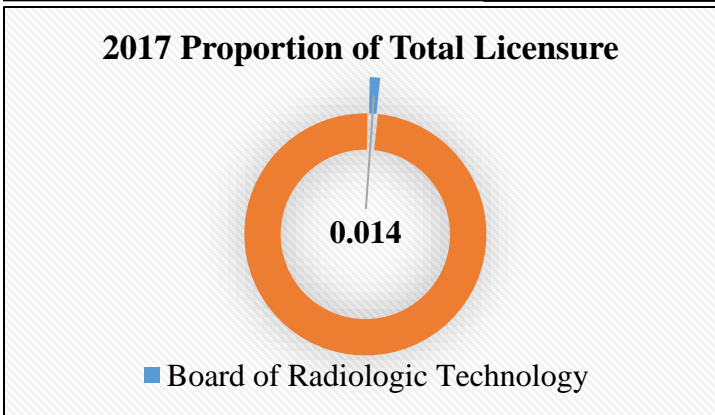
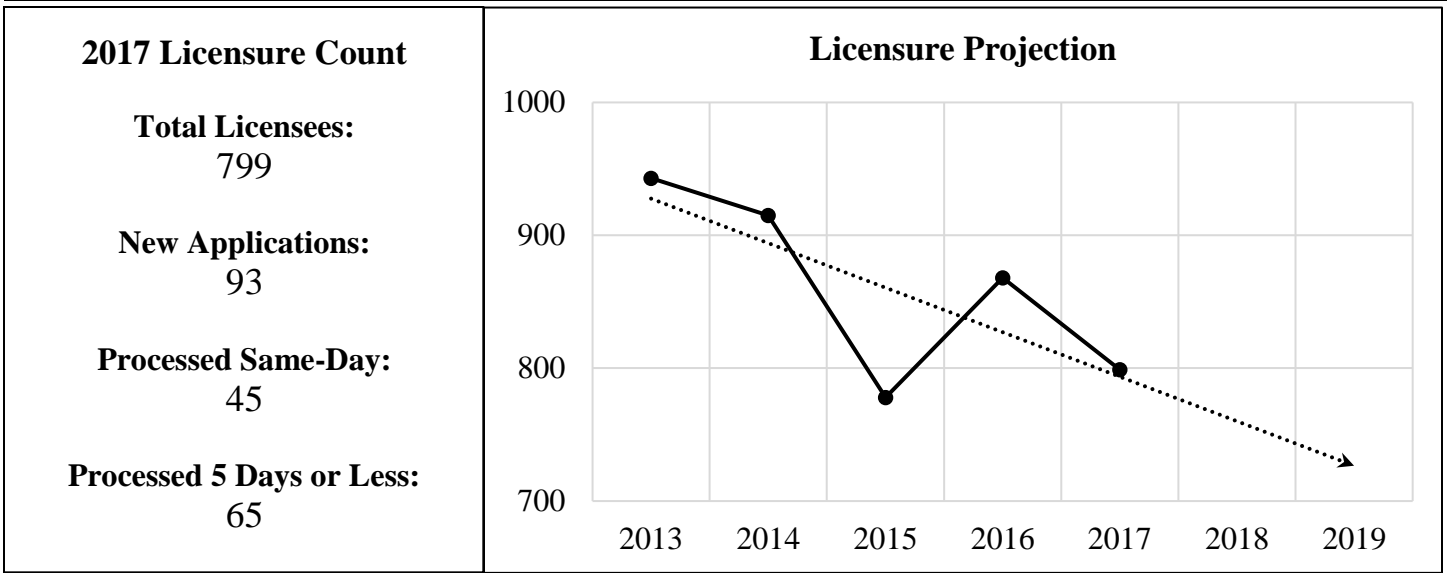
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the last five years, the Psychological Examiner professions have shrunk by an average of 21 licensees per annum. These professions make up a small proportion of the total licensure (2017: 1.1%), and historically are responsible for less than 1% of total discipline.

Board of Radiologic Technology

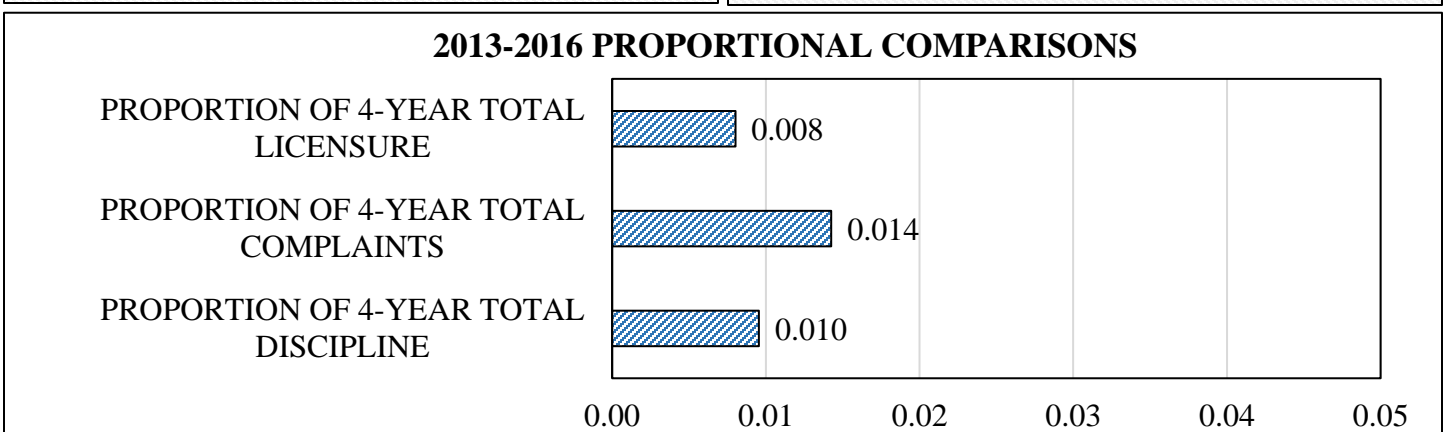
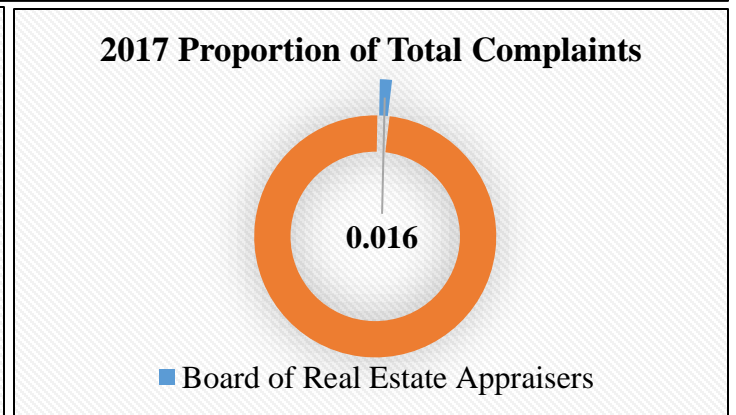
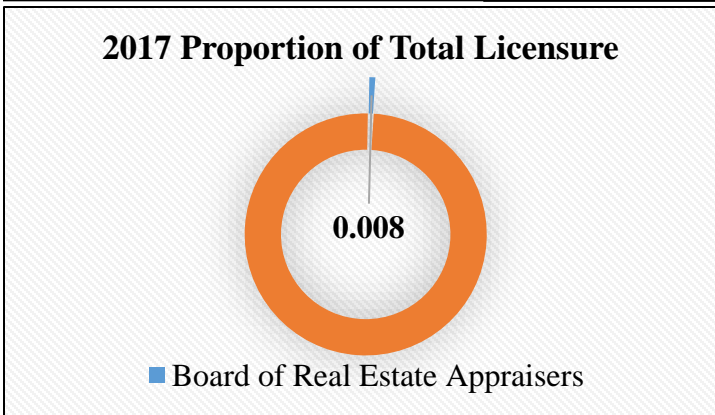
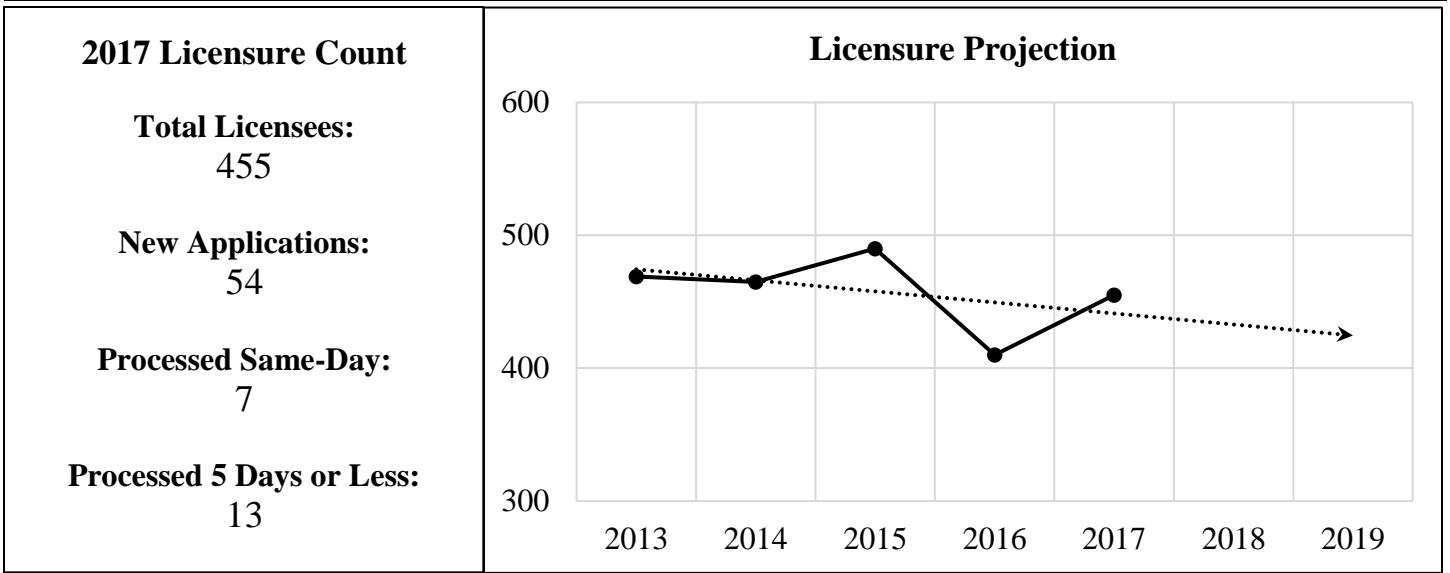
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Radiologic Technologist professions have lost an average of 34 licensees per annum. These professions makes up a small proportion of the total licensure (2017: 1.4%), and historically is responsible for 0% of the total discipline.

Board of Real Estate Appraisers

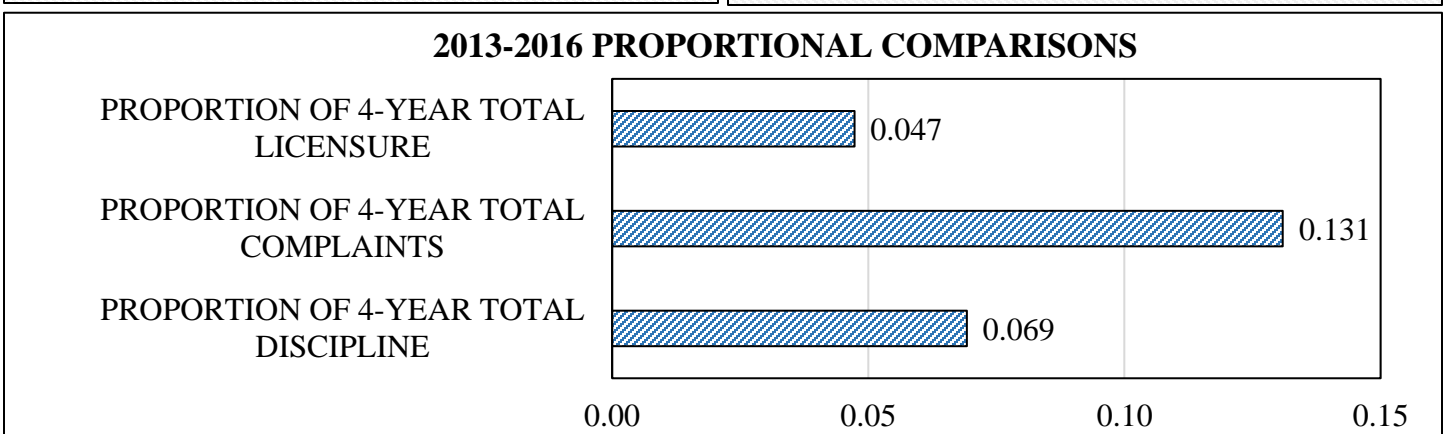
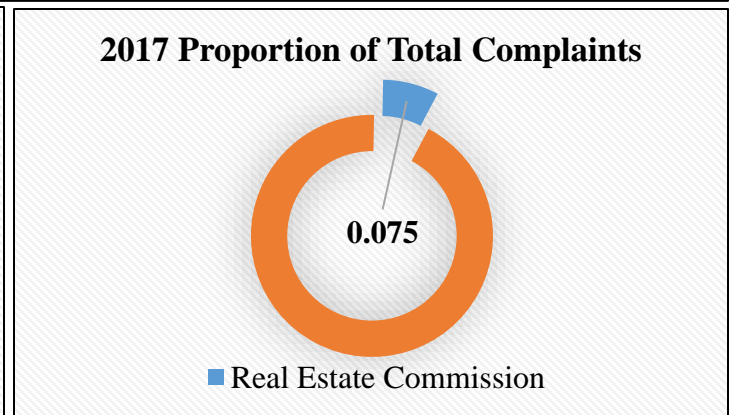
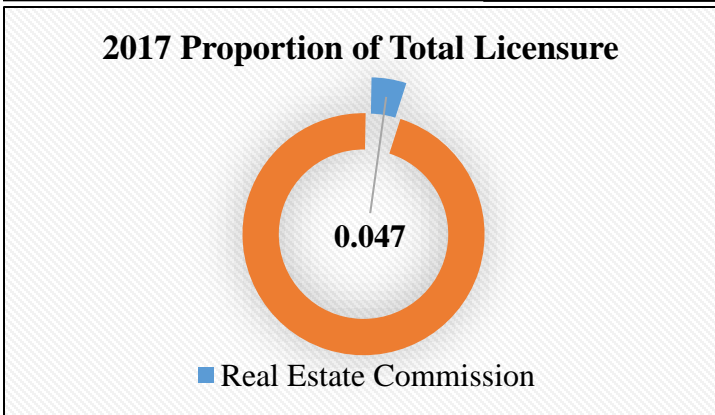
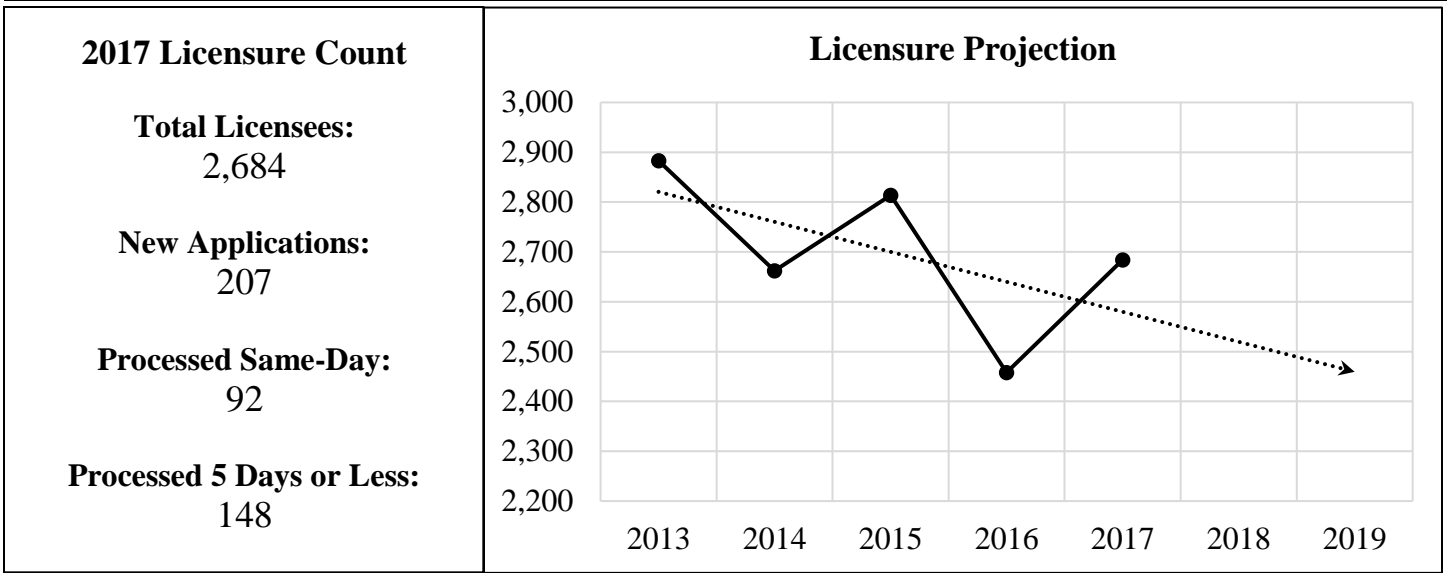
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past 5 years, the Real Estate Appraisers lost an average of 8 licensees per annum. These professions make up a very small proportion of the total licensure (2017: 0.8%), and historically is responsible for 1% of total discipline.

Real Estate Commission

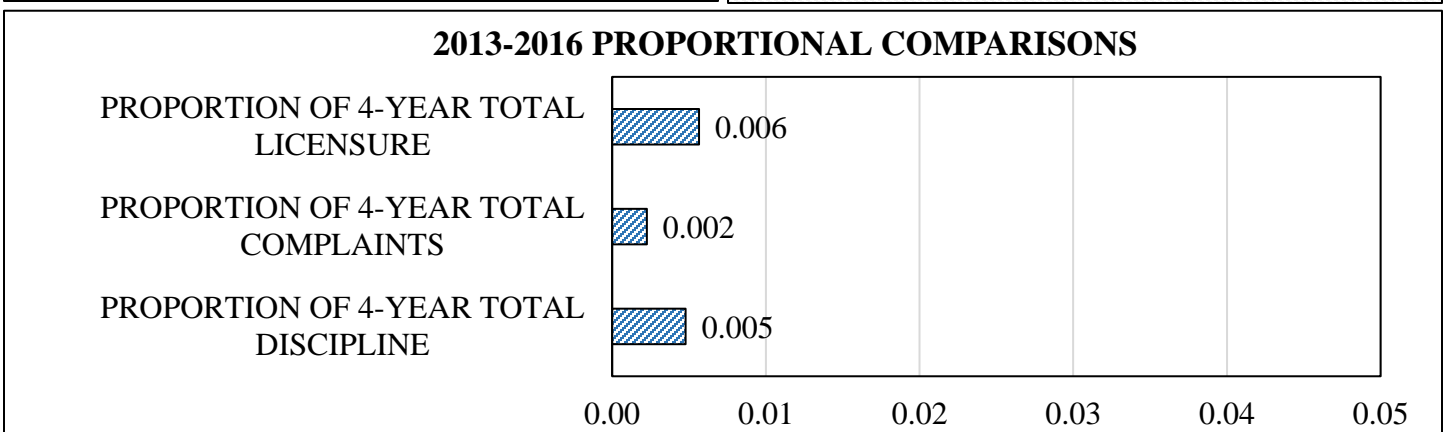
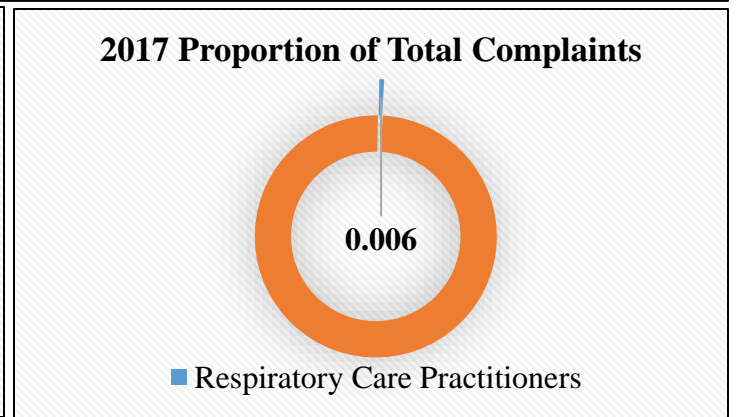
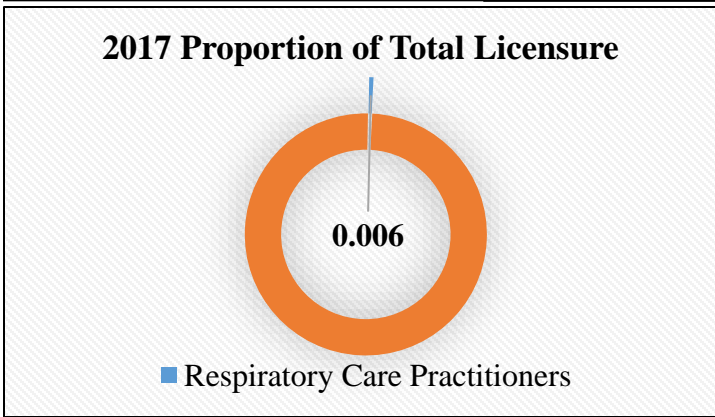
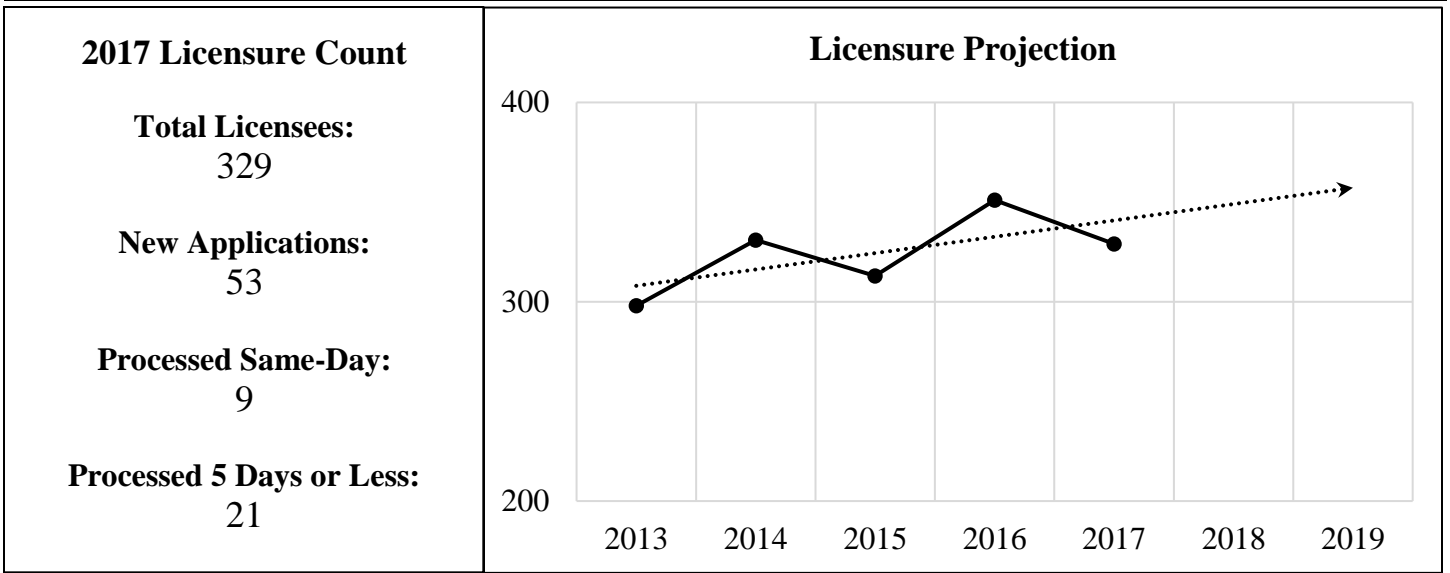
Regulatory Model: Board	Renewal Cycles: Even Years
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Over the past five years, the Real Estate Commission professions lost an average of 60 licensees per annum. These professions make up a small proportion of OPR’s total licensure (2017: 4.7%), and historically are responsible for 6.9% of total discipline.

Respiratory Care Practitioners

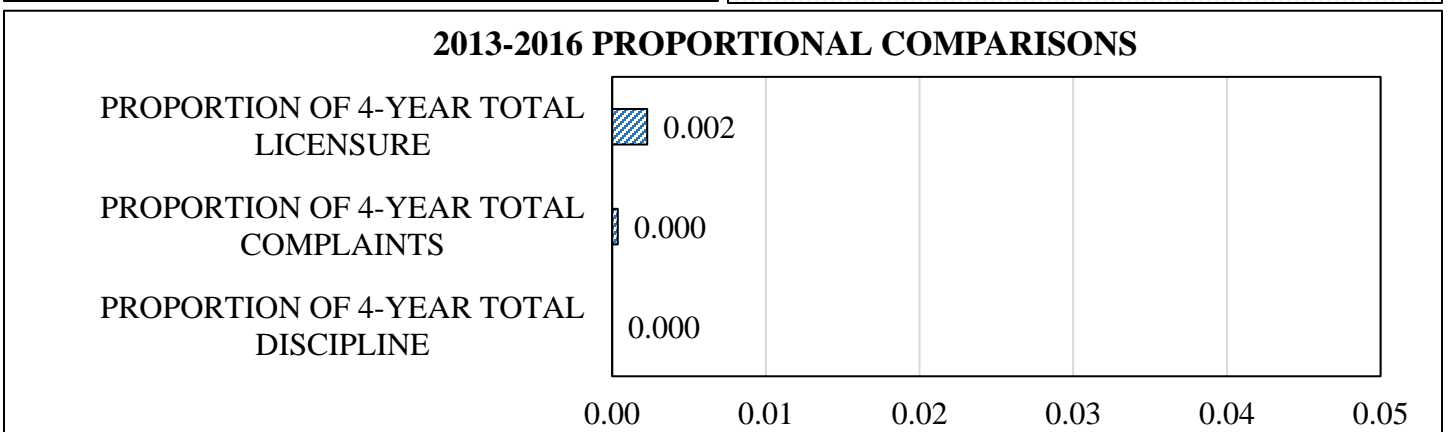
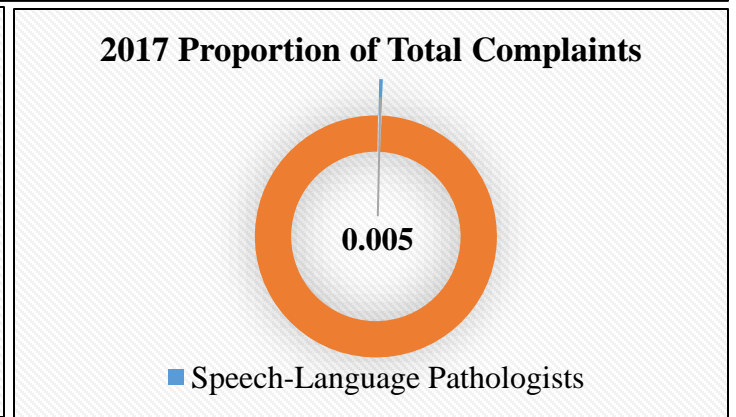
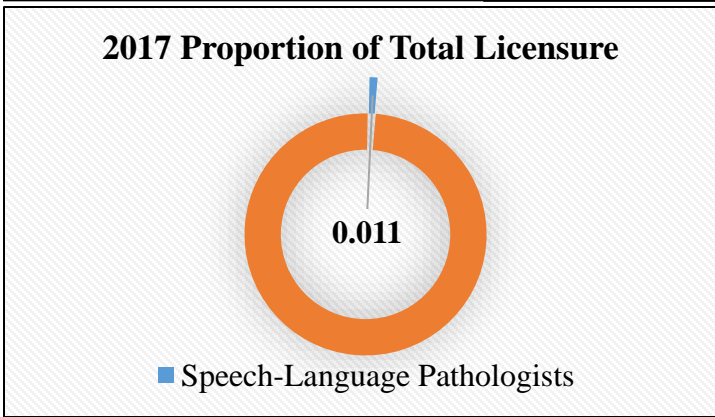
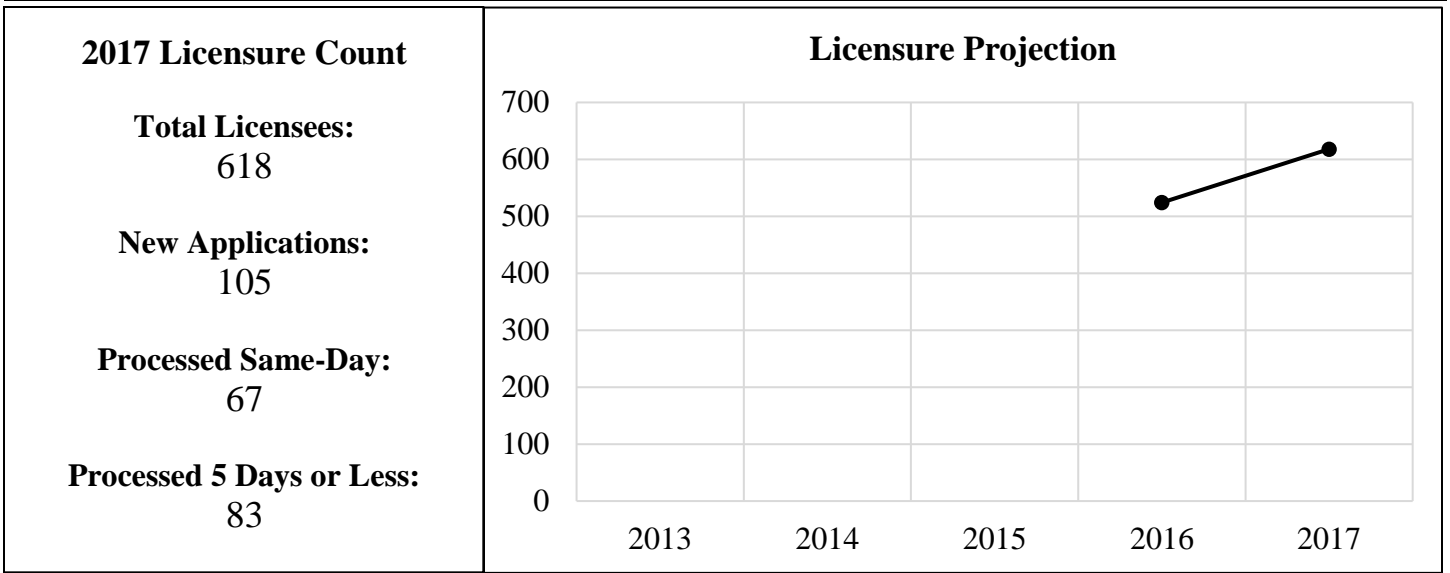
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the past five years, the Respiratory Care Practitioner profession has increased by an average rate of 8.2 licensees per annum. This profession makes up a very small proportion of the total licensure (2017: 0.6%), and historically are responsible for just 0.5% of total discipline.

Speech-Language Pathologists

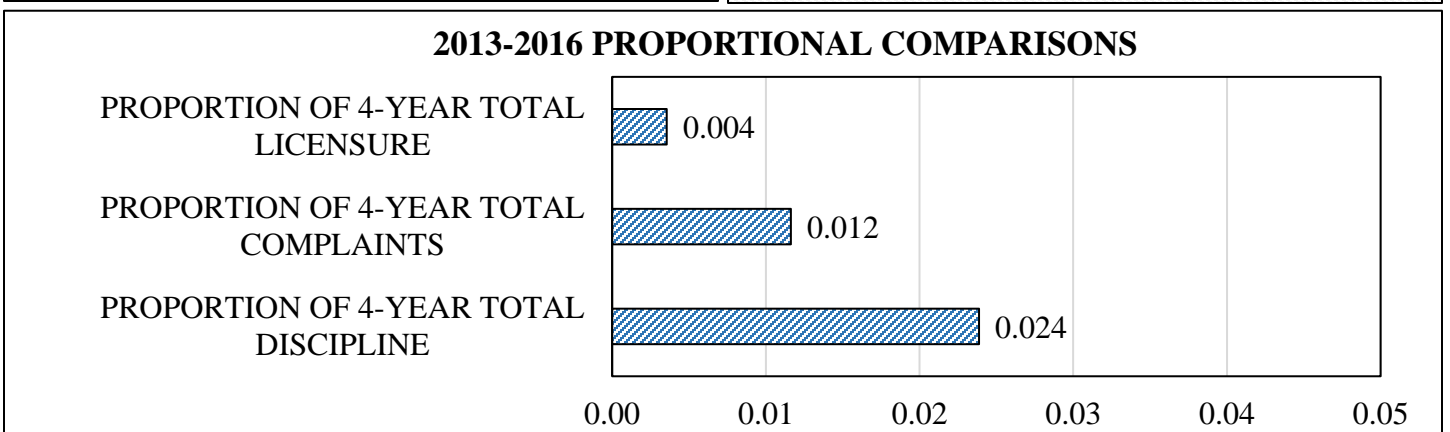
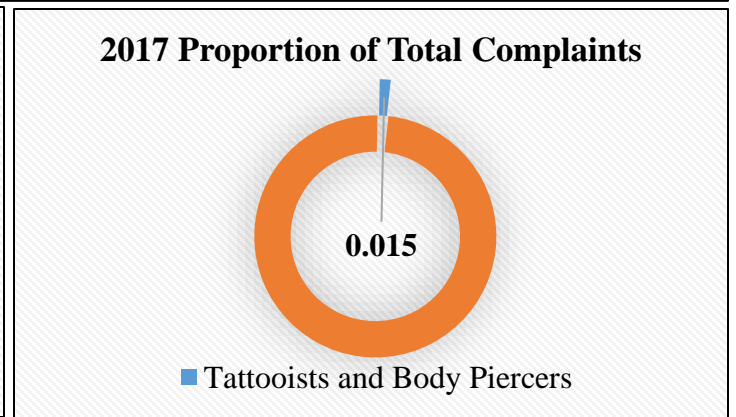
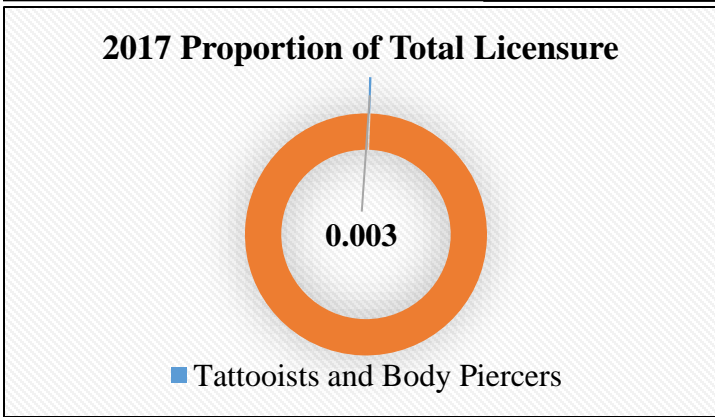
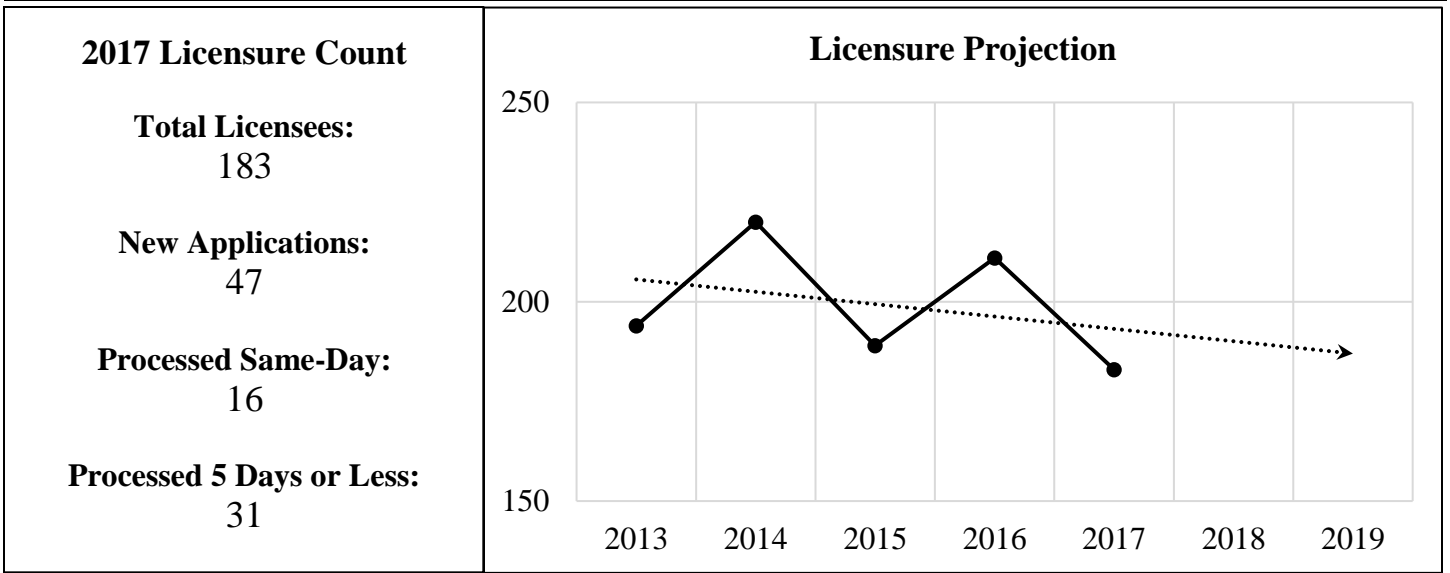
Regulatory Model: Advisor	Renewal Cycles: Even Years
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The Speech-Language Pathology profession has increased by 105 licensees since 2016. This profession makes up a very small proportion of the total licensure (2017: 1.1%), and historically are responsible for just 0% of total discipline.

Tattooing & Body Piercers

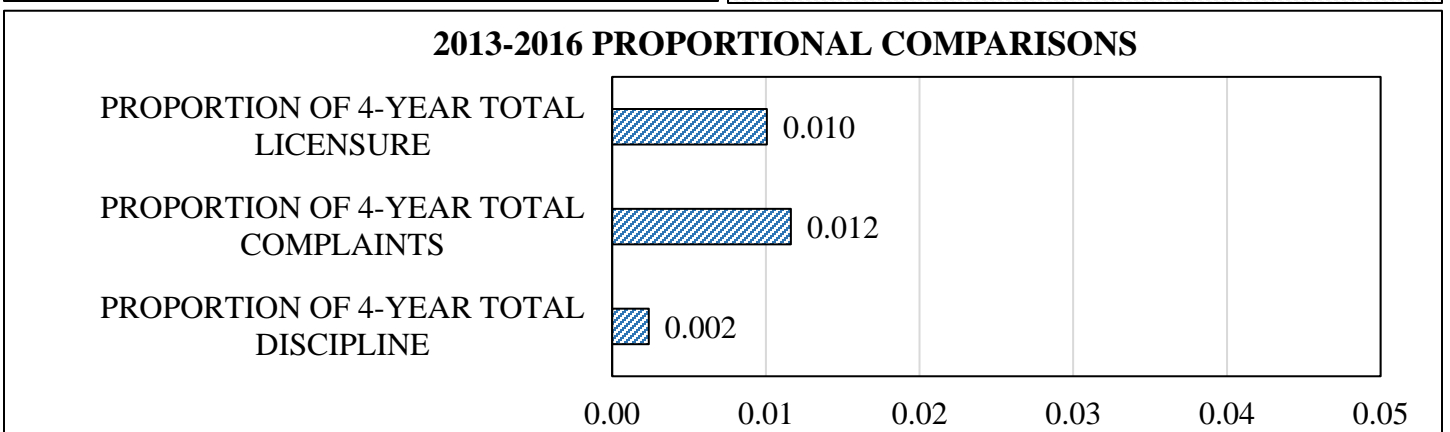
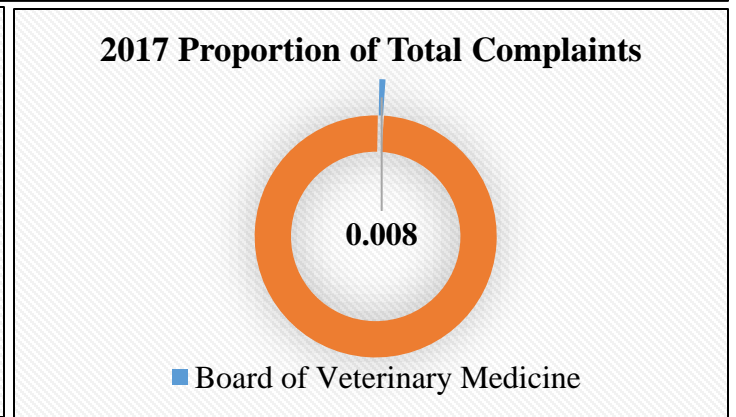
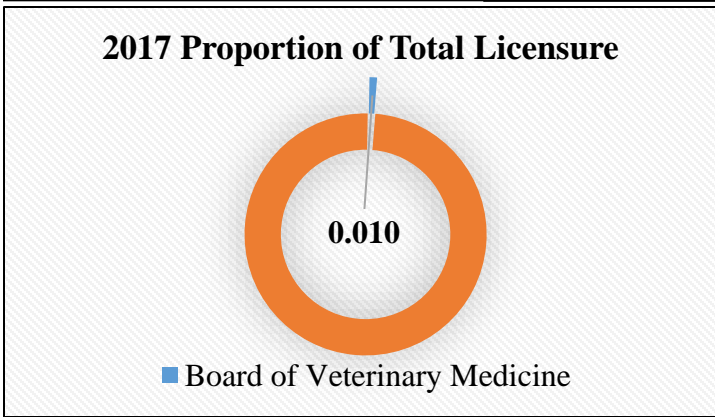
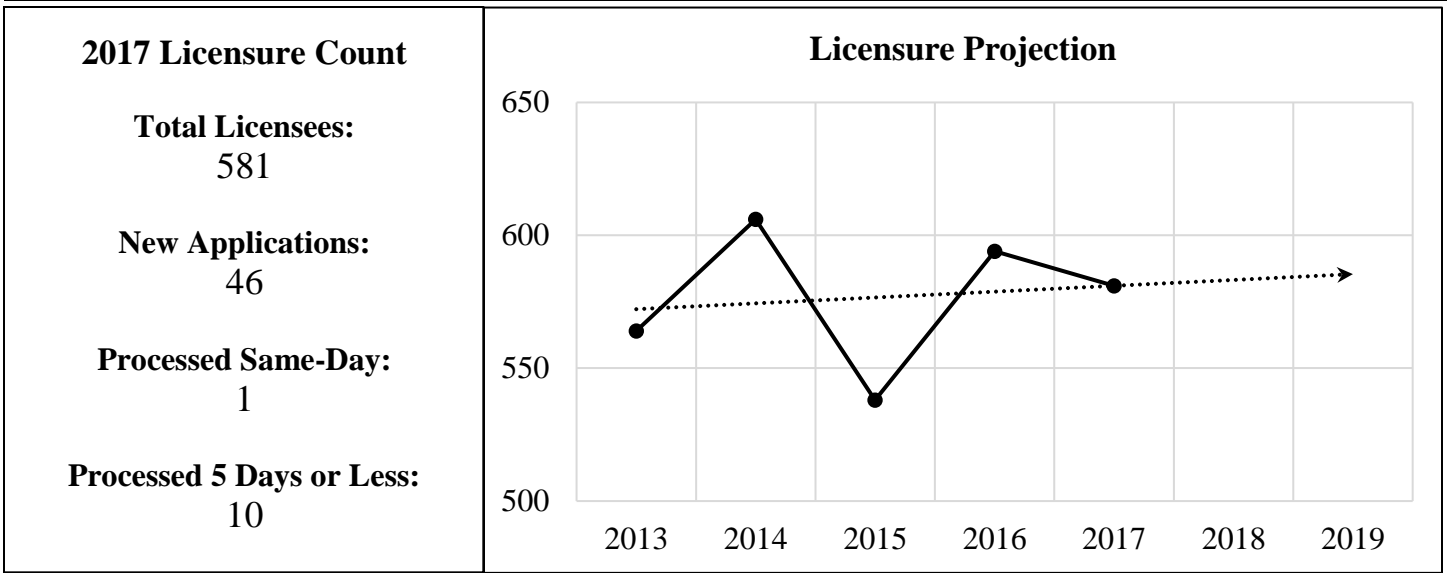
Regulatory Model: Advisor	Renewal Cycles: Even Years
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Over the last five years, the Tattoo and Body Piercing professions have lost an average of 3 licensees per annum. These professions make up a very small proportion of the total licensure (2017: 0.3%), and historically are responsible for nearly 2.4% of the total discipline.

Board of Veterinary Medicine

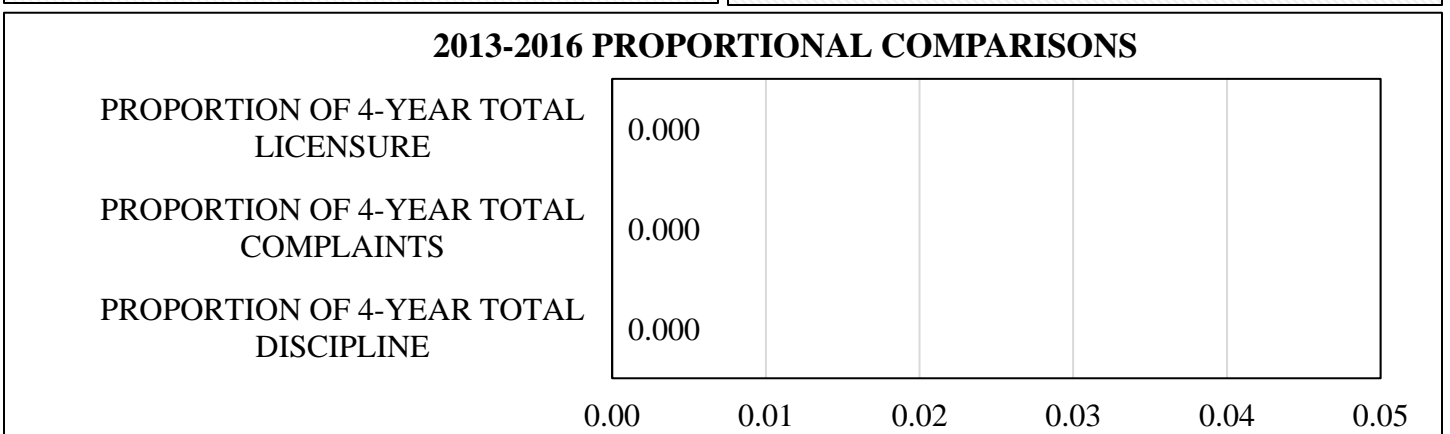
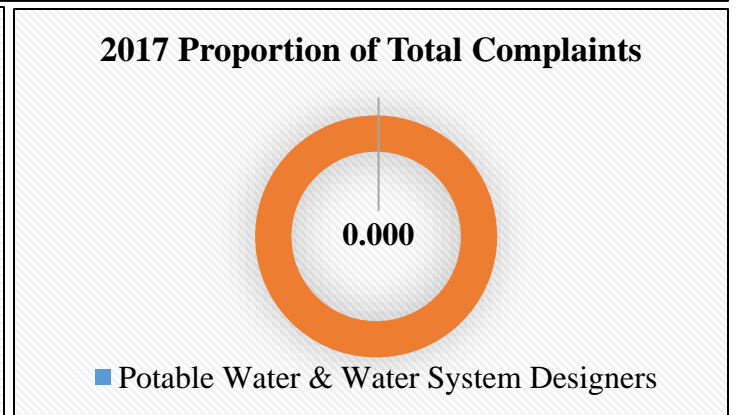
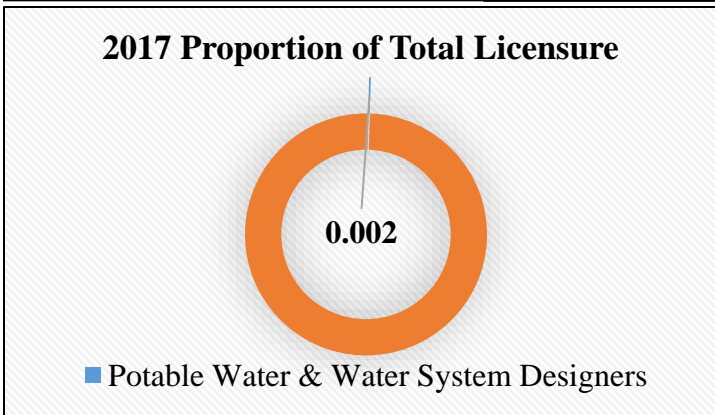
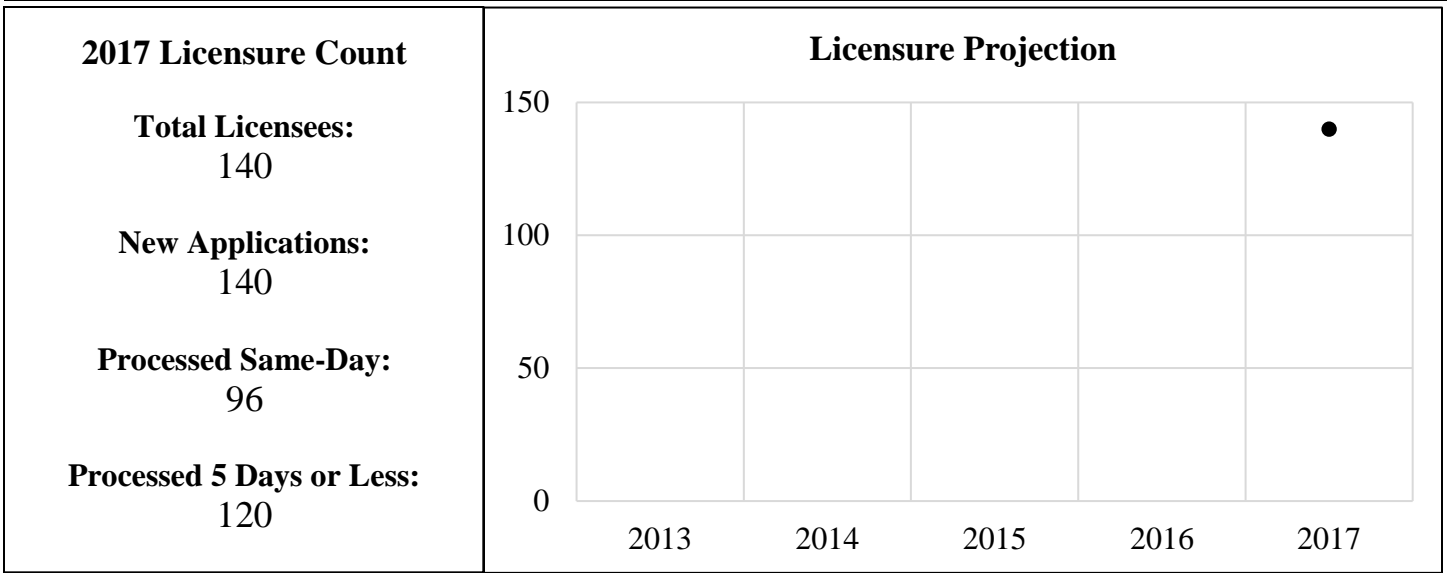
Regulatory Model: Board	Renewal Cycles: Odd Years
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Over the past five years, the Veterinary Medicine professions have gained an average of 2 licensees per annum. These professions make up a small proportion of the total licensure (1%) and historically are responsible for about 0.2% of total discipline.

Potable Water & Water System Designers

Regulatory Model: Advisors	Renewal Cycles: Even Years
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Potable Water & Water System Designers are new professions at OPR. This groups makes up 0.2% of total licensure.

Appendix A: List of Total Licensees 2012-2017

	Profession	FY12	FY13	FY14	FY15	FY16	FY17
1	Accountants, Certified Public	1,183	1,101	1,262	1,173	1,272	1,352
2	Accountants, Registered Public	6	3	3	3	3	3
3	Accountancy Firms	261	244	254	253	280	296
4	Acupuncturist	148	150	157	181	170	188
5	Acupuncturist - Detoxification Technician	8	9	8	12	12	13
6	Alcohol and Drug Abuse Counselors - Licensed	PNR	PNR	PNR	PNR	PNR	484
7	Alcohol and Drug Abuse Counselors - Certified	PNR	PNR	PNR	PNR	PNR	49
8	Alcohol and Drug Abuse Counselors - Apprentice	PNR	PNR	PNR	PNR	PNR	138
9	Applied Behavior Analyst	PNR	PNR	PNR	PNR	67	97
10	Assistant Behavior Analyst	PNR	PNR	PNR	PNR	8	10
11	Architects	1,137	1,090	1,197	1,155	1,236	1,134
12	Athletic Trainers	156	160	191	180	204	193
13	Auctioneers	219	200	218	198	209	175
14	Audiologist					43	52
15	Barbers	142	138	148	141	148	124
16	Barber - Apprentice	3	8	8	30	61	89
17	Barber Shops	67	69	71	68	72	68
18	Boxing	1	5	6	14	15	5
19	Boxing Manager	-	1	-	-	-	-
20	Chiropractic	252	242	257	253	266	256
21	Chiropractic - Intern	1	2	1	2	-	-
22	Cosmetologists	2,813	2,983	2,810	2,954	2,588	2,743
23	Cosmetologist - Apprentice	27	37	25	20	23	26
24	Cosmetology Shops	759	820	771	811	730	803
25	Cosmetology Schools	3	4	4	4	4	3
26	Cosmetology - Manicurists	241	270	241	261	243	261
27	Cosmetology - Manicurists Apprentice	14	23	25	25	22	17
28	Cosmetology - Estheticians	197	246	231	243	205	230
29	Cosmetology - Estheticians Apprentice	3	3	1	3	4	3
30	Dentists	507	597	512	551	508	558
31	Dentist - Pro Bono	4	3	4	6	9	-
32	Dentist - Transient Practice Permit	0	-	-	-	-	-
33	Dental Hygienists	690	759	696	730	680	717
34	Dental Assistants - Certified	118	120	124	130	126	136
35	Dental Assistants - Traditional	619	630	640	735	636	730
36	Dietitians	124	127	143	173	162	186
37	Electrologist	32	32	33	36	39	37
38	Electrolysis Shops	23	22	23	23	25	24
39	Engineers, Professional	3,600	4,227	3,858	4,219	4,466	4,232
40	Engineering Interns	2,027	2,161	2,202	2,258	2,221	1,368
41	Foresters	PNR	PNR	PNR	PNR	PNR	245
42	Funeral Directors	127	110	122	117	118	123
43	Funeral Establishments	55	56	59	54	56	61
44	Funeral, Crematory Establishments	10	11	11	11	11	11
45	Funeral, Removal Personnel	67	59	73	73	76	89
46	Funeral, Crematory Personnel	PNR	PNR	PNR	9	13	19
47	Embalmers	88	80	83	80	81	88
48	Hearing Aid Dispensers	36	37	48	79	46	51
49	Ionizing Radiation Privileges (Physicians)	154	127	143	91	124	123
50	Land Surveyors	229	219	231	224	238	229
51	Landscape Architect	83	79	88	80	85	83

52	Marriage & Family Therapists	53	54	59	61	65	71
53	Mental Health Counselor, Clinical	645	651	729	728	781	799
54	Midwife, Licensed	32	26	34	30	32	31
55	Motor Vehicle Racing	-	-	-	8	5	-
56	Unlimited Event Permit - Auto/Truck	7	8	8	-	1	8
57	Annual Event Permit - Auto/Truck	3	4	4	4	5	5
58	Annual Event Permit - Motorcycle	1	1	2	2	-	-
59	Naturopathic Physician	259	262	311	308	337	312
60	Nurses, Registered	18,632	15,678	17,742	12,470	14,008	12,947
61	Nurse, Registered Practitioner with Advanced Practice	560	598	666	688	777	829
62	Nurse, Registered Practitioner with Advanced Practice - Pro Bono	-	-	-	-	-	-
63	Nurse, Registered Practitioner with Advanced Practice - Temp	-	-	-	-	2	-
64	Nurses, Licensed Practical	1,976	2,012	1,955	2,269	1,799	2,184
65	Nurses, Licensed Practical - Temporary Permit for Re-Entry	2	3	1	-	-	1
66	Nurses, Licensed Practical - Temporary License	36	-	5	5	1	-
67	Nurse Assistants	5,496	4,966	5,657	4,777	5,510	4,613
68	Nurse Assistants - Temporary Permit	19	27	72	4	-	-
69	Nurse Assistants - Temporary License	5	6	10	15	-	-
70	Nursing Home Administrator	74	83	75	91	73	80
71	Nursing Home Administrator - Provisional	4	6	3	-	10	7
72	Occupational Therapists	323	331	350	410	388	445
73	Occupational Therapist Assistants	94	112	108	126	108	127
74	Opticians	69	109	100	110	117	108
75	Optician Trainee	13	41	16	32	39	27
76	Optometry	101	117	107	134	121	113
77	Osteopathic Physician	151	153	190	183	215	219
78	Osteopathic Limited Temporary Physician	13	13	11	-	18	26
79	Pharmacists	1,021	857	1,112	1,056	1,118	1202
80	Pharmacy, Intern	326	212	275	200	273	298
81	Pharmacy, Institutional	16	20	25	18	17	17
82	Pharmacy, Investigation & Research Project	2	2	4	2	3	5
83	Pharmacy Preceptor	193	1	1	-	-	-
84	Pharmacy, Retail	137	144	146	146	152	154
85	Pharmacy, Retail Temporary License	-	2	-	-	-	-
86	Pharmacy, Home Infusion Pharmacy	2	2	2	2	-	-
87	Pharmacy, Remote Pilot Project	3	4	5	4	-	-
88	Pharmacy, Wholesale Drug Outlet	592	597	729	731	770	838
89	Pharmacy, Drug Research Programs	2	-	-	-	-	-
90	Pharmacy, Non-Resident Pharmacy	392	427	585	625	684	707
91	Pharmacy, Telepharmacy	76	93	109	94	129	163
92	Pharmaceutical Manufacturer	2	2	4	4	4	4
93	Pharmacy Technicians	1,384	1,261	1,542	1,206	1,520	1848
94	Physical Therapists	1,071	1,080	1,146	1,080	1,124	1105
95	Physical Therapists Assistants	208	210	236	214	232	205
96	Pollution Abatement Facility Operators	PNR	PNR	PNR	PNR	PNR	346
97	Pollution Abatement Facility Operators - Provisional	PNR	PNR	PNR	PNR	PNR	58
98	Private Investigative & Security Agency	19	21	22	20	20	19
99	Private Investigative & Security Agency - Sole Proprietor	4	3	3	2	2	3
100	Private Investigative Agency	48	45	47	38	41	44
101	Private Investigative Agency - Sole Proprietor	19	19	22	18	19	18
102	Private Investigative/Security Guard Agency	23	21	24	17	18	19
103	Private Investigator/Security Guard	140	125	139	109	120	123
104	Investigative/Security Registered Employee	907	568	982	715	1,018	726
105	Investigative/Security Registered F/T Employee	63	50	70	60	38	28

106	Investigative/Security Registered P/T Temporary Employee	68	92	83	57	79	34
107	Investigative/Security - Licensed Firearms Training Instructor	10	9	9	8	9	11
108	Property Inspector	PNR	PNR	PNR	40	95	114
109	Psychoanalysts	63	58	61	107	53	42
110	Psychologist - Master	202	207	197	205	196	199
111	Psychologist - Doctorate	397	396	414	449	417	434
112	Psychologist - Doctorate - Temporary License	6	12	6	4	2	2
113	Psychologist - Trainee	57	94	73	-	10	-
114	Psychotherapists	916	888	1,029	960	1,188	1116
115	Radiologic Technologist (Radiography)	596	671	618	563	613	561
116	Radiologic Technologist (Radiography) TEMP	5	-	-	-	-	-
117	Radiologic Technologist Limited License	12	13	10	-	-	-
118	Radiation Therapy	68	70	67	65	67	61
119	Radiation, Nuclear Medicine	73	62	67	53	58	51
120	Radiation, Limited Licensure	-	-	10	6	6	3
121	Registered Appraisal Management Companies - Branch Office	3	3	2	2	2	2
122	Registered Appraisal Management Companies - Main Office	128	124	119	131	125	129
123	Real Estate Appraiser-State Licensed	35	35	29	27	21	21
124	Real Estate Appraiser- State Trainee	8	-	3	1	-	-
125	Real Estate Appraiser-Cert Residential	130	131	129	138	113	120
126	Real Estate Appraiser-Cert Residential Trainee	5	5	9	29	6	12
127	Real Estate Appraiser-Cert General	141	141	138	152	122	147
128	Real Estate Appraiser-Cert General Temporary License	24	24	26	-	13	18
129	Real Estate Appraiser-Cert General Trainee	3	6	10	10	8	6
130	Real Estate Brokers	1,052	1,087	1,016	1,050	927	952
131	Real Estate Salespersons	969	1,113	1,028	1,120	1,008	1176
132	Real Estate Offices - Main and Branch	482	512	618	643	523	556
133	Real Estate Offices - Sole Proprietor	191	171	-	1	-	-
134	Respiratory Care Practitioner	315	290	322	297	340	321
135	Respiratory Care Practitioner - Student	21	8	9	16	11	8
136	Social Workers, Clinical	948	875	1,033	1,118	1,093	1211
137	Speech-Language Pathologist	PNR	PNR	PNR	PNR	524	618
138	Tattooist	87	78	93	80	89	72
139	Tattooist - Apprentice	23	18	21	18	18	16
140	Tattooist - Permanent Cosmetic	5	4	5	4	4	3
141	Tattooist - Shop	21	24	26	23	27	25
142	Body Piercing & Tattooist Operator	41	32	35	32	38	31
143	Body Piercing & Tattooist Shop	26	27	28	26	28	24
144	Body Piercing & Tattooist - Apprentice	2	3	2	2	3	6
145	Body Piercing Shop	2	1	1	-	-	1
146	Body Piercing - Apprentice	7	7	9	4	4	5
147	Veterinarians	593	564	606	538	594	581
148	Wastewater/Water System Designers	PNR	PNR	PNR	PNR	PNR	140
	TOTALS	59,187	56,146	60,388	54,458	57,753	57,633

PNR = Previously Not Regulated

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

Appendix B: Enforcement Activity for Fiscal Year 2017

	New Complaints Received	Cases Investigated	Closed without Discipline	Charges Filed	Summary Suspension	Discipline Imposed By Stipulation	Discipline Imposed After Hearing
Accountant	5	13	6	-	-	2	
Acupuncturist	1	1	-	-	-	-	-
Alcohol & Drug Counselor	4	3	2	-	-	-	-
Allied Mental Health	23	20	17	2	2	3	
Applied Behavior Analyst	0	1	-	-	-	-	-
Architect	1	-	-	1	-	1	
Athletic Trainer	1	2	-	-	-	-	-
Auctioneer	3	2	1	-	-	2	-
Audiologist	1	-	-	-	-	-	-
Boxing	0	-	-	-	-	-	-
Chiropractor	2	1	1	-	-	-	-
Cosmetology & Barber	30	15	12	2	2	3	2
Dentist	34	30	14	-	-	3	1
Dietitian	0	-	-	-	-	-	-
Electrologist	0	-	-	-	-	-	-
Engineer, Professional	14	11	6	-	-	1	1
Foresters	2	1	-	-	-	-	-
Funeral Service	9	5	4	-	-	-	-
Hearing Aid Dispenser	0	2	-	-	-	-	-
Land Surveyor	3	4	1	1	-	-	-
Landscape Architect	0	-	-	-	-	-	-
Midwife, Licensed	8	1	5	-	-	-	-
Motor Vehicle Racing	1	-	1	-	-	-	-
Naturopathic Physician	1	1	3	-	-	1	-
Nursing	212	136	98	62	22	23	10
Nursing Home Administrator	1	-	1	-	-	-	-
Occupational Therapist	0	-	-	-	-	-	-
Optician	1	-	-	-	-	-	-
Optometry	2	2	1	-	-	-	-
Osteopathic Physician	7	5	2	1	-	-	-
Pharmacist/Pharmacy	133	27	9	10	4	5	1
Physical Therapist	3	2	4	-	-	-	-
Pollution Abatement Facility Operators	1	1	-	-	-	-	-
Private Detective/Security	1	12	4	3	-	-	-
Property Inspector	18	-	1	-	-	-	-
Psychoanalyst	0	-	-	-	-	1	-
Psychologist	13	10	3	-	-	-	-
Radiologic Technologist	1	-	1	-	-	-	-
Real Estate Appraiser	10	2	3	-	-	-	-
RE Broker/Salesperson	46	43	15	8	-	5	-
Respiratory Care Therapist	4	2	-	2	1	1	-
Social Workers, Clinical	3	5	3	-	-	1	-
Speech-Language Pathologist	3	3	-	-	-	-	-
Tattooist/Body Piercer	9	8	2	-	-	-	2
Veterinarian	5	4	2	-	-	-	-
Potable Water & Water System Designers	0	-	-	-	-	-	-
Totals	616	375	222	92	31	52	17

PNR = Previously Not Regulated

Appendix C: New Cases Received Fiscal Years 2012-2017

	2012	2013	2014	2015	2016	2017
Accountant	10	9	26	23	16	5
Acupuncturist	1	0	2	0	3	1
Alcohol & Drug Counselor	4	4	1	1	3	4
Allied Mental Health	14	16	26	11	31	23
Applied Behavior Analyst	PNR	PNR	PNR	PNR	1	0
Architect	2	20	6	4	1	1
Athletic Trainer	0	0	0	0	1	1
Auctioneer	3	2	3	2	2	3
Audiologist	0	0	0	0	0	1
Barbers and Cosmetologists	60	43	71	21	18	30
Boxing	0	0	0	0	0	0
Chiropractor	5	3	5	3	3	2
Dentist	44	41	47	29	31	34
Dietitian	0	3	1	0	1	0
Electrologist	2	1	0	2	1	0
Engineer, Professional	9	11	16	15	5	14
Forester	PNR	PNR	PNR	PNR	PNR	2
Funeral Service	9	8	12	1	7	9
Hearing Aid Dispenser	1	3	3	3	3	0
Land Surveyor	5	9	2	3	5	3
Landscape Architect	0	2	1	1	0	0
Midwife, Licensed	0	4	2	0	3	8
Motor Vehicle Racing	1	0	0	0	0	1
Naturopathic Physician	1	4	1	5	4	1
Nursing	317	285	323	243	205	212
Nursing Home Administrator	8	4	11	0	1	1
Occupational Therapist	2	2	0	2	0	0
Optician	0	2	0	1	0	1
Optometry	1	2	0	3	2	2
Osteopathic Physician	4	4	7	7	7	7
Pharmacist/Pharmacy	92	34	64	93	96	133
Physical Therapist	14	1	0	2	4	3
Pollution Abatement Facility Operators	PNR	PNR	PNR	PNR	PNR	1
Private Detective/Security Services	17	14	19	10	0	18
Property Inspector	PNR	PNR	PNR	0	5	1
Psychoanalyst	0	0	0	0	0	0
Psychologist	12	11	14	5	3	13
Radiologic Technologist	2	2	1	2	1	1
Real Estate Appraiser	20	9	16	8	5	10
Real Estate Broker/Salesperson	117	145	98	53	53	46
Respiratory Care Therapist	0	3	0	1	2	4
Social Workers, Clinical	7	14	13	9	11	3
Speech-Language	PNR	PNR	PNR	PNR	1	3
Tattooist/Body Piercer	21	13	4	13	1	9
Veterinarian	17	11	6	10	4	5
Potable Water & Water System Designers	PNR	PNR	PNR	PNR	PNR	0
TOTAL	822	739	801	586	540	616

PNR = Previously Not Regulated

Appendix D: Receipts/Expenditures by Profession for Fiscal Years 2014-2017

	Fiscal Year 14		Fiscal Year 15		Fiscal Year 16		Fiscal Year 17	
	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures	Receipts	Expenditures
Accountancy	\$ 189,385	\$ 114,204	\$ 66,640	\$ 123,734	\$ 163,580	\$ 136,486	\$ 50,760	\$ 177,533
Architect	\$ 14,860	\$ 94,618	\$ 177,940	\$ 98,960	\$ 13,920	\$ 76,778	\$ 183,735	\$ 130,939
Barber/Cosmetology	\$ 627,775	\$ 305,762	\$ 90,415	\$ 282,598	\$ 649,390	\$ 246,862	\$ 111,755	\$ 447,805
Chiropractic	\$ 4,215	\$ 32,470	\$ 71,485	\$ 36,043	\$ 3,975	\$ 38,427	\$ 71,255	\$ 30,642
Dental	\$ 326,220	\$ 191,209	\$ 29,367	\$ 189,574	\$ 332,803	\$ 184,060	\$ 28,520	\$ 272,670
Engineer	\$ 140,810	\$ 198,740	\$ 320,975	\$ 233,358	\$ 232,915	\$ 233,108	\$ 267,780	\$ 434,779
Funeral Service	\$ 98,525	\$ 63,662	\$ 27,100	\$ 66,295	\$ 103,745	\$ 92,217	\$ 27,080	\$ 54,715
Land Surveyor	\$ 3,935	\$ 29,927	\$ 89,155	\$ 34,734	\$ 3,125	\$ 48,280	\$ 71,340	\$ 34,232
Mental Health, Allied*	\$ 36,610	\$ 138,881	\$ 209,900	\$ 119,741	\$ 50,455	\$ 175,293	\$ 249,135	\$ 238,453
Nursing	\$ 604,440	\$ 1,668,628	\$ 2,181,235	\$ 1,603,916	\$ 642,775	\$ 1,649,235	\$ 2,085,030	\$ 2,434,618
Optometry	\$ 6,670	\$ 16,914	\$ 41,890	\$ 22,891	\$ 16,715	\$ 24,288	\$ 29,750	\$ 18,577
Osteopath	\$ 13,920	\$ 38,662	\$ 87,900	\$ 43,650	\$ 24,315	\$ 53,205	\$ 87,280	\$ 37,699
Pharmacy	\$ 713,045	\$ 355,180	\$ 461,610	\$ 402,135	\$ 455,571	\$ 610,622	\$ 505,000	\$ 722,959
Private Detective	\$ 57,800	\$ 111,072	\$ 132,970	\$ 94,394	\$ 57,860	\$ 104,749	\$ 152,610	\$ 158,385
Psychology	\$ 105,205	\$ 67,558	\$ 7,750	\$ 67,219	\$ 143,065	\$ 58,251	\$ 8,325	\$ 87,187
Radiologic Tech.	\$ 16,035	\$ 48,843	\$ 88,125	\$ 49,420	\$ 13,255	\$ 54,454	\$ 95,075	\$ 75,254
Real Estate Appraiser	\$ 187,365	\$ 82,335	\$ 42,325	\$ 82,193	\$ 132,521	\$ 50,538	\$ 35,272	\$ 86,443
Real Estate Comm.	\$ 394,245	\$ 290,985	\$ 27,810	\$ 332,850	\$ 513,080	\$ 262,663	\$ 43,935	\$ 348,758
Veterinary	\$ 18,310	\$ 45,573	\$ 129,870	\$ 50,660	\$ 21,700	\$ 50,647	\$ 120,820	\$ 62,634
Advisor Groups [‡]	\$ 386,750	\$ 327,387	\$ 451,684	\$ 404,133	\$ 453,545	\$ 422,216	\$ 850,614	\$ 732,580
Administrative Penalties [†]	\$ 42,478	\$ 48,986	\$ 48,170	\$ 3,255	\$ 15,250	\$ -	\$ 12,550	\$ 8,111
GRAND TOTAL	\$ 3,988,598	\$ 4,271,596	\$ 4,784,316	\$ 4,341,751	\$ 4,043,559	\$ 4,572,379	\$ 5,087,620	\$ 6,594,973

*Includes Mental Health Counselor, Marriage Family Therapist, Psychotherapist

[‡]The operational costs of Advisor Professions is combined pursuant to 3 V.S.A. § 124

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