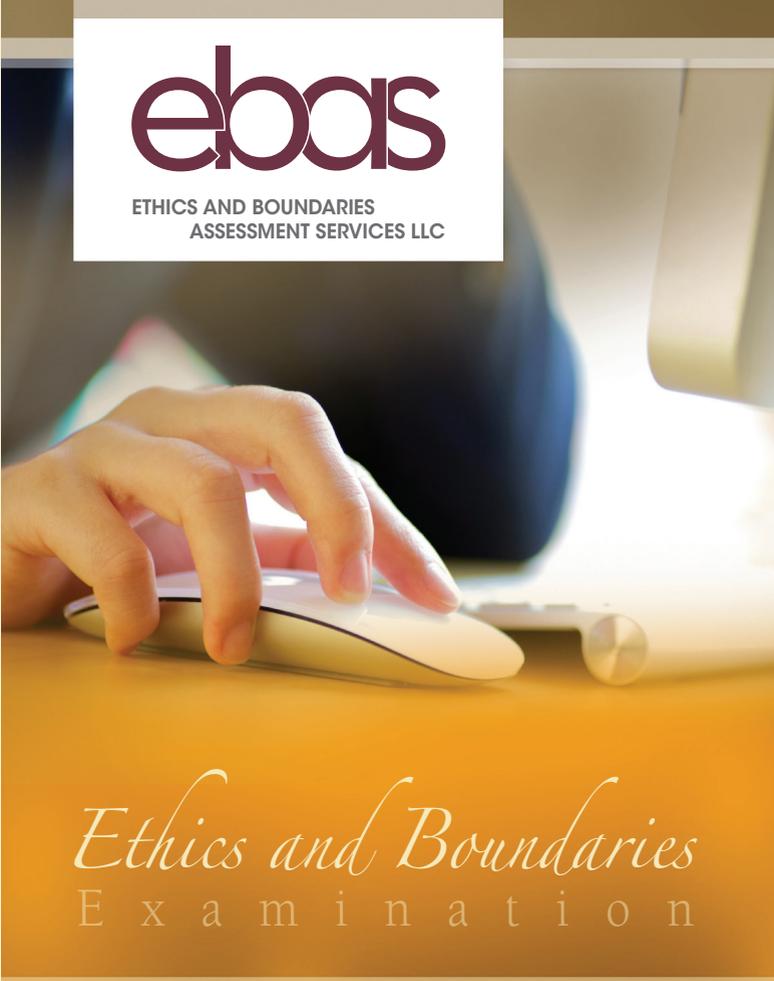


“An essay examination format, unlike other forms of testing, allows test-takers to demonstrate their abilities in critical thinking: evaluation, problem-solving, synthesis, and analysis of data. Essay writers must possess the ability to recall information, of course, but the essay requires that this information be applied to practical matters, especially those of ethical and behavioral consequence in an open, public format.”

– Russ Ward, Professor (Ret.)
Grader Workshop Consultant
University of Northern Colorado

“The Ethics and Boundaries Assessment Services, LLC Essay Examination provides a stellar program for evaluation of a licensee’s understanding of the action(s) which precipitated their discipline. The essays work well as an appraisal of the moral compass of the licensed professional. The scoring of the essays has exemplary rigors ensuring reliability because of a comprehensive grader training process.”

– William J. Rademacher, D.C.,
Member, Illinois Medical Licensing Board

A photograph of a hand resting on a computer mouse, with a blurred background of a computer monitor and keyboard. The image is used as a background for the right side of the page.

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Ethics and Boundaries Examination

Ethics and Boundaries Assessment Services, LLC (EBAS), was established in 2013 to address the post-licensure testing needs of regulated professions concerning ethical and/or boundary issues. The Ethics and Boundaries Examination (E&B) is an essay examination that provides a tool to assess an individual's understanding of ethical and boundary issues as relevant to the professional workplace environment.

Successful completion of E&B requires the individual to demonstrate an understanding of appropriate professional protocols and judgments involving the protection of the public.

The E&B test plan is based on licensing input from regulatory and other agencies regarding the importance of understanding ethical and boundary issues.

Agencies, at their discretion, use the E&B scores in their evaluations of licensees for disciplinary action, revocation/suspension, and/or license lapse. The E&B exam fee is paid by the examinee and is offered at no cost to the regulatory board.

When should an agency use E&B?

- When the boundary between the licensee and employees, clients, patients, and/or staff has been violated or blurred.
- When the licensee has stepped over the line with respect to fraudulent or substandard practices.
- When the licensee has demonstrated unprofessional conduct.

What does E&B measure?

The E&B test plan includes the following areas:

- Boundary Violations (Including Harassment Concerns)
- Fraud (Including Advertising and Billing Issues)
- Professional Standards (Including Standards of Care, Workplace Standards, Risk Management, and Quality Assurance Issues)
- Office Protocols (Including Records and Documentation)
- Unprofessional Conduct (Including Drug and Alcohol Abuse)

Why is E&B an essay exam?

- Essays offer insight into ethical attitudes and thought processes.
- Essays allow in-depth evaluations of a licensee's understanding of complex interactions within the professional environment.

When and where is E&B administered?

- E&B is delivered at computerized testing centers throughout the United States.
- Examinee appointments are available on-demand, six days per week (excluding Sundays).
- Each examinee receives five essay scenarios and is allowed 60 minutes to complete each essay.

What makes E&B reliable?

- Each essay is scored by multiple trained graders with regulatory experience.
- Graders receive ongoing training in scenario writing, content analysis, use of scoring criteria, and mock grading with calibration.

What makes E&B valid?

- Scenarios for essays are derived from realistic ethics and boundary situations.
- Most graders have addressed ethical and boundary issues in a licensing/regulatory context.

How is E&B scored?

- Trained graders score each essay, using a secure website, and assign points to each required essay component: I.) Introductory Opinion Statements; II.) Examples/Explanations; III.) Consequences; and IV.) Solutions.
- Graders weigh content and expression of ideas more heavily in scoring than grammar, punctuation, or spelling.
- Graders do not see the name or state of the examinee, nor do they grade examinees from their own states.
- The score report indicates the strengths and weaknesses of each component response and its contribution to the final point total for each of the five essays.
- EBAS sends a copy of the E&B score report to the authorizing agency and to the examinee.

Who are the graders?

- Graders are professionals with licensing/regulatory experience, including board members, legal counsel and executive directors.
- EBAS requires graders to complete a multi-disciplinary Grader Orientation Workshop.
- If interested in attending the Grader Orientation Workshop, please send your email request to jgerstung@ebas.org.