# CSWMFT News

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2019
Issue 2

## Message from the Chair - Margaret "Charlie" Knerr, MS, IMFT



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**We have no time or energy for turf wars!**

I am often asked about the differences between Counselors, Social Workers, and Marriage & Family Therapists. Of course, I have my way of explaining the unique gift each discipline adds to the mix, but in the end, what matters is that we are all educated and trained to provide quality mental health services. In Ohio, we have nearly 40,000 licensees and registrants, yet there is still more than enough work for all of us. So I end my term as chairperson, grateful for all of our licensees that work hard every day not only to help their clients, but also to bring about systemic changes so desperately needed in our world. I am also grateful for educators that are training future professionals to join us in this work. Finally, I want to encourage all of us to thank the many professionals - teachers, nurses, school counselors, politicians, clergy, physicians, psychologists – the list goes on forever – that also work toward these common goals.

**New Board Chairperson**

I am very excited to report that at our last Board Meeting, we elected Ryan Pickut, MA, LPCC-S to serve as our next Board Chairperson. Ryan brings a great deal of experience to this position. He has worked as a counselor for over 15 years. He currently serves as the Director of Adult Clinical Services at Maryhaven. He brings 5 years of experience serving on the Ohio CSWMFT Board including serving one year as chair of the Counselor Professional Standards Committee. Finally, Ryan brings a national perspective having been elected President-elect for the American Association of State Counselor License Boards, with his presidential term beginning this month. I have very much enjoyed working with Ryan and I look forward to his leadership this next year.

**Supervision Rules – we would love your Input!**

This past year the Ohio CSWMFT Board began seriously looking at updating our supervision rules. Which professions are qualified to provide work or training/clinical supervision? How do we define quality training supervision? What training is essential to begin providing training supervision? What training should be required of supervisors every 2 years? How about electronic delivery of supervision? Should we be specific about training requirements prior to allowing supervisors to provide this service? As we consider research, national trends, and recommendations from our professional associations, we would also love to hear from Ohio licensees, educators, and supervisors. Feel free to submit your thoughts to Brian Carnahan at brian.carnahan@cswb.ohio.gov.

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## Message from the Chair (Continued)

**Educator-CSWMFT Board Collaboration Meeting – Friday, September 20, 2019**
**10am-3pm**

How do Faculty and future faculty (Doctoral Students) keep up with the latest items that need to be taught regarding licensure and regulation of our professions? For example, if we are all becoming mandated reporters of animal abuse, how will the faculty know that this needs to be a part of their curriculum? How can the board know the struggles of the students and recent graduates? Are there themes we need to be addressing with local agencies?

In an attempt to open up the dialogue about these subjects, the Ohio CSWMFT Board is hosting what we hope to be our first annual Educator-CSWMFT Board Collaboration Meeting.

Topics will include:

- Hearing from educators about the experiences in the field of their students and recent graduates
- Presentations on incorporating licensure and regulation information into the coursework throughout the curriculum
- An ethics update from the Board Investigations Department
- Current issues being discussed at the Board
- Upcoming rule changes.

There is no cost to this meeting, but space is limited to educators working in programs educating future Counselors, Social Workers, & Marriage and Family Therapists. We are hoping that every program will send at least one representative so that all programs can participate. Once faculty have had the chance to register, if there is space left, we will open it up to doctoral students planning for a future career in training new professionals in all three of our fields.

**Upcoming Events**

**September 19-20…….CSWMFT Board Meeting**

**November 6-8……..All Ohio Counselors Conference**

**November 14-16……..NASW Ohio Chapter Annual Conference**



# Executive Director's - Update
## Brian Carnahan

**COUNSELOR, SOCIAL WORKER & MARRIAGE AND FAMILY THERAPIST BOARD**

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Since our last newsletter, the Board has engaged in important discussions on emotional support animals, supervision, MFTs and LPCs working in private practice, and continuing education.

Currently, Ohio Revised Code 4757 allows MFTs and LPCs to work in solo private practice if they have supervision. These practice settings result in complaints to the Board. Occasionally the complaint will result from a misunderstanding between the supervisor and supervisee. Often, a problem is identified during the investigation of an unrelated issue. No matter, it is important that licensees who are not independently licensed have appropriate supervision if they are diagnosing and treating mental and emotional disorders. If the LPC or MFT is in solo private practice, they must be cognizant of the fact they can see no clients who require diagnosis or treatment if they do not have regular supervision. Supervisors and supervisees should be clear regarding the supervision relationship. Is it training supervision or clinical/work supervision? Or, is it both, which is appropriate as long as it covers appropriate topics and is documented? While the Board currently has no specific rules regarding written agreements, it is a good idea for the parties involved in supervision to agree to the terms of supervision, including such issues as payment for supervision and the frequency of supervision sessions.

The Board is pleased to announce that several critical changes to Ohio Revised Code 4757 were included in the State's budget effective July 1. These changes include changes to facilitate Counselor endorsement, expansion of qualified CACREP degrees, and elimination of the requirement to publicly display the license certificate. As these changes take effect, the Board will be preparing rules and making changes to policies and procedures to implement these statutory changes.

CSWMFT Board licensees may be interested to know that Rep. Lanese is working on animal abuse reporting requirements. Like HB 523 that passed the House overwhelmingly in the last General Assembly, HB 33 requires Board licensees and other professionals such as veterinarians to report animal abuse. The bill had its second hearing in late June.

You may recall receiving information about upcoming rule changes. Details on the proposed changes are published on the CSWMFT web site. These changes have been under consideration for some time and were recently approved by the Joint Committee on Agency Rule Review. The changes should be in effect in early September. Licensees will be notified, and a new rules PDF will be posted to the website.

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## Executive Director's Update (Continued)

With the end of work on one package of rules, work begins on another. The Board is commencing on a required five year rule review. The package of rules under consideration includes many rules that relate to operating the Board as opposed to professional practice. The rules are posted to the Board web site. Comments are welcome regarding any of the rules.

In April, the Board wished a happy retirement to long time employee Rhonda Franklin. In July, the Board welcomed new investigator Rachel Randall. Rachel worked previously for the State Board of Emergency Medical, Fire, and Transportation Services as an investigator. She joins us from Opportunities for Ohioans with Disabilities where she helped clients access services.

The Board has continued its work on several strategic planning topics including supervision, mobility, and board functioning. The supervision work group will continue to explore rules that increase access to supervision and recognize the challenges licensees can face in finding appropriate supervision. The mobility work group will be reviewing how Ohio aligns with others states, while the board functioning group will be reviewing what tasks the Board takes and how that intersects with what the staff do on a day to day basis. Soon, the Board will begin a comprehensive review of its role in continuing education. This type of review from time to time is important as it gives the Board an opportunity to ensure its policies and procedures fulfill its public protection role while also serving the needs of licensees.

Please be sure to update your e-mail address in eLicense. E-mail will be the primary means of communication. Additionally, please sign up for e-mail updates from the Board. You can join our e-mail list at http://cswmft.ohio.gov/SocialWorkers.aspx. Also, like us on Facebook and follow us on Twitter.

Please contact me with any questions or concerns you may have. I can be reached by e-mail at brian.carnahan@cswb.ohio.gov or phone at 614.752.5161.



## Work for the State Medical Board of Ohio - Victim Coordinator Employment Opportunity

The Medical Board has identified an opportunity to strengthen communication between victims and investigation personnel during the board investigation process. As a result, the Medical Board is seeking to contract with Victim Coordinators to help victims navigate the board's investigation process. A Victim Coordinator will provide trauma-informed care and deliver effective communication to the victim, Medical Board staff, law enforcement and Attorney General's Office.

An ideal candidate for this position has experience with victims in the criminal justice process, extensive knowledge of community services provided by local agencies and the ability to work with persons of diverse backgrounds.

Please click here to view the full Victim Coordinator job description. If you are interested in applying for the Victim Coordinator position, please send your resume to Donald Davis at Donald.Davis@med.ohio.gov.

# Board Member Update- Erin Michel and the Spectrum of Expression Showcase



CSWMFT Board Member Erin Michel, MSW, LISW collaborated with Julia Morales of Empowerment Photography to create the Spectrum of Expression Showcase at the NASW Ohio Annual Gala in March. Ten of Erin's friends volunteered to have their photographs taken to illustrate the diversity of ways gender is expressed in our world. The intention is to showcase individuality and how we are all interconnected simply by being human. The greater vision is to create a world where people are accepted for who they are.



# CE Broker and CE Audits - Paula Broome

**Dual Licensure in CE Broker**
Licensees with two or more licenses can create one account on CE Broker, but will not be able to create another account for the second license without contracting CE Broker. Licensees with two or more licenses (with this Board) can either keep two separate CE Broker accounts or licensees can ask CE Broker to join them into one account.

Please contact CE Broker by e-mail at support@cebroker.com for assistance with managing dual accounts.

If your two license types are combined into one account, it is important to note you will need to add 30 approved hours to each license. Even if the CE course is approved for both of your licenses and completed within the renewal period for each license. The CE Course will need to be uploaded twice for each license.

**Reporting CE for More Than One License**
When you sign up to complete a course approved for both of your licenses, you will need to give the Board approved provider both of your license numbers, so they can report your attendance to both of your licenses (in CE Broker). If you fail to do this, you will need to upload the attendance certificate Board approved providers are still required to give you.

**Post approval**
During the post approval process, you are asked if you have dual licensure with this Board. If you answer yes, you will be sent an email copy of the post approved hours. A copy of this email can be uploaded into your CE Broker account towards your second license.

**Late renewal**
If you haven't completed 30 approved hours, do not renew your license until all hours are complete and post approved. If you fail to renew your license (on time) your license will lapse. This lapse information is given to CE Broker. Your CE Broker account will mark every CE completed after your license lapsed as completed outside your renewal period. Please disregard the dates. You have until midnight on the day you renew to complete and submit all your CE hours. Once your license is renewed in Ohio e-license and the information given to CE Broker your renewal will show all hours were completed on or prior to your late renewal.

**Reporting your Continuing Education to CE Broker**
More Board approved providers and sponsors are reporting your attendance into your CE Broker account. This means you don't have to scan and upload your certificates yourself. There are still a few board approved providers that haven't been able to offer this service, but they are in the minority. Soon continuing education will get easier for the licensee and for me. When a provider reports I don't need to open any attachments. When I see a renewal where all 30 hours were reported by the provider I rejoice!

**Providers who Report CEs in CE Broker**
- You may have noticed some Board approved providers report your attendance in CE Broker. If you want your certificates reported for you by the provider, you need to complete courses through providers who report to CE Broker. Below is a list short list of providers that do report CEs through CE Broker:
- Coalition on Housing and Homelessness in Ohio
- Ohio Department of Mental Health and Addiction Services
- Recovery Resources
- Compass Point Counseling Services
- Family Service Association
- Quantum Units Education
- CE4Less
- Professional Development Resources
- Netsmart Technologies
- Heisel & Associates
- PESI, Inc

Be sure you sign in onto CE Broker first with your Ohio license type before searching for these providers.

To find approved CE hours:
Go to https://www.cebroker.com/
Click on Course Search
Enter your location and profession to begin your search for Board approved courses.

* * Mindful Ohio and the Institute for Creative Mindfulness

# Ohio BWC Health Behavioral Assessment and Intervention - Amy Goodman-Brown, BSN, RN, CCM

The Ohio Bureau of Workers' Compensation is in need of qualified professionals and wants YOU to join us in using Health Behavioral Assessment and Intervention (HBAI) services in returning injured workers back to work, back to life.

Did you know that certain BWC-certified providers can provide Health Behavioral Assessments and Intervention services for Ohioans injured on the job? Providers who, as defined by their board, have HBAI within their professional scope of practice include: MD, DO, DC, CNP, CNS, CRC, OT, PA, PhD, PsyD, LSW, LISW, LPC, LPCC.

**What is HBAI?**

When a workplace injury occurs, cognitive, emotional, social, and behavioral issues can create a barrier for healing from the workplace injury. These barriers may pose a challenge to appropriate and timely treatment, recovery, and return to work.

The HBAI approach presents tools and services that providers may use based on their clinical judgement to identify issues that are interfering with the expected healing of a physical injury. An injured worker's physician of record (POR) can request an assessment and subsequent intervention services, if needed, when he or she determines an injured worker is not progressing with his or her injury after an initial course of treatment, or healing appears delayed due to behavioral barriers.

HBAI services are not for diagnosing or treating mental health issues. HBAI focuses on physical health problems and barriers impeding healing. Examples of barriers include:

- Catastrophic thinking.
- Inadequate coping skills.
- Fear of movement or re-injury.
- Perception of injustice.

**How do I get started?**

If interested in learning more about these services, visit our website and watch the webinar. Contact the provider contact center by e-mail at providercontactcenter@bwc.state.oh.us, or by phone at 800-644-6292, option 0,3,0. To join the list of providers rendering these services or to get more information on becoming BWC-certified, contact any Ohio managed care organization. Go to bwc.ohio.gov and search for "videos" or "MCO directory" to find providers.

## Helpful Websites:

Association of Social Work Boards - https://www.aswb.org

Association of Marital and Family Therapy Regulatory Boards - https://amftrb.org/

American Association of State Counseling Boards - http://www.aascb.org/aws/AASCB/pt/sp/home_page

National Board for Certified Counselors - https://www.nbcc.org/

## Change to IMFT-S Continuing Education Requirements - Andy Miller

Under the Board's current rules, individuals licensed as an IMFT-S are required to complete 3 hours in an AAMFT-approved supervision refresher course every two years (or 3 hours in an equivalent course specifically approved by the MFT Professional Standards Committee). Under the new rule change to 4757-29-01 that will take effect this fall, additional coursework will be allowed for IMFT-S renewal. IMFT-S licensees who have not previously taken the AAMFT supervision refresher course will be required to do so for their first renewal following the effective date of this rule. For each renewal thereafter, the licensee will be required to complete 3 hours in any supervision course that is approved by the Board for MFTs, and which includes at least some content related to the ethics of supervision (for example, boundary issues in the supervisor-supervisee relationship).

IMFT-S licensees who have already completed the AAMFT supervision refresher course, provided they can show evidence they completed the course (e.g. a certificate), shall complete 3 hours in any supervision course that is approved by the Board for MFTs. Approved courses must include at least some content related to the ethics of supervision.

Please watch the CSWMFT Board web site and your e-mail for details regarding this change and other pending rule changes.

Questions regarding MFT licensure or renewal questions can be directed to Andy Miller, Certification/ Licensure Examiner and Investigative Compliance Officer by e-mail at andy.miller@cswb.ohio.gov or by telephone at 614-466-7131.

## Keep Current—E-Mail Tips

**Your email address: Are Board E-Mails going to your junk mail?**
The Board's primary way to reach licensees is by email. It is important you have an email address and that you check it regularly (please see **4757-5-11(B)**). It has come to the Board's attention that many of the emails sent by the Board, CE Broker and Ohio's e-license system are seen as spam and a lot of these emails end up in junk mail folders.
To ensure all emails reach you please add the following emails to your contacts/safe senders lists:

elicense-noreply@das.ohio.gov to receive renewal notice emails
notifications@cebroker.com to receive notice of the CE Audit
CSWMFT.Info@cswb.ohio.gov to receive the Board's mass emails to licensees and other important information





# CSWMFT Board Members and Staff

**Board Members**

Counselor Professional Standards Committee

Raymond "Butch" Losey, Ph.D./LPCC-S - CPSC Chair

Christin Jungers, Ph.D./LPCC-S

Matthew J. Paylo, Ph.D./LPCC-S

Ryan Pickut, MA/LPCC-S - Board Chair

Sue Pohler, J.D. - Public Member

Social Worker Professional Standards Committee

Carl Brun, Ph.D. MSW, LISW-S

Anna Bomas, MSW, LSW

Andy Bowers, J.D.- Public Member

Lisa Haberbusch, MSW/LISW-S

Erin Michel, MSW, LSW - SWPSC Chair

MFT Professional Standards Committee

Margaret "Charlie" Knerr, IMFT-S

Sara E. Blakeslee Salkil, Ph.D./IMFT-S

Jose Camerino, IMFT-S, LISW-S

Hollie Hinton - Public Member, MFTPSC Chair

James Minikowski, IMFT-S

**Board Staff**

Brian Carnahan- Executive Director

Bill Hegarty - Deputy Director/Investigations

Margaret Ann Adorjan - Investigator

Yolanda Berry - CT & LPC Coordinator

Paula Broome - CE Audit Coordinator & Webmaster

Rena Elliott - PC/LPCC Licensure Coordinator

Simeon Frazier - LSW/LISW Licensure Coordinator

Tracey Hosom - Investigator

Raymond Lund - Customer Assistance

Andy Miller - MFT/Compliance Coordinator

Patty Miller - Program/Provider CE Coordinator

Rachel Randall—Investigator

Ebony Turner - SWA/SWT Licensure Coordinator

**More information about the Board Members, serving on the Board, or contact information for any Board staff can be found at https://cswmft.ohio.gov/CSWMFT-Board.**

# Disciplinary Actions Taken Against Licensees (Since March 2019)

**Social Workers:**

Sarah Conway (LSW) Misdemeanor conviction related to practice. Surrender of license.

Patty L. Goodson (LSW) Felony conviction. Reprimand and required to follow probation.

Amanda Hanley (LSW) Standards of Care. Mandated supervision and personal counseling.

Scott Long (LSW) Failure to cooperate. License Revoked.

Amy Menter (LISW) Improper billing and non-sexual boundaries. Mandated supervision and additional CEUs

Makenzie Ricker (LSW) Sexual boundary issues. Suspension and personal counseling

Tina Swartz (LSW) Non-sexual boundary violations. Personal counseling and additional CEUs.

**Counselors:**

Heather Gears (LPCC) Impairment. Suspension of license.

Susan Haag (LPC) Non-sexual boundaries. Mandated supervision.

Teresa Johnson (LPC) Scope of Practice and Documentation. Mandated Supervision and additional CEUs.

Cathy Mason (LPCC) custody and mandated reporting issues. Reprimand and additional CEUs.

Laura Perino (LPCC) Non-sexual boundary violations. Suspension, personal counseling, monitoring and college coursework.



## Speaking of Ethics…… Custody - Tracey Hosom

Speaking of ethics….Recently an LISW called to ask about how to respond to a situation regarding a new client.

The scenario:

An LISW in private practice was contacted by a Mom going through a divorce. Mom was seeking treatment for her child; Mom identified OCD as the primary concern. The LISW had a competency treating OCD and scheduled the initial appointment. She asked Mom to bring in any relevant court/custody documents. A few days later the LISW was contacted by Dad, who now had residential custody. The LISW informed Dad that he could bring in the child along with any relevant court/custody documents. Following the conversation with Dad, she was contacted by Dad's attorney. The attorney stated in a letter, that Dad was now the residential parent and delaying his appointment was discriminatory.

Understandably the LISW was concerned about becoming involved in a high conflict situation before she even conducted the initial assessment.

Situations like this are all too common. The LISW in this matter had no experience with high-conflict divorce cases; she had agreed to accept the new client based on the child's need for treatment of OCD. She wanted to know how to proceed.

It can be intimidating to receive letters from attorneys. Remember, they are representing their client (in this case mom or dad). You as a practitioner are following a code of ethical practice. Best practice would be to obtain court/custody documents at the onset of treatment with a minor to determine who has authority to bring a child to you for treatment. Making such a request is not discriminatory. The LISW did not feel comfortable taking on the case, which she felt would not focus on OCD behaviors, given the level of conflict. According to best practice standards, you are permitted to refer clients when you do not have a competency to treat or when in your professional judgement you cannot meet their level of care needs.

*Refer to the OAC*
*4757-5-02*(A)*(2) Licensees and registrants shall practice only within the competency areas for which they are qualified by education and training. Licensees and registrants shall maintain appropriate standards of care based on their individual professional license. Standards of care shall be defined as what an ordinary, reasonable professional with similar training would have done in a similar circumstance.*

*4757-5-02((B)(4) Best professional practice dictates that a counselor, social worker, or marriage and family therapist shall adhere to the court documents provided such documents do not conflict with Ohio Revised Code Chapter 4757 or Ohio Administrative Code 4757. If a counselor, social worker, or marriage and family therapist does not understand the court document, they shall attempt to gain clarification before proceeding with treatment.*

*(4757-5-02(B)(5) Counselors, social workers, and MFTs as part of the on-going informed consent process shall obtain any relevant court documents pertaining to custody, visitation, shared parenting, guardianship, or other matters, before proceeding with treatment.*

*Have a question? Comment? Ethical dilemma? Send them to:*

Tracey.hosom@cswb.ohio.gov

