

CSWMFT News

Summer
2015
Issue 3

Message from the Chair —Margaret “Charlie” Knerr, IMFT



COUNSELOR, SOCIAL WORKER & MARRIAGE AND FAMILY THERAPIST BOARD

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Celebrating Brian Carnahan’s First Year as Executive Director

One year ago, I was ending my time as Chair of the Search Committee for the New Executive Director. I remember the search committee being impressed with Brian Carnahan’s management experience, regulatory insight, and his passion to support the board, staff, and licensees in their work. The board was in great shape because of Jim Rough’s leadership, (there were no major problems to fix) and yet we were excited about the new perspective Brian would bring. One year later, the staff and board members are grateful for the work he has already done and the work he is stepping into.

Brian has spent the year getting to know the work of the staff, the board, and the licensees. He has made some insightful suggestions to streamline several processes. He is eager to address key issues as they arise. Personally, I have found him to be a “no-nonsense” kind of guy. Do not get me wrong, he has a great sense of humor, but I like that he tells the staff and board what he really thinks. His ability to clarify complex issues, while representing all interests in his explanations has been a gift to us.

If you have not had the opportunity to meet Brian, please take a moment to say hi to him this next year as he plans to attend the major gatherings of licensees such as state conferences, as well as visit many of the college and university programs educating future licensees. He is always glad to answer questions and to hear feedback about the board, both strengths and areas that might need improving!

Thanks to Steve Polovick for his Service as Chairperson of the CSWMFT Board

Steve was elected Chairperson in the midst of the Executive Director transition. He stepped in and immediately encouraged even more conversation among the three professional standards committees and even more discussion at the board meetings. He truly wants people to be heard and works to make sure that the board members have heard all perspectives before making decisions. As I begin my term as chair, I am especially grateful for Steve’s efforts to make the board think more critically about our role in protecting the public. As a board, we have not all agreed with each other this past year. But even in the process of disagreeing, we have grown to be a more thoughtful board because of Steve’s leadership. Thank you Steve!

My Hopes for the Upcoming Year

So as I begin my term as Chairperson, my hope is to continue Steve’s efforts in increasing dialogue between the three professions. As an executive committee, we are eager to work alongside Brian in bringing the three professional standards committees together as much as possible, while at the same time, honoring the uniqueness of each profession. As a board, we are doing a good job, but we will continue to look at our process to ensure that we are keeping our commitment to establishing and maintaining the best possible board practices. If you have thoughts that you want the board to consider, please feel free to contact Brian Carnahan at Brian.Carnahan@cswb.ohio.gov or call him at 614-752-5161.

I cannot end this column without thanking you for the work you do, especially the work that often goes without recognition. I truly believe the citizens of Ohio are better off because of the work of the staff of the Ohio CSWMFT Board and the work of those licensed by the Ohio CSWMFT Board. As I begin my service as Chairperson of the Ohio CSWMFT Board, let me begin by saying thank you to all of you for jobs well done!

*Next Meeting of
the CSWMFT
Board:*

September 24-25



Executive Director’s Update—Brian Carnahan

The summer months have proved to be rather busy for the Board. We relocated to the Riffe State Office Tower, 77 South High Street, Columbus, 43215, in late June. My thanks go out to the dedicated staff of the Board and those from the Ohio Department of Administrative Services and Ohio Penal Industries who helped with so many aspects of the move.



In addition to our move, staff has been busy reviewing significant numbers of license applications and exam requests as a result of spring graduations. Continued growth will help meet the needs of the public, but also help to ensure licensing fees remain reasonable.

During the July meeting, the Counselor Professional Standards Committee reviewed a proposal from staff to eliminate the Clinical Resident status. The recommendation was made to reduce the administrative burden on licensees and Board staff, as well as to reconcile the fact that an LPCC could be earned without being registered as a CR. The Committee agreed with the recommendation to eliminate the CR. Existing CRs can continue to use the status until it expires, if they wish. For additional information, navigate to <http://cswmft.ohio.gov/Portals/0/pdf/CR%20removal%20FAQ.pdf>. As a result of this change, those with an LPCC-S will not be limited as to the number of supervisees.

The Counselor PSC also discussed reciprocity with the Kentucky Board of Professional Counselors. The two Boards have prepared a draft agreement that, if approved by the Ohio Board in September, should create clear set of expectations for processing endorsements between the states. The Board looks forward to considering similar agreements with other states. One important factor in developing a relationship with Kentucky is that the Kentucky Board has also adopted CACREP-accreditation as the standard for Counselor education.

In July, the Board considered a proposal to change the renewal cycle. The Board will begin exploring potential legislation that would enable the Board to set renewal dates by license type, instead of by issuance date. By having set renewal times for license types (example: January for LSWs) the board hopes there will be less late renewals.

Also during its July meeting, the Board had a lengthy discussion about sexual orientation change efforts (SOCE). While it is clear there is concern on the part of the Board regarding practices, including SOCE, that harm clients, the Board discussion suggests that at this time these issues can be sufficiently addressed in the standards of care section 4757-5-02 (A) (4), which states that “licensees and registrants do not diagnose, treat, or advise on problems outside the recognized boundaries of their competencies” and section 4757-5-02 (A) (5) which states, in part, that “therapists shall use techniques/procedures/modalities in diagnosing and treating mental and emotional disorders that are grounded in theory and/or have an empirical or scientific foundation, otherwise, they shall define the techniques as “unproven” or developing.” The Board will continue to pay close attention to developments in the Ohio General Assembly and elsewhere and adjust its course of action as needed.

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Continued on page 3





Executive Director's Update Continued

Human trafficking remains a significant issue in Ohio and throughout the United States. The Board encourages all licensees to take training in human trafficking. As professionals who live and work in Ohio, many of you are in a position to encounter persons being trafficked. Approved programs and providers can be found at <http://cswmft.ohio.gov/Renewal/SourcesofContinuingEducation.aspx>. In addition to these courses, an online program will be offered to licensees of all Ohio boards and commissions. Details on this program will be announced soon.

House Bill 184, which would license music therapists, was introduced in early May in the Ohio House. Both sponsor and proponent testimony was heard. No further action is expected until the fall. The Board is monitoring the progress of the bill. CSWMFT licensees who currently use music as a part of a treatment plan will still be able to do so if the bill passes in its current form. Only those licensed as a music therapist will be able to use that title should the bill become law.

If you are an LSW or LISW, you should have recently received an e-mail with a link to a survey regarding continuing education. The Board and its Social Work Continuing Education Advisory Committee will use the results to inform the Board's work with continuing education providers. If you did not receive the survey, it likely means that your current e-mail is not in our system (or our message went to your junk mail folder!). If you think your e-mail is not current, you can add your e-mail address to our listserv at <http://cswmft.ohio.gov/SocialWorkers.aspx>.

The Board is planning to file a number of rule changes, many of which are fairly minor, in the fall. Copies of proposed changes are posted to the CSWMFT Board web site on the What's New page. If you did not receive a listserv message with information on the proposed changes, please be sure to sign up for our e-mail list by going to one of the three licensure pages on the CSWMFT web site.

I welcome the opportunity to speak with licensees or applicants. Please feel free to contact me with any concerns or accolades I can share with members of the CSWMFT Board team. I can be reached by e-mail at brian.carnahan@cswb.ohio.gov or phone at 614.752.5161.





The Purpose of the Professional Employment Reference - Doug Warne, MSW, LISW-S

A few years ago a member of the Professional Standards Committee expressed concern about the experience LISW candidates were getting before being issued the LISW. He was worried that in some cases the supervisee thought they were entitled to an LISW after the two years of post-graduate work. He thought these candidates viewed the relationship with their supervisor as merely someone who “signed off” on their hours. Since then the Board has been making an effort to clarify the role of the LISW-S.

Supervisors have a pivotal impact on the effective provision of services. In Ohio “training supervision” means supervision for the purposes of obtaining a license and/or development of new areas of proficiency while providing services to clients. The training supervisor is responsible for providing direction to the supervisee, who applies social work theory, standardized knowledge, skills, competency, and applicable ethical content in the practice setting. The supervisor and the supervisee both share responsibility for carrying out their role in this collaborative process of professional growth and development.

The PER (Professional Employment Reference) is one of the methods the Board uses to determine minimum competency. There are two primary purposes for the PER. It shows that the LISW candidate has met the requirement for supervised experience AND it is an evaluation of the LISW candidate’s competency for independent practice.

A primary responsibility of the LISW-S is to evaluate the LISW Candidate. If the LISW-S is not confident the supervisee has the competencies for independent practice they should not recommend the person for the LISW, or make the recommendations with reservations. When an LISW-S makes such a recommendation, it should not be a surprise to the LSW whom the LISW-S is supervising. The supervisory relationship should involve regular feedback and a high level of communication. In these cases where the LSW is not recommended, or recommended with reservations, the Board requires a statement from the LISW-S regarding the reason for the particular recommendation. We understand it may be difficult not to recommend a supervisee for the LISW, but the LISW-S has an ethical and legal responsibility to provide an accurate and fair recommendation to the Board. The Social Work Professional Standards Committee reviews these applications on a case-by-case basis and makes the final determination about licensure.

The responsibility for training supervision should not be taken lightly. Supervision is a key process in social work. Supervisors are responsible for protection of clients, for the professional development of the individual social worker, and for the advancement of social work practice. In Ohio, the LISW-S is the gatekeeper for independent social work practice.

We all need critical feedback to improve our performance as well as credit for what we are doing well. The Board encourages your comments and/or questions, and you may contact our social work team at douglas.warne@cswb.ohio.gov.

*** This article appeared in the July-August 2015 issue of the NASW Ohio Update.**





The board offers an online Laws & Rules CEU program that will meet your 3 hours of ethics.

Possible Changes to the MFT Rules Margaret-Ann Adorjan

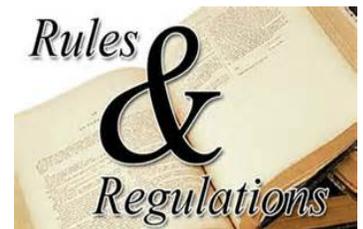
It has been just over ten years since Marriage and Family Therapists (MFT/IMFT) joined this Board. In that time, the rule regarding educational requirements for admission to the MFT examination has not been revised substantially. Over the past year, the Marriage and Family Therapist Professional Standards Committee (MFTPSC) has been reviewing these educational requirements as it looks to strengthen the educational core components of what makes marriage and family therapists distinct among the mental health professions.

Currently, 4757-25-01 outlines the specific coursework that a degree in MFT must include. The rule also grants approval for programs which hold accreditation with the Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE). While COAMFTE has accredited just under 100 programs nationally, there are many other regionally accredited MFT programs that are not COAMFTE accredited. These other programs would need to meet the areas specified in the rule to meet the educational requirements for the MFT examination.

The possible changes with the most impact upon future applicants will be in the following two areas: the increase in direct client contact hours required to be completed within the practicum/internship experience; and no longer being able to supplement coursework after the completion of the degree program. This would mean that if an applicant's degree did not meet all the coursework requirements outlined in Ohio's rule, there would be no option to re-take a course and become eligible for licensure in Ohio. The Committee would have to create an exception in the rule to allow those who possess a degree in MFT to supplement coursework, which might still impact those applicants enrolled in PhD programs that are COAMFTE-accredited, but whose master degrees were not in MFT.

As the CSWMFT Board looks to revise these requirements it would be helpful to know of any possible effects on applicants who graduate from non-COAMFTE Marriage and Family Therapy degree programs. If any MFT/IMFT licensees have any input on this subject the Board is eager to hear your feedback, particularly those MFT/IMFT licensees who graduated from non-COAMFTE accredited programs outside of Ohio.

Please contact the MFT Coordinator at margaretann.adorjan@cswb.ohio.gov or 614.466.7131 with any questions or comments.



Upcoming Events

- CSWMFT Board Meeting —September 24-25
- All Ohio Counselors Conference—November 4-6
- NASW Ohio Chapter Annual Conference—November 12 and 13
- CSWMFT Board Meeting — November 19-20



Be sure to update the Board with any changes to your contact information. Use the form found at <http://>

cswmft.ohio.gov/Portals/0/FORMS/ChgAddr.pdf.

International Perspective:

A Visit with Swiss Social Workers—Brian Carnahan

The Board had the pleasure of hosting a group of Social Work graduate students from Wright State University and students from the Zurich University of Applied Sciences, School of Social Work, in Zurich, Switzerland. The WSU and Swiss students were participating in a two week long class at WSU titled “Comparative Social Welfare”. The course, led by WSU professor Gregory Meriwether, analyzed the social welfare systems in the U.S. and Switzerland in addressing human rights, child welfare, older adults, poverty, and the criminal justice systems. Instruction was accomplished through a combination of lectures and field visits. Last year, students from WSU travelled to Switzerland for a similar course.

The students had an opportunity to meet with the Board for a question and answer session. While there are many cultural differences, the dedication to core Social Work principles was evident. Board members and staff were surprised at the level of support for social and mental health services in Switzerland. Social Work in Switzerland is practiced in an agency setting. There are no “independent” Social Workers. Unfortunately, even though there is a different level of public resources dedicated to mental health issues, the stigma in Switzerland is very much the same as in the United States.

During the conversation, there were some surprises. The Swiss Social Workers were surprised that we list disciplined licensees on our web site and in our newsletter. Such steps are not taken in Switzerland. Another surprise was how rigorously the Board enforces rules regarding boundaries. The CSWMFT Board members were interested to find there is no requirement for the licensure of Social Workers in Switzerland. Another difference relates to scope of practice.

The visit by the Swiss and WSU students provided a welcome opportunity to put Ohio’s challenges in perspective, as well as consider the common goals shared across the profession of Social Work.





Disciplinary Actions Taken Against Licensees

Social Workers:

Will Boddie, Jr., (LSW) Improper renewal/audit failure. Revoked

Scott Doseck (LSW) Improper renewal/audit failure. Revoked

Janet Helfgott-Emmer (LISW) Improper renewal/audit failure. Revoked

Jennifer Kline (LSW) Sexual boundaries with former client. 3 year suspension.

Heather Weemes (LSW) Sexual boundaries with a former client. 3 year suspension

Michael Wilson (LISW-S) Sexual boundaries. Surrender of license.

Counselors:

Monica Bryant (LPC) Improper renewal/audit failure. Surrender of license

Serena Houser (LPC) Improper renewal/audit failure. Revoked

Benjamin Kelch (LPC) Sexual Harassment of client. Revoked.

Christine Killa (LPCC) Surrender of license in PA. Surrender of license



We've Moved!

The Board moved in June to the Riffe State Office Tower (77 South High Street, 24th Floor, Columbus, OH, 43215).

CE Audit Update - Paula Broome

In recent months, at Board meetings and in newsletters, we have discussed a pending relationship with CE Broker. Unfortunately, the Board will not be moving forward with a pilot with CE Broker. While we are excited about the possibilities of using an online system for tracking and auditing Continuing Education, we are also committed to moving forward in a deliberate way that allows the Board and licensees to “grow” into a system. The Board appreciates the efforts CE Broker made on its behalf. Working with our State partners, we will be exploring other solutions.

A common question submitted to the Board is: “why have I been audited the last “X” number of renewals”? While some audits are conducted as a result of a late renewal, most audits are random audits. The licensing system currently used by most Ohio boards and commissions does not allow us to exempt licensees if they have been previously audited. Thus, being audited in back to back renewals is a result of the luck of the draw. We recognize being audited one or more renewal cycles can be inconvenient. Nonetheless, we appreciate your response to the audit request.





Some Insights on Investigations - Tracey Hosom

If you are not sure of the proper ethics in any given situation, talk to your supervisor, a peer licensee or call the Board to discuss the issue. Don't let things get out of hand that might result in a disciplinary situation.

A complaint can be the cause of significant stress for a licensee. Many times licensees call as soon as they become aware of a complaint against their license and request a copy of the complaint; attorneys call and request a copy of the complaint and all information concerning the investigation; supervisors call and request a copy of the report of investigation. In all instances these requests are denied. While this is extremely frustrating to a worried licensee, and it is in place to protect you.

If a person calls and inquires about the status of your license, the conversations might go like this: "Does John Doe have any complaints against his license?" Board staff: "His license is in good standing. We cannot confirm or deny any complaints, only any disciplinary actions taken by the Board." Perhaps, Mr. Doe has had 5 complaints filed against him. He might be practicing in a high conflict situation, providing court ordered treatment to minors for example, and in every case, there has been a parent that is not happy with the court order. If he was found to be practicing appropriately, professionally, and adhering to the code of ethical practice standards, he is in good standing.

It is common for licensees to respond to an investigation by stating that they were actually not surprised by the complaint. In most, but not all, situations the licensee knows when a client/consumer of services is unhappy about a particular situation, and have perhaps even threatened that they will file a complaint. The Board fully understands the importance of one's professional reputation. Licensees are given enough information and time to provide a response to any complaint. Remember that we do not post a list of licensees against whom complaints have been filed; rather only those instances of formal discipline are published on the Board web site. Refer to the Ohio Revised Code Section 4757.38 (below) for additional information on complaints:

O.R.C. 4757.38 (B)(1) Information received by the board pursuant to a complaint or an investigation is confidential and not subject to discovery in any civil action, except that the board may disclose the information to law enforcement officers and government entities for purposes of an investigation of either an individual who holds a license or certificate of registration issued under this chapter or an individual or entity that may have engaged in the unauthorized practice of professional counseling, social work, or marriage and family therapy. No law enforcement officer or government entity with knowledge of any information disclosed by the board pursuant to this division shall divulge the information to any other person or government entity except for the purpose of a government investigation, a prosecution, or adjudication by a court or government entity.



Questions or comments can be sent to Investigator by e-mail at Tracey.Hosom@cswb.ohio.gov.



Renewal Update—Rhonda Franklin

The new inactive status seems to be a real success. From March 2015 to August 2015, over 200 licensees have renewed into the inactive status. There are 75 more licensees slated to renew inactive by the end of the year. We expect to have over 350 inactive licenses by March of 2016.

This status is convenient for licensees who are not currently practicing in the State of Ohio but do not want their license to lapse or expire.

The ESCR/escrow license is part of the renewal process; once you receive your renewal notice letter you may request to renew inactive. We will reset your license to an ESCR license; you renew the ESCR license into the inactive status. This is a non-practice two year renewal with a lower fee, and no continuing education required.

To reactivate your license within five years you simply complete 30 clock hours of continuing education, three of which must cover ethics and three of which must cover supervision if you have the supervisory designation. Continuing education completed prior to renewing inactive cannot be used to reactivate your license. To reactivate after 5 years, additional requirements may be added, such as additional continuing education, competency based performance appraisals, or mentorship. There are a few housekeeping items of which I'd like to make you aware. These

items can have an adverse effect on your license so keep them in mind.

All licensees are required to keep a current postal mailing address with the board. You can find the name and address change form on the board's website (www.cswmft.ohio.gov) under the "How Do I Find" listing on the home page. I receive numerous calls and emails about information from the board not being received and when we check the address the license has moved and failed to inform us. Also, keep a current email address. It makes communication between staff and the licensee much quicker, and you have a record of the communication.

Submit your request for post program approval early; do not wait until there are only 30 days before your renewal date. We receive several hundred post requests each month. The requests are reviewed in the order received, so your request may not be reviewed before your renewal date if not submitted promptly.

Remember the board no longer sends out license renewal cards (i.e. wallet cards). For proof of licensure you must go to the board's website (www.cswmft.ohio.gov) under the "How Do I Find" listing and click on online license verification. Follow the very detailed instructions.

