



# CSWMFT News

## Winter 2019 Issue 1

### Message from the Chair—A Reflection for Black History Month 2019: A Paradox of Hope vs Hopelessness - Margaret “Charlie” Knerr, MS, IMFT



#### Inside This Issue

#### 1-Message from the Chairperson

Last year, I heard an interview with Ta-Nehisi Coates, author of the bestselling books *The Beautiful Struggle*, *We Were Eight Years in Power*, and *Between the World and Me*, which won the National Book Award in 2015. Coates was asked whether or not he had hope for an America free from racial dynamics. Not only did he say, “No,” but he went on to say that it was not his job to answer this question like a fairytale. He felt no obligation to make his readers feel good when sharing his experience or perspective.

#### 2-Executive Director’s Update

This year I was present on February 13, 2019, when Mr. Coates gave the inaugural Olivia J. Hooker Distinguished Diversity Lecture for the College of Education and Human Ecology at The Ohio State University. Olivia Hooker was a 1937 graduate of the college and the first African American female to serve in the U.S. Coast Guard. After the lecture, in a discussion moderated by Dean Don Pope-Davis, Mr. Coates once again shared his perspective on hope. He said that racism in our country is about power and he does not see it ending. He once again felt no need to make the story hopeful.

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Here is the paradox: On the one hand, I hear Mr. Coates sharing his valid perspective. On the other hand, I am watching people work to bring about change with at least some degree of hope. Dean Pope-Davis invited and interviewed Mr. Coates partly so that 2500 people could hear his unfiltered perspective. Each week, the faculty and staff in the Department of Human Sciences work to connect their research to community engagement in order to bring about systemic changes throughout the world. Finally, I serve on the board which licenses and regulates 40,000 Social Workers, Counselors, and Marriage & Family Therapists committed to working from the ethical perspective of cultural humility.

So how do we live with both perspectives, that of the hopelessness of on-going systemic racism that is a daily reality for African Americans in our country and that of the hope that seems required in order to do good work to affect change? How do we acknowledge how awful the situation is even as we work to bring about solutions needed in our world?

Here is my answer: I do not know. With this answer, I stand with Ta-Nehisi Coates in not offering a feel good ending. Also with this answer, I am suggesting that part of the solution to this paradox is for those of us in the majority culture to get in rooms where African Americans are speaking, to listen well, and to admit that there is a lot we do not know. In other words, to reaffirm our common value of cultivating cultural humility.

#### Board Transitions

This past fall, Alan Demmitt, PhD, PCC-S, IMFT-S completed his second term of service on the Board. I want to thank Dr. Demmitt for his work serving on the MFT professional standards committee for the past 6 years.

Dr. Demmitt came as a seasoned counseling educator with strong MFT training and brought to our discussions an innate systemic perspective. He served for several years on the continuing education committee and most recently served as an investigative liaison for complaints regarding MFTs.

This winter, we welcomed Jose Camerino, LISW-S, IMFT-S back to serving on the MFT professional standards committee. Mr. Camerino served on the board back in 2006-2008 and liked it so much, he applied to serve again! So if you are reading this article, please consider applying to serve the citizens of Ohio in this way.



## Executive Director's - Update Brian Carnahan

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The Board had a busy end to 2018. The pace continues into 2019. We look forward to continuing to enhance how the Board interacts with applicants, current licensees, and the public. The Board wrapped up 2018 by working with stakeholders, including the Association of Independent Colleges and Universities of Ohio and Ohio Counseling Association, and Members of the General Assembly to pass a change to Ohio Revised Code 4757 that will enable the Board to temporarily approve new counselor education programs until those counselor education programs complete accreditation through CACREP. These types of changes improve access to education, that in turn results in more licensed professionals working to help Ohio residents.

One effort the Board has undertaken to assist current Counselor licensees is working closely with its Kentucky counterpart on a reciprocity agreement. We hope to have the final agreement in place soon. We are committed to finding ways to ease the licensure process as licensees from other states seek to work in Ohio.

Owing to the update to Ohio Revised Code 4757 in late 2018, the Board will have to file some rule changes this year. Information on rule changes is posted to the *New Updates* section of the Board web site. Comments and questions are encouraged.

In November 2018, the CSWMFT Board approved guidance regarding sexual orientation change efforts. Through its guidance, the Board affirms that sexual orientation change efforts, as well as efforts to change gender identity, are not part of the scope of practice for Counselors, Social Workers, and Marriage and Family Therapists. However, the Board does clarify that supporting clients seeking to resolve questions or concerns about sexual orien-

tation is appropriate. The guidance is available on the CSWMFT Board web site.

You may recall receiving information about reporting completed continuing education (CE) through CE Broker in early August 2018. In an e-mail to all licensees, the Board requested that starting in January 2019, the Board is asking all licensees renewing in 2019 to begin uploading their continuing education certificates in CE Broker. Guidance regarding using CE Broker can be found on the Board's web site. The Board continues to work with CE Broker to ensure the experience is as positive as possible.

One of the Board's key responsibilities is to investigate complaints. It is hard not to see some trends in the complaints the Board is receiving. We have noticed an increase in complaints related to impairment; child custody issues and Improper termination are also the basis of a growing number of complaints. While many in the broader workforce may be able to simply walk off the job, licensees of this Board cannot. If you plan to change jobs, do so by providing appropriate notice to your supervisor, and as appropriate, to clients. Also remember to complete all progress notes and other paperwork.

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## Executive Director's Update - Continued

During its January 2019 meeting, the Board had several discussions that highlight the vibrancy of the professions it regulates. On the agenda for its Administration and Planning Meeting was a discussion of emotional support animals (ESAs). The Board is receiving an increasing number of inquiries regarding who can issue letters of recommendation for ESAs and what qualifies someone to make a recommendation. The purpose of the January discussion was to begin to explore the topic. What is clear from the discussion is that licensees of the CSWMFT Board should ensure they have appropriate training and expertise before issuing a recommendation. The Board will continue to explore this topic and provide guidance as appropriate.

The Board also 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 other states with respect to licensure, 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, with a goal of continued improvements.

For those who may be applying for a license with the Board this spring, just a few reminders. You are eligible to sit for the appropriate exam if you are in your last term and in good standing with your school. Be sure to give yourself enough time to complete the application process. If you are planning to apply for your first license, be sure your application is well underway before accepting a job that requires licensure. That means you have applied to the Board, you have completed a background check, and you have taken, or at a minimum, registered for the appropriate exam. On the Board web site, we have information about applying for a license. If you do not find your answer on our web site, please feel free to contact us.

Please be sure to update your e-mail address in eLicense. E-mail will be the primary means of communication. 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-

### Upcoming Events

**March 19.....OCA Advocacy Day**

**March 20-21 .....OCA Spring Conference**

**March 21-22 .....CSWMFT Board Meeting**

**April 4.....NASW Ohio Chapter Advocacy Day**

**May 16-17.....CSWMFT Board Meeting**



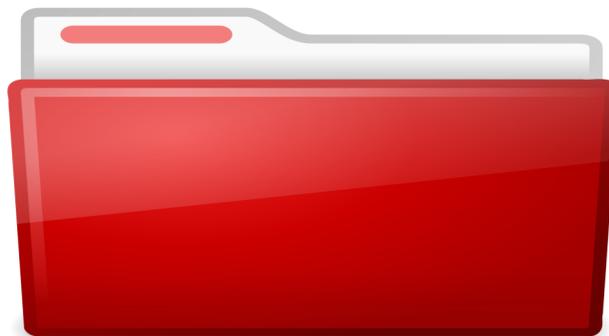
## CE Broker and CE Audits - Paula Broome

With the introduction of CE Broker, I've had e-mails and calls from some licensees who were a bit frustrated, but I have also received many calls and e-mails from licensees very happy to have CE Broker available to report completed continuing education (CE). I think some issues arise because licensees go straight to CE Broker without reading the information the Board has listed on our web site. For example, some licensees are frustrated when CE Broker doesn't recognize their license number. Or a licensee will call CE Broker to ask what they need to do to complete their audit. Issues such as these are addressed on the Board's web site under "Troubleshooting CE Broker". Licensees who review the instructions first are often more successful in signing into CE Broker without issue.

I'd like to suggest taking the time to review the instructions before signing into CE Broker. Like many of you, my career

did not start during a time when everyone had a computer on his or her desk. I'm over 60 years old and I have learned how to use CE Broker in addition to mastering web design and other tech tools. I am here to help. If you're having a hard time navigating the CE Broker system contact me by email at [paula.broome@cswb.ohio.gov](mailto:paula.broome@cswb.ohio.gov). Questions concerning Board approved programs, banking hours or renewal dates can best be answered by the CSWMFT Board.

For many of our licensees, this is their first-time using a tool like CE Broker. And yes, for some it is going to take time to learn the system to report your completed CEs. In the future, providers will report your attendance to CE Broker and your account will be complete without you having to do anything. By the time you're due to renew again all you will need to do is sign into CE Broker to confirm you have 30 hours completed.





## CE Broker and Your Renewal - Rhonda Franklin

Hello Licensees, I began working with the board in April of 1989. Over the last 30 years I have spoken with countless licensees. I have learned a lot from you and sometimes a lot about you! I have also learned a lot about myself. Its been a great experience but now it's time for me to bid you all adieu, I will retire April 2019 after 30 years of service. Yes, you're going to miss me...:) But before I go, here are some pointers to make your introduction to recent changes in the renewal system and the addition of CE Broker.com a little easier.

Elicense.ohio.gov is the board's most recent database for license renewal. This database is shared by all state licensing agencies, boards and commissions. There are several questions within our renewal that ask for information about your ethnicity, education, employment, and practice. These were added as part of a project focused on professionals in health care and mental health settings. When entering this information be sure to *click the add information button* along with *save and continue* at the bottom of the page or the added info will not save. For questions with a drop-down menu *double click your response* or the response will not save.

CEBroker.com, is the continuing education tracking system the board has partnered with to help licensees track continuing education. Many of you have set up free accounts with them and are using the system. This is now where you must request post program approval for training that was not pre-approved. As of December 30, 2018, we no longer accept request for post program approval in our office. We have many completed CEs in CE Broker that have been submitted under the wrong section. It is important to enter your request in the appropriate sections because each section has specific questions.

Here are some tips on where your training should

be submitted.

- Each section requires an upload. To report continuing education in CEBroker.com, go to the link titled: **Report CE/CME**

Under this heading you will find several sections for submitting continuing education.

- **Pre-Approved Continuing Education (certificates and board approval notices submitted here).** This is where you may upload certificates of completion or approval notices sent to you from the board. Certificates from approved providers have approval numbers on them from the CSWMFT Board, NASW, ASWB, and NBCC (for counselors only). No further review is required for these completed trainings. CSWMFT Board approval numbers indicate approval for each discipline by letters associated with each discipline: A **C** in the lettering indicates pre-approved for Counselors, An **S** in the lettering indicates pre-approved for Social Workers, and a **T** in the lettering indicates pre-approval for Therapist.
- **Subsection, for training pre-approved by ASBW or NASW are also listed here**
- **Teaching a College Course**, this section is where you submit your syllabus for a college course you taught. A maximum of 10 teaching hours may be used each 2-year renewal cycle.

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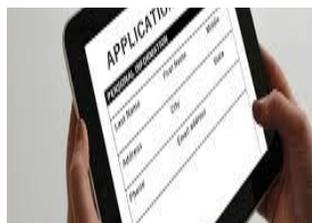


## CE Broker and Your Renewal - Continued

- **Subsection for college courses taught in a related discipline is listed here.**
- **Presenting a CE program or workshop, seminar or conference is listed here:** This section seems to be where many licensees have difficulties. This section is for requesting CE credit for a training where you were the instructor or presenter, not a participant/student. If you were not the instructor of the training do not enter it here.
- **Continuing education not previously approved by the Board (post program approval process)**  
This is where you submit continuing education that has not been pre-approved. You will need to answer a few questions regarding the training and upload proof of completion of the training and a brochure or brief outline of the training. We do not require the entire power point presentation or program books.
- **Journal Articles**, this is where you may submit a published journal article that you authored for continuing education approval.
- **Book or Book Chapter**, this is where you submit a published book or chapter in a book you authored for continuing education approval.
- Once the continuing education you submitted has been reviewed you may check your licensee history for the outcome. Please allow about ten days from the submission date for the review.

Check out renewal information at <https://cswmft.ohio.gov/Renewal>. Questions about renewal can be e-mailed to [renewal@cswb.ohio.gov](mailto:renewal@cswb.ohio.gov).

Enjoy Life, this is not a dress rehearsal!





## 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

Sue Pohler, J.D. - Public Member

#### Social Worker Professional Standards Committee

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

Anna Bomas, MSW, LSW

Andy Bowers, J.D.- Public Member

Lisa Haberbusch, MSW/LISW-S

Erin Michel, MSW, LSW

#### MFT Professional Standards Committee

Margaret "Charlie" Knerr, IMFT-S - Board Chair

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

Jose Camerino, IMFT-S, LISW-S

Hollie Hinton - Public Member

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

Rhonda Franklin - Renewal 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

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 November 2018)

### **Social Workers:**

Allen Bohannon (LSW) Poor record keeping. Suspension and reprimand.

Chani Coady (LISW) Impairment. Treatment and counseling.

Sandra Ernst (LISW) Standards of care. Reprimand.

Sara Gothard (LISW) Felony conviction. License revoked.

Sue Layton (LISW) Standards of care. Mandated personal counseling.

Cynthia Mason (LISW) Multiple relationship. Monitoring and license restriction.

Joseph Neff (LSW) Improper renewal/audit failure. Surrender of license.

Joshua Pollard (LSW) Impairment. Treatment and counseling.

Melissa Rein (LSW) Substance abuse issue. Personal counseling.

Lee Tillapaugh (LSW) Non-Sexual boundaries. Suspension and reprimand.

Tessa Wukusick (LSW) Failure to cooperate. License revoked.

### **Counselors:**

Hilary Crawford (LPC) Non-sexual boundaries. Supervision and license restriction.

Christina Guzzo (LPC) Failure to cooperate. License revoked.

Kenneth Hammer (LPCC) Standard of care. Personal counseling and reprimand.





## Speaking of Ethics...A Couple of Common Questions

Tracey Hosom

### How much notification should I give my employer for my resignation?

We are routinely asked how much resignation notice does the Board require? While some employers may require you to submit a 30- or even 60-day notice, that is an employment agreement issue and not something the Board controls. Quite simply: the Board does not have a time frame defined in the Ohio Administrative Code (OAC). The Board rule on termination (see below) speaks of "reasonable notification". Reasonable notification could be two weeks or 30-days. Best practice standards require you to give enough notice to your employer to ensure appropriate referral and to minimize any adverse effects for your clients.

*4757-5-02 (E)(1) Counselors, social workers, and marriage and family therapists shall terminate services only after giving careful consideration to factors affecting the relationship and making effort to minimize possible adverse effects. If an interruption or termination of services is anticipated, reasonable notification and appropriate referral for continued services shall be provided to the client/consumer of services.*

### I have resigned. Do I need to stay past my resignation date to finish records?

When Counselors, Social Workers, and Marriage and Family Therapists leave an agency or practice where they were employed, there is more to consider than just appropriate termination and referral. Very often the Board receives complaints from employers concerning incomplete records. The Board rules are clear that records shall be accurate and "include sufficient and timely documentation to facilitate the delivery of services and to ensure continuity of services provided to clients in the future." If you, as an employee of an agency or practice, submit a resignation, you must be up to date with all client records by the time your employment ends.

It is best practice to ensure the records are complete,

and when they are not, your employer can, and will file a complaint with the Board. Incomplete records complaints are near the top of the list of violations. As you prepare to leave, take the time to ensure your records are complete and accurate. Not only is it ethical, but it also helps the clients with whom you have been working.

*4757-5-09 (B) Counselors, social workers, and marriage and family therapists shall take reasonable steps to ensure that documentation in records is accurate and reflects the services provided. Dates reflected in case notes shall be accurate with respect to dates of service and dates the case notes were recorded. Clinical records shall include but not be limited to appropriate diagnosis, if any; individual service plans; in-take assessments; informed consent documents; and releases of information documents.*

*(C) Counselors, social workers, and marriage and family therapists shall include sufficient and timely documentation in records to facilitate the delivery of services and to ensure continuity of services provided to clients in the future.*

Have a question? Comment? Ethical dilemma? Send them to: [Tracey.hosom@cswb.ohio.gov](mailto:Tracey.hosom@cswb.ohio.gov).

