



Counselor, Social Worker & Marriage and Family Therapist Board

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State of Ohio Counselor Professional Standards Committee Meeting January 17, 2013

Members Present: Otha Gilyard, Maureen Cooper, Terri Hamm, Mary Venrick and Christin Jungers

Staff Present: James Rough, Bill Hegarty, Tracey Hosom, Tammy Tingle, Rena Elliott and Simeon Frazier

Guests Present: Jamie Marich (PCC-S, PhD); Abbey Carter Logan (PCC-S)

Cooper called the meeting to order at 9:27 a.m.

Discussion/Approval of Agenda

Cooper added "Discussion of Administrative Supervision," to the 1/17/13 agenda. Jungers moved to approve the agenda as presented, Gilyard seconded. There was no further discussion and the motion passed unanimously.

Hegarty, Hosom and Tingle entered at 9:30 a.m.

Executive Committee Report

Cooper reported that that Tommy wasn't reappointed, so Venrick agreed to Chair the board. The elections will be tomorrow.

The fiscal year budget looks good. Rough will meet with Rep. Sears to get the bill back on the table.

The 10,000 word issue is, still good.

The planning committee goals are currently being discussed.

Investigation Report

Hegarty passed out cases recommended for closure since the last board meeting.

Venrick moved to close the 7 cases that she reviewed, including case #2012-235. Gilyard seconded. There was no additional discussion and the motion passed unanimously.

Cooper moved to close the 4 cases that she reviewed. Jungers seconded. There was no additional discussion and the motion passed unanimously.

Hegarty passed out a proposed consent agreement between the board and James Cowley. He had sex with a client and he will permanently surrender his license. He will not be eligible to apply for any license that the board regulates.

Gilyard moved to accept the consent agreement. Venrick seconded. There was no additional discussion and the motion passed unanimously.

Hegarty passed out case 2012-17, a proposed notice of a hearing.

The licensee chose not to go to an important evaluation ordered by the board.

Gilyard moved to accept the notice. Jungers seconded. There was no additional discussion and the motion passed unanimously. Hegarty, then, identified the licensed as "Linda Crawford."

Hegarty passed out information regarding a Goldman hearing for Rebecca Riales. She failed her licensure audit.

Cooper moved that Rebecca Riales' PCC license be revoked. Venrick seconded. There was no additional discussion and the motion passed unanimously.

Hegarty announced that there is only 1 hearing request, but it may not be held until May 2013.

Hegarty, Hosom and Tingle left at 9:37a.m.

Counselor Trainee Issues

- I. After reviewing the Criminal Records Checks, supporting statements, and supplementary documents of the applicant, Cooper moved to allow CT status for Applicant I. Gilyard seconded. There was no additional discussion and the motion passed unanimously.
- II. After reviewing the Criminal Records Checks, supporting statements, and supplementary documents of the applicant, Gilyard moved to allow CT status for Applicant II. Venrick seconded. There was no additional discussion and the motion passed unanimously.
- III. After reviewing the Criminal Records Checks, supporting statements, and supplementary documents of the applicant, Cooper moved to allow CT status for Applicant III. Jungers seconded. There was no additional discussion and the motion passed unanimously.
- IV. After reviewing the Criminal Records Checks, supporting statements, and supplementary documents of the applicant, Gilyard moved to allow CT status for Applicant IV. Venrick seconded. There was no additional discussion and the motion passed unanimously.

Discussion surrounding Administrative Supervision

Venrick discussed that the Ohio Council voiced concern that certain courses that are required to become supervisors to qualify for administrative positions are not accepted as

continuing education thus leaving many counselors out of the opportunity to advance in this area. The committee doesn't allow administrative CEUs, so they must, in order to be promoted, take and pay for more than 30 CEUs.

Rough entered at 10:04 a.m.

Rough shared that he doesn't believe that the Ohio Council has an adequate training program to pre-approve, but they may offer approvable trainings.

Hamm asked if some may be pre-approved, independently.

Cooper agreed that the committee is willing, to an extent, to allow the flexibility in getting them what they need, as long as the committee can be specific, and not, at all, general regarding workshops, like "How to discipline employees," as an example.

Rough shared that the issue is that a lot of counselors are not seeking leadership positions in agencies, because they aren't able to do it on their own, financially.

Venrick shared that it should be reviewed after a conversation with them, but the committee wants a lot of good counselors in leadership.

Abbreviations in titles

Rough shared that "LPC" was never in the statute.

Hamm asked if the submitted rule change that discusses "LPC or LPCC" can be retrieved, so it would revert back to "PC, PCC" to be consistent with the statute.

Rough doesn't think it would pass JCARR, otherwise, every occurrence in the statute would need to be changed.

Jungers suggested using the newsletter to discuss the option and educate the licensees.

Rough also discussed removing the periods (P.C. and P.C.C.), as listed in the laws & rules.

Hamm shared that she doesn't like the inconsistency in the profession.

The committee agreed that placing it in the newsletter is a good first stop, and it should, possibly, state that the board encourages the use of the "L."

Hamm confirmed that this is something that wouldn't go into the bill, now, since it may slow the bill down, but it would be an adjustment made the next time around, if it won't slow it down, and would be good to put in.

Rough will bring it up with Rep. Sears. The committee agreed to amend this, pending Rep. Sears' approval.

The committee continued to review applications and Programs, starting at 10:29 a.m.

They broke for lunch at noon, and returned at 1p.m.

Presentation from Jamie Marich

Marich asked what questions the committee had regarding CEUs and alternative & holistic, mindfulness expressive programs. She shared that they've been successful with approval with the nursing, medical and psychology boards. Mindfulness was defined and discussed, it shared that there are several ways of achieving "mindful awareness."

Dancing mindfulness was outlined with respect to treatment in trauma. She described it in a program, both, accessible in the community, and in a clinical setting.

She shared that expressive therapy that discusses “doing,” instead of just “acting,” have a strong support in terms of supported research.

Abbey Carter Logan shared that she works primarily with women’s groups. She is not an art therapist, but she does use expressive techniques. A V.P. of wellness was just hired in the school of nursing at the Ohio State University. She discussed a body of research (psychology based), discussing complimenting traditional (western) medicine that discussed how yoga could be associated as a valuable practice.

Cooper asked what they wanted counselors to be able to do: refer to a yoga instructor or teach yoga?

Marich shared that, minimally, she’d like counselors to experience it, so they can make a more informed referral. Also, teaching breathing strategies to counselors that they may, then, be able to teach their client how to breathe, etc. body shifting, etc.

The dance workshop was meant to teach body shifting benefits that have a process discussion about movement. Dancing (in the 3 hour model) takes place for 1 hour and 15 minutes, and then the discussion would take place. There is, also, a weekend long model.

Venrick asked what a practitioner would take to their clients.

Carter Logan shared that she’d have a conversation about breath, mind & body with respect to the nervous system, and how it can help calm the Body (i.e. meditation, running, dancing, etc.)

Marich shared that “Zumba” is, technically, a movement based mindfulness exercise.

Gilyard asked if it fits, only, certain people.

Marich shared some of the traditional practices work for only some, as well, and that it’s important to offer different coping tools.

Carter Logan discussed “Ted Talks,” and how it is a valuable tool for mindfulness research.

Marich discussed how EMDR is an accepted practice that has its roots in mindfulness, particularly, stemming from drumming and dancing to release stress.

Jungers asked about the yoga/dance piece with their program (proposition of inclusion in CEU training). She also shared that the yoga piece has a larger, spiritual, context that she wonders if it’s being imposed onto clients, given that it, as a practice, is considered, only as exercise, even though it has deep spiritual roots.

Rough discussed literature that included mindfulness principles.

Cooper shared that, by rule, the CEUs may not be awarded, if done experientially.

Marich shared that it’s only done with lecture, and that there’s a bias.

Cooper asked if it’s about trauma & treating it, or is it to teach yoga.

Rough asked if changing the language would help.

Hamm shared that the context is more of a concern than the language.

Marich shared that it’s more about teaching different methods of coping (i.e. yoga, dancing, exercising, martial arts).

Hamm shared that experiential and exploration experiences aren’t considered “preparing the counselor to work with the client.”

Marich shared that on top of everything else, it promotes critical thinking.

Jungers confirmed that the 17 hour training is training/teaching counselors & social workers in a group setting.

Cooper shared that she sees the value in getting wellness training for herself, but she doesn't expect to get CEUs for experiential workshops.

Marich shared that, when teaching adults, experiential is the way to go. She shared that the experiential and didactic is being given 50/50 in the presentation.

Cooper shared that the wording (narrow) makes it difficult to accept, if it isn't clear that it meets the definition.

Hamm and Cooper shared that the experiencing for itself would be part of the process of understanding as much as teaching to deal with clients.

Hamm wondered if partial credit could be awarded for some of the work that translates to clients.

Gilyard asked that, though this can help a lot of people, if it's at the center of what the board does, or is it on the periphery.

The committee agrees that it's not at the center.

They, then, went through and discussed what could be approvable.

It ended up being approvable for 13 of the 17 hours. Another was looked at and they came up with none of 4 hours.

Rough shared that it could be required that the facilitator be equally qualified & licensed.

Jungers, also, discussed that it's important to make sure clients know the theological and spiritual background behind the practice.

CEU Committee Report

Jungers reported that Jerry Carter asked them to reconsider the 10,000 word/minute requirement, before the Friday vote.

One 4 hour CEU class was a 4 page PDF article with 10 questions after it, seemingly unacceptable.

Cooper also states that Ohio is known as a leader with stringent standards. Many licensees are proud of it.

She feels like lowering standard may be letting down licensees.

Jungers shared that 10 CEUs are awarded for publishing an article (hundreds of hours) but it's being requested to allow 4 CEUs for reading a 13 page article.

The committee continued to work on programs for the rest of the day.

State of Ohio Counselor Professional Standards Committee Meeting January 18, 2013

Members Present: Mary Venrick, Maureen Cooper, Terri Hamm, Otha Gilyard and Christin Jungers

Staff Present: Rena Elliott, Bill Hegarty, Tracey Hosom, Jim Rough and Simeon Frazier

Guests Present: Thelma Greaser (OCA), Matt Paylo, Theresa Lampl (Ohio Council), Herbert Wirtz (CEO, Ohio Council of Benevolence Health & Family Services Providers), Sandy Stephenson (ODMH/Southeast Director; Integrated Healthcare)

Cooper called the meeting to order at 9:07 a.m.

Discussion and Approval of Agenda

Venrick moved to accept the agenda as presented. Gilyard seconded
There was no additional discussion and the motion passed unanimously.

Approval of November '12 Minutes

In the executive director's report, Venrick asked for wording to, ultimately, reflect that "Venrick shared Lampl's concern that the counselors are being driven from Ohio."

Venrick moved to accept the minutes, as amended. Jungers seconded. There was no additional discussion and the motion passed unanimously.

Counselor Application Coordinator's Report

Elliott reported that, since the last board meeting, Frazier processed 527 Counselor Trainee/Clinical Resident applications and that she had sent 127 Exam packets.

Approval of Applications for Licensure

PC License

There were 100 LPC applications.

Venrick moved to approve the 100 applications for LPC licensure. Jungers seconded
There was no additional discussion and the motion passed unanimously.

PCC License

There were 39 PCC applications.

Hamm moved to approve the 39 applications for PCC licensure. Gilyard seconded
There was no additional discussion and the motion passed unanimously.

Old Business

Joy Reid

She is an out of state graduate that needs an internship class for Ohio licensure. Elliott shared that, in the past, they've allowed some that need to "work" and count hours towards internship requirement as long as duties were sufficient and evaluations were good. Hamm agreed.

Buckeye Art Therapy Association (BATA)

Mary Sender & Michelle Tarsitano-Amato shared that they've been a provider since 1987. Sender said that she's always submitted paperwork, and found out, for the first time that they did not receive Counselor CEU approval, because it wasn't evidence based.

It's been approved for counselors outside of Ohio.

Hosom entered at 9:58 a.m.

Miller entered @ 9:59 a.m.

She shared that many workshops are presented by counselors, i.e. ethics, etc. including one at Cleveland State University on 11/15/12.

She also shared that lots of counselors come to their annual symposium, but they have no counselor approval, this time. She included evidence based information.

Cooper shared that she approved CEUs with Mental Health practitioners teaching and not those without it, in the 11/15/12 meeting, and it hasn't, yet, been posted/announced.

Patty Miller will send them a letter with the approved status.

Miller, Sender, Tarsitano, and Greaser, left at 10:03 a.m.

Rough, Hegarty, and Hamm entered @ 10:08 a.m.

Executive Director's Report

Rough reported that 2 board members haven't yet, been replaced on the MFT committee and Tommie wasn't re-appointed. Venrick will be nominated to be the Board Chair at the Full board meeting.

Jennifer Hadden, a social worker, resigned from the Board.

Regarding legislation, our bill didn't pass, and neither did the psychology bill. The chemical dependency bill passed. The final bill number was HB 284, it allows for our licensees to more easily, get a chemical dependency license.

The budget is in good shape.

Investigative liaisons training have available funds if Venrick wants to go.

The 5 year rule review was complete and effective on 1/1/13. 2 rules will be re-filed, including the 10,000 word requirement.

Social workers have an issue with approval of NASW as their provider.

We wrote the Supreme Court, i.e. S.C rules/superintendent rules, and Rule 66 i.e. appointing guardians, independent of statutory authority to do this. The Supreme Court believes that a physician or psychologist should do this.

The MFTs were added to the matrix back in 2008. The ODMH, due to a lawsuit in 2009, reverted back to the previous matrix, so they were dropped. They'll be re-added soon.

Rough got a call from HRSA Program to get good demographics from every state, and we didn't collect date of birth for the first 10 years of applications.

Cultural competency diversity was added for Social Workers on the work plan. The ACA revised ethics code should come out around March '13, and should be finalized about a year afterwards.

Rough has a meeting with Rep. Sears.

One issue regarding effective communication services with consumers regarding the board's in Ohio. The consumer statement online may be revised.

Moral Turpitude definition in statute has been modified, but doesn't affect counselors. Rough reported that he met with Sean O'Brien regarding the NCMHCE results. He looked at every one of the 10 vignettes in the exam with Ohio scores vs. Non-Ohio scores and everything works out as it should. The 69% 1st time passage rate is higher than the national average (the national passage rate is 65-66%). Pass rates for re-takes are higher, as well. Given that it's a practice based exam, it makes sense that as their experience increases, their success increases, as well.

At the next meeting, he'll give the calendar year '12 test result stats.

Greaser will email the name of a CD that she has that helps reduce test anxiety. Cooper asked if Jamie Marich appealed to the Social Workers and Marriage and Family Therapists, since they didn't approve her CEUs, either. Rough shared that she appealed, only, to the counselors, as she was a PCC.

Rough left at 9:52 a.m.

Gilyard shared that at 11:00a.m., he'll go to the MFTPSC to allow them to reach quorum.

The OCA and Ohio Council discussion regarding administrative supervision

Wirtz shared that healthcare, as it's performed now, is not sustainable. Integrative care is the new focus, with new delivery system models.

Payment reform is leading to reduced unnecessary hospitalization, etc.

There's a need for an adequate, skilled workforce practicing at the top of their license.

There are incredible workforce demands and needs.

Lampl shared concerns that the new rules don't reflect the understanding of the outcomes and workforce needs at all levels, including the administrative element, along with clinical competencies.

There are a lot of changes that organizations won't hire counselors if the counselors aren't up on the changes.

Wirtz shared that, historically, people struggle with making changes in a rapidly changing environment. The generation has learned the changes, but there's not a universal understanding.

Stephenson (PC, LSW) shared that her observation of changes over the years, when people aren't up on the changes, money is tight and the workforce won't be levelly trained.

She believes that this rapid cycle change is hurt by the timing of the CPSC decision.

Greaser shared that she paid for, approximately, 7 weeks of training, and she took vacation time to do it.

Not everyone can/will do that. She sees people getting promoted without any administrative training supervision.

Lampl shared that counselors bring a lot of value to the table, but they won't get a seat at the table without these trainings that they, right now, are not eligible to get.

Stephenson shared that, if you don't get the administrative & policy "whys," it will affect the quality of care you're able to provide in the new, rapidly changing environment.

Wirtz shared that different elements in the same room (management, leadership, I.T., Chemical, etc.) trying to get things together, but, because they don't marry well, and don't understand each other, makes for an inflexible environment.

Stephenson shared the types of CEUs that would be provided. She used the example of what a counselor would be able to do with a physician's patient in a situation with a diabetic that isn't managing their healthcare properly.

Lampl shared that conversations are ongoing between schools, the Ohio board of Regents, regarding making it part of a school's curriculum.

She also shared that reimbursement dictates how many people you're about to serve and understanding how to generate more revenue and expand the workforce are critical.

Jungers asked for examples of different CEUs to be offered.

Lampl shared: "Healthcare reform, Insurance Reform, Federal Parity, Service Delivery models, Bridging the Cultural Gap, Impact of Financing, Health Homes, etc."

Wirtz shared that, not only, are external items going to be addressed; also they've been consistently redefining themselves regarding generating revenue.

There are waiting lists and processes must be streamlined to allow for same day access instead of a 6 week waiting list.

Hamm agreed that the wording should be explained, so it's understandable that the issues Lampl outlined wouldn't be turned down.

Rough shared that the only CEUs that would be turned down are those that are not dealing with training supervision, but being used as the 3 hours issued for their supervision credential renewal.

Stephenson asked for examples of CEUs that will get denied.

Hamm shared that "Disciplining Staff, etc." was being submitted for training supervision for the 3 hours (down from the previously required, 6 hours), but it allows for the inclusion of the other 27 required renewal hours.

Lampl shared that it's placement under "A" (of the rule) instead of the structural placement in the special definition.

Wirtz shared that it may be dangerous to silo training behavioral health vs. health system training.

Stephenson shared that, as a counselor with a primary focus of EAP, she would desire to have approved, what was, just, shared to be deniable.

Hamm shared that context is important. The proper context may make it approvable, but the presentation given the counselor system (vs. typical business application) models being presented give it stronger consideration.

Lampl shared that if business skill sets can be applicable, then it should/could be applicable and even concepts like "customer service" should be approvable.

Wirtz shared that the retail industry has good lessons in customer service that the ER staff (for example), could learn from to make the overall relationship better.

Gilyard shared that his Army experience shared that On the Job Training (OJT) is valuable; primarily learning from each other, good practices at a site can be learned by the employees at the site. A good learning environment is premium.

He also shared that the explanations bring great clarity, he believes that the board should be narrow and expand, only, when it needs to expand.

Greaser asked if the provider listing accompanies the request.

It was shared that it, indeed, does, but in post program approvals from out of state, by non-counselors are getting denied.

The committee shared that the checklist on the post-program approval is limited.

The committee agreed that the working should be changed in the rule, and the forms should be updated, but the reform should still be narrow, so expansion won't include a lot of lesser quality providers.

Rough shared that if the items that the committee wishes to include are shared with him, he can work on the language.

Courses that meet CACREP accreditation standards will qualify.

Gilyard acknowledges that the CEUs were turned down, but it's primarily because the presentation isn't consistent with what standards are, even if ultimately, the content was approvable.

Bad presentation makes for a denial.

Rough reiterated that there is an appeals process. The board's process should be written down and available for people to know on the front end and the appeals process should be promoted as well.

"Supervision" should be listed on the post program approval paperwork.

The meeting adjourned at 11:10 a.m.

Christin Jungers, Acting Committee Chair