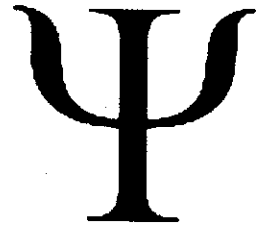




Vermont Board of Psychological Examiners Newsletter

VPEN



Message from the Chair

As a new year begins and as psychologists enter into a new biennial cycle for licensure, it is a pleasure for the Board of Psychological Examiners to publish the fourth annual newsletter. We offer our greetings to Vermont psychologists and, hopefully, we will be able to impart some information that can lead to healthy dialogue and collaboration among psychologists in the state, while increasing an understanding of the role and function of the Board.

At the end of 2002, we presented our first newsletter to our professional community. In doing so, we intended to create a forum for communicating about standards and changes in the regulation of the profession, describe the manner in which the Board functions, provide updates about areas of professional interest pertaining to the Board's roles, and provide assistance regarding the ethical provision of services. While maintaining these purposes, we hope to be able to demystify who we are as a regulatory body as we work, not only to protect the public, but also to promote our profession by supporting, advocating and regulating responsible, ethical, and integral functioning in our roles as psychologists.

After the publication of last year's VPEN newsletter, a colleague spoke with me about the content of one of the newsletter articles. When I commented about him actually reading the newsletter, he replied that "when I receive something from the Board, you can be sure I am going to read it". Hopefully, psychologists around the State will see value in the content of the newsletter as consistent with its purposes as well as seeing value in the role of the Board as supporting the profession of psychology in Vermont rather than as a threat to psychologist's practices.

The Board endeavors to approach its tasks in an fair, respectful, unbiased and objective manner, carefully weighing the merits of various situations, remaining open to and inviting productive debate, discussion and dialogue in order to make sound decisions while, at the same time, remaining true to and consistent with our existing rules, laws and policies. At the same

Governor

The Honorable James Douglas

Secretary of State

Deborah L. Markowitz

Office of Professional Regulation

Christopher D. Winters, Esq., Director

Members of the Board

Steve Lewis, Psy.D., Chair
Richard Root, Ed.D., Vice-Chair
Maxie S. Ewins
Kathleen Smith, Secretary
Kay Frances Schepp, Ed.D.

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Rita Knapp, Division Administrator
Peggy Atkins, Board Administrator
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time, we pursue and consider fresh, creative and innovative ideas, from within the state as well as in the national and Canadian arenas. For instance, an APA work group has recently recommended elimination of the requirement for the post-doctoral year of supervised experience. The ASPPB, of which the Vermont Board is a participating member board, has expressed concern and reservation about such a change, and does not, at this time, support the elimination of the year of post-doctoral supervision. Within the context of the national and international debate, the Vermont Board, as an autonomous body, has the opportunity to consider and evaluate this proposal, and to study the implications and effects of these types of changes on the criteria for licensure.

As well, we will be continuing the ever-present dialogue and policy pertaining to mobility of already-licensed psychologists from one jurisdiction to another. We look to facilitate mobility to reflect ease in geographic relocation as much as possible while at the same time ensuring the standards for licensure are adequately maintained and current rules of our Board are maintained. In addition to general and ongoing mobility issues, the ASPPB, with participation from the Vermont Board among others, is reviewing the criteria for mobility for short-term practice. This involves differing situations, such as expedited mobility for psychologists in order to provide temporary psychological services in another jurisdiction, including emergent situations such as in the aftermath of the devastation in the Gulf Coast region this past fall. Toward this end, the ASPPB is working to devise an Inter-Jurisdictional Practice Credential. The members of the Vermont Board will continue to be involved in this and other ASPPB-based efforts.

In addition to the stated roles of the Board in the overall regulation of our profession, the Board additionally will continue to review our correspondence with licensees in order to create clarity and consistency while remaining as "user-friendly" as a regulatory body can. We want clarity and consistency to be reflected in our policy and rules as well, and will continue to discuss these matters.

Finally, as we enter a new licensure cycle, we will be relying, once again, on an honor system regarding each licensee's continuing education activities for the past two years. An audit system is in place so that 10% of all licensed psychologists will be selected to provide documentation of continuing education activities. We hope to have this relatively new process occur as fluidly and effectively as possible.

As a reminder, the Board typically meets the second Friday of each month. Our meetings are open to the public. We invite psychologists from around the State to

attend part or all of any meeting. If any licensee would like to bring up any particular matter and/or address the Board at a meeting, please contact Peggy Atkins, the Board administrator, well in advance of the meeting to allow for an addition to the agenda. We welcome your input, suggestions and questions.

Steve Lewis, Psy.D., Chair

2005 in Review

This past year has been a year of transition for our Board. We were fortunate to have two new Board Members, Kay Frances Schepp and Richard Root, join the Board in the fall of 2004. Both have distinguished careers as psychologists in the State of Vermont and both have served as officers of the Vermont Psychological Association, a real asset for understanding some of the profession's issues and concerns. Making the jump from a professional organization to a licensing board required some adjustment and as Richard says: We are now wearing different hats. As new Board Members join the Board, a mentor (usually a former Board Member) is assigned to help with questions in this rather steep learning curve.

All board members were invited by the Office of Professional Regulations (OPR) to get together at a Fall retreat where members of 38 Licensing Boards had an opportunity to mix and mingle, meet administrators and prosecuting attorneys, and brush up on procedural questions such as complaints and hearings. We also met at a separate retreat with other Mental Health Board Members, a great opportunity to compare notes and understand our mission.

In order to make this transitional year easier, the Board set aside a day to look at our own role. With our main purpose: "Protecting the public's safety and health" firmly in mind, we worked on a mission and vision statement and took a stab at formulating strategies to meet goals and objectives. It was agreed that clarity and consistency – whether in the communication to a licensee, Frequently Asked Questions (FAQ's), Rules, or policies, should be a primary goal. We also agreed that furthering the goals of the profession can only benefit the public. Devising a strategic plan is still a work in progress.

As we reviewed performance measures for office procedures such as complaint turn-around time, timely responses, and audits, we were pleased to know that Vermont adheres to national standards and passes with flying colors. Other issues such as mobility, temporary licenses and an examination of Rules were

Subjects of significant discussion, in addition to our regular work of reviewing applications, complaints, continued education and correspondence.

Maxie Ewins, Past chair and public member

Know Your Board

Steve Lewis, Psy.D., Chair, psychologist member of the board, is in private practice in Williston, providing services to all age populations, with a specialty in child and adolescent psychology, including services to parents, families and schools. He is a member of the Fletcher Allen Health Care Medical Staff and has been a member of our board since January 2002.

Richard Root, Ed.D., ABPP, psychologist member and Vice-Chair of the Board. He joined the Board in 2005. He is in Private Practice, and on the Active Medical Staff of the Springfield, VT and Claremont, NH Hospitals. Dr. Root holds the Diplomate in Clinical Psychology from the American Board of Professional Psychology. He has had an ongoing interest in the study of consciousness and behavior, and has published articles on theoretical and clinical aspects of the diagnosis and treatment of ADHD. Dr. Root is a long resident of Vermont and has held leadership roles in the Vermont Psychological Association. His lifetime professional and public service goal has been to improve the quality of psychological care for the Vermont public.

Maxie Ewins, has been a public member of the board for eight years. A professional librarian and former library director of the Fletcher Free Library in Burlington for more than thirteen years, she was part of the labor/management team of the city. She is a past president of the Vermont Library Association and has served on a variety of community boards, including Howard Mental Health, the (then) Medical Center of Vermont, Stern Center for Language and Learning and King Street Youth Center. She is currently a director on the Board of Vermont Public Radio and the Vermont Youth Orchestra Association. She lives in Shelburne.

Kay Frances Schepp, Ed.D., psychologist member of the board, was appointed by Governor Douglas in October 2004. She was Director of the University of Vermont Counseling Center and a member of the faculty at UVM. She is a past president and newsletter editor of the Vermont Psychological Association and, was the chair of the ethic's committee of the association. She is in private practice, supervises therapists, and also consults with organizations and groups. Kay Frances lives in South Burlington.

Kathleen Smith, public member and secretary of the board, lives in Montpelier. She is a functional analyst with Norwich University and, serves as Treasurer for Prevent Child Abuse in Vermont. She has served on the board since 1999.

Mobility for Psychologists

This article provides information for psychologists who are licensed in a jurisdiction (state or province) and who may be interested in becoming licensed in another jurisdiction. I will first review relevant Sections of the Vermont Rules and Regulation, then discuss the Vermont Board of Psychological Examiners perspectives on credentials used for mobility and finally comment upon several recent articles regarding mobility for psychologists. I conclude with comments about mobility for Licensed Psychologists-Master.

Review of Relevant Sections of Vermont Rules

Section 2.8 of the Vermont Rules Relating to Psychologists contains the regulations used by the Vermont Board of Psychological Examiners in considering applicants who are already licensed in another jurisdiction when they apply for licensure in Vermont. An applicant licensed in another jurisdiction may be licensed at the same level of academic degree in Vermont upon showing that the jurisdiction within which they are licensed has licensing requirements which are essentially equivalent to Vermont's [2.8(a)]. Applicants who are diplomates in one of the Academies of the American Board of Professional Psychology may be licensed [2.8(b)]. Applicants who present evidence of professional qualifications from an individual certification program acceptable to the Board may be licensed [2.8(c)]. Applicants using (a), (b), or (c) also have to pass an examination on the Vermont laws and rules governing the practice of psychology [2.8(d)].

Vermont Board Perspectives on Two Credentials used for Mobility for Psychologists-Doctorate: The Certificate of Professional Qualification (CPQ) offered by the Association of State and Provincial Psychology Boards (ASPPB) is accepted for licensure as a psychologist in Vermont under Section 2.8(c) of the Vermont Rules Relating to Psychologists. If a psychologist licensed in another jurisdiction is applying using the CPQ, they must also submit an application, the application fee, a copy of their vita (resume), and three letters of recommendation (including one from a psychologist who has supervised their work), and verify their current unconditioned licensure as a psychologist in another jurisdiction. The National Register of Health Providers in Psychology recently requested that the Vermont Board of Psychological

Examiners accept their credential to expedite licensure for psychologists who are applying for licensure in Vermont and who are also currently licensed in another jurisdiction(s). The Board found that supervision of someone with the National Register Certificate could be 1,000 hours less than the minimum requirement for licensure in Vermont; the Board also found that individuals who have the National Register Certificate are required to have 1 hour/week of supervision during their 2nd year of supervision, versus 2 hours/week as required by Vermont. As the Board reviewed the National Register request, it found that supervision requirements of the CPQ are also 1,000 hours less than minimum requirement for licensure in Vermont and the CPQ requirements of one hour per week of one-to-one supervision are less than the 2 hours/week as required by Vermont. However, the CPQ requirement of 5 years of experience, free of disciplinary action, before an applicant can obtain their credential was judged to be adequate by the Board at the time, to compensate for the lower supervision requirements. The Vermont Board of Psychological Examiners decided not to accept the National Register's request for their credential to expedite licensure in Vermont at this time. However, the Board will review rule 2.8 in its ongoing review process and will propose changes if appropriate, so that National Register credentials might be acceptable in the future.

Articles on Mobility: Recently several articles regarding mobility appeared in professional journals reviewing licensure mobility for psychologists. A Special Section within the *Professional Psychology: Research and Practice* journal edited by Drs. Levant and Benedict entitled "Licensure Mobility for Psychologists" (October, 2003, 34(5), 459-490) provides an excellent overview of various issues associated with psychologist's mobility primarily within North America. An article by Drs. Hall and Lunt in the *American Psychologist* entitled "Global Mobility for Psychologists" (October, 2005, 60(7), 712-726), extends the discussion to psychologist's global mobility. Suggestions to expedite mobility for psychologists have included developing a reciprocal licensing mechanism and development of a data gathering system that collects the basic information for licensure. Systems to enhance mobility exist in Optometry, Dentistry, Nursing and Pharmacy. A consensus is emerging throughout the world on the standards for licensure for psychologists.

Mobility for Licensed Psychologists - Master:

Section 2.8 of the Vermont Rules Relating to Psychologists contains the regulations used in considering all applicants who are already licensed in another jurisdiction when they apply for licensure in Vermont. The two credentials and articles reviewed above pertain to Psychologists licensed at the Doctorate level. Psychologists licensed at the Masters level have

mobility to another jurisdiction that licenses at the Masters level if the licensing requirements in the jurisdiction they wish to be licensed in are equivalent to those of the jurisdiction that they are licensed in (Personal Communication, Margaret Joyal, 11/13/05). The North American Association of Masters in Psychology is a good resource for psychologists licensed at the Masters level regarding mobility. The Association of State and Provincial Psychology Boards' (ASPPB) Mobility Committee is currently exploring approaches to meeting the mobility needs of licensees trained at the Master's level.

Richard W. Root, II, Ed.D., ABPP

Goals for the coming year

It is my pleasure to have been newly appointed to the position of Director of the Office of Professional Regulation by Secretary of State Markowitz. I served as Board Counsel with the Office for several years before becoming Director, and am well aware of the many new challenges we face as an Office, the areas in which we have made great strides, and those services we can continue to improve. My board counsel work will serve me well in my new position. I have learned that inevitably, board members are highly-qualified, conscientious, and compassionate individuals who have much to offer their profession and state. I have learned much from working with licensing boards, particularly those within the health care delivery system, and have a good sense of when regulation is needed and when the regulators should simply help facilitate the good work that you do.

We have made great strides in improving our handling of complaints. We take much less time than in previous years to investigate and resolve complaints. We have eliminated a large backlog of cases, and have new prosecuting attorneys who are fair-minded in the cases they pursue and accountable for their actions within the Office. With the improvements in the disciplinary function, I plan to focus much more in future months on the service aspect of OPR. I will continue to explore better ways to serve the public. There are many exciting new technologies which may allow us to do a better job for the public. Online applications, electronic scanning and storage of documents, and increasingly specialized licensing software may allow us to provide more services without increasing staff. I will also be focusing on better communications between the Office and the boards and advisors we work with regarding legislation, budgets and how to give them the tools they need to do their jobs more effectively. I look forward to continuing and upholding the Office

and the Board's reputation as a responsive, dedicated, and well-run regulatory body doing its very best to serve Vermont. I particularly wish to thank staff members Rita Knapp, Peggy Atkins, and the volunteer members of the Board of Psychology for the work they do in making professional regulation a success in Vermont.

Christopher D. Winters, Director

Briefly Noted

1. During 2005 the ASPPB revised their ethics code: copies may be downloaded from <http://www.asppb.org/> by clicking on "What's New?" and the link to Code of Conduct. A history of the many drafts and wide discussion begins the section, including how the ASPPB Code differs from the APA's Ethical Principles of Psychologists. Both are included in 26 V.S.A., the Vermont psychologists' licensing statute, so understanding their basic similarity and different purposes is important.
2. Dr. Steve Behnke, the Ethics Chair of APA, has written monthly articles during all of 2005 on the clinical nature of ethical decisions in the Monitor on Psychology. The columns can be found at www.apa.org/ethics/ under "From the Director," with quotes such as: "We draw upon what has made us psychologists to bring our Ethics Code down to earth." A further resource is "Examining the Personal-Professional Distinction, Ethics Codes and the Difficulty of Drawing a Boundary," in the May-June '05 issue of the American Psychologist.
3. Questions have arisen about when to use the complete title, psychologist-doctorate or psychologist-master, since Vermont is almost unique in our bi-level licensing. Administrative Rule 3.4 (hereafter referred to as the Rule) states that it should be used "on all signs, business cards, letterhead, promotional material and other professional uses," and goes on to include the telephone book. When the Rules went before the Legislature, the purpose of this section was to fully inform members of the public, as required in both ethics codes and in Title 3, Chapter 5 of the Unprofessional Conduct Standards of the Secretary of State.
4. In November of 2005 APA's Division 17 published a growing edge issue of The Counseling Psychologist, 33:6, "Online Counseling: Challenges for the Information Era." Vermont Rule 3.10 on telepractice focuses on clarity about disclosure, parallel to that in Rule 3.9 required of mental health providers in face-to-face settings. This journal expands upon the use of the telephone and e-mail to newer kinds of "computer mediated communication," such as synchronous chat with participants online at the same time and videoconferencing combining image and voice. Resources are provided for "web counseling, cyber therapy, internet psychotherapy" and an array of psychological services such as testing, research and consultation. A key point being debated relates to mobility, with the authors of this APA journal recommending telepractice work only with clients residing in the state(s) where a psychologist is licensed. Psychologists licensed in other states can apply for a temporary Vermont license that allows them to practice here (in person or via technology) for 10 days (80 hours) per year. Many other states have similar provisions.
5. Most psychologists are familiar with the HIPAA Privacy requirements but some have not yet conducted a formal risk assessment in order to be in compliance with Part 2, the HIPAA Security Rule that took effect in April 2005. The best information for members and non-members can be found at <http://www.apa.org/>. First search the box on the home page for "Security Rule," which will bring up a list of resources that include January and May Monitor articles and much more. The administrative, physical and technical standards are well outlined and practical tools are for sale at APA's "HIPAA Security Rule Primer" and the "HIPAA Security Rule Online Compliance Workbook," created especially for practicing psychologists.
6. The 2005 Midyear Meeting of ASPPB focused on "Identifying and Managing Character and Fitness Issues." All U.S. states and Canadian Provinces were represented. Old phrases such as "good character" and "moral turpitude" have evolved into more objective terms. However the concept of protecting the public by selecting psychologists for licensure and continued practice who are ethically sound was seen as vital. Attorneys in attendance recommended thorough background checks on all applicants, emphasizing the practice of psychology as a privilege and not a right. The major ways that current psychologists can contribute to the integrity of our profession is to maintain high personal standards, and to be very clear and honest when performing supervision and writing reports and letters of reference for licensing.
7. The "Instructions for Applicants" letter included in the psychology licensure application has been revised for clarity. Since many steps are involved for the applicant, the goal is to avoid problems by giving more information at the outset. The revised letter will be posted on the Board website.

Kay Frances Schepp, Ed.D.

Licensing and Disciplinary Statistical Information By Fiscal Year

All of the statistical data below is from the Annual Report on Professional Licensing which may be viewed in its entirety at: <http://vtprofessionals.org/downloads/24thannualreport.pdf>.

Licensing

Fiscal Year	New Licenses Issued During Fiscal Year		Total Number Active Licensees	
	Masters	Doctorate	Masters	Doctorate
2005	3	15	205	366
2004	5	17	201	348
2003	4	13	209	362

Discipline

Fiscal Year	New Cases Rec'd	Cases Concluded w/out Discipline	Cases Concluded With Discipline
2005	8	7	1
2004	10	9	3
2003	6	5	1

Disciplinary Actions

The Board imposed disciplinary sanctions against one psychologist during 2005. The licensee was disciplined when he engaged in unprofessional conduct by preparing and publishing two reports that he knew would be utilized for forensic purposes and that by doing so he exceeded his area of competence. Full text of disciplinary decisions can be found at: <http://www.vtprofessionals.org/opr1/searchdiscipline.htm>

New Licensees

The Board congratulates and welcomes the new psychologists licensed during calendar year 2005.

Gary Scott Barnes, Ph.D. Richard T. Barnett, Psy.D. Laura A. Basili, Ph.D. Katherine J. Baum, Ph.D. Georgiana H. Birmingham, MA Susie E. Caron, MA Monica D. Christy, Ph.D. Barbara A. Clarke, Psy.D.	Rebecca O. Currier, Ph.D. Bertha D. Del Rio, Psy.D. Paul F. Gibeault, MA Jacob E. Hadden, MA Carrie M. Hertweck, Psy.D. Neil S. Hibler, Ph.D. Betsy Hoza, Ph.D. Joann C. Joy, Ph.D.	Caroline S. Lee, Ph.D. Phyllis P. Marganoff, Ed.D., Geraldine Oppedisano, Ph.D. John J. Randolph, Ph.D. Jennifer L. Riff, Ph.D. Diana Sholtz, Ph.D. Kenneth C. Thunberg, Ph.D. Edward G. Xippolitos, Psy.D.
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Meeting Dates

Board meetings are held on the second Friday of each month, and all meetings are open to the public. You can view the meeting dates at: <http://www.vtprofessionals.org/meetings/meetingslist.htm>

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