

the Bulletin BOARD

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GET THE FACTS

HERE'S WHAT YOU NEED TO KNOW ABOUT IMPORTANT NEW REQUIREMENTS GOING INTO EFFECT THIS YEAR

Three important new requirements go into effect for licensees this year: increased CE hours, a mandated ethics refresher, and required supervisor training.

INCREASED CE REQUIREMENTS

All licensees must now complete **24 total hours** of continuing education (CE) for every two-year license renewal cycle, including in order to renew their licenses by Oct. 1, 2022.

Category A requirements.

A minimum of **15** of the required 24 CE hours must now be completed in Category A. Category A activities must be sponsored or co-sponsored by approved Category A providers.

You can find a list of these providers and a list of Category A topics [here](#).

Three hours of the Category A must still be in ethics. Please note that to be credited as fulfillment of the ethics requirement, the word "ethics" or a derivative of the word "ethics" must be in the title of the program.

Category B requirements.

Up to **9** of the required 24 CE hours may be in Category B (all 24 total hours may be completed in Category A, if so desired).

There are no sponsorship requirements for Category B activities; however, you



must be able to show that any Category B activities cover the same topic areas as for Category A. Two important changes for Category B are:

- certificates of completion are now required for Category B activities; and
- self-study activities no longer count as Category B activities.

Requirements for both Categories A and B.

All CE hours, whether Category A or B, must now be obtained through:

- in-person attendance at programs;
- completion of online courses; or
- presentations at programs.

In addition, CE attestation forms and *certificates of completion* must now be submitted for all Category A and Category B activities in order to renew your license.

Online submission of the CE documentation will be required (mailed or faxed forms will not be accepted as meeting the submission requirement nor will they be returned to the sender).

The Board will provide an online submission system, which is expected to be launched in early summer of this year. Additional information will be provided to licensees once the submission system is launched.

Board-initiated sources of CE.

The Board is now offering several sources of CE credits, including one hour of Category A for completing the Board Ethics Refresher (see details below); three hours of Category A for completing the Board Supervisor Training Program (see details below); and three hours of Category B for any

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All licensees will be required to complete an educational ethics refresher in order to renew their license by the Oct. 1, 2022 renewal deadline.

licensee who has received Board-required supervision during the prior renewal period (except when the supervision is required under a Board Consent Order or Final Decision). These CE hours will be automatically credited to the applicable licensee's CE records and so will not need to be reported by licensees.

Additional information on the CE requirements may be found:

- on the Board's [CE page](#); and
- in the Board's [Continuing Education Reference Guide](#).

IMPLEMENTATION OF EDUCATIONAL ETHICS REFRESHER

All licensees will be required to complete an educational ethics refresher in order to renew their license by the Oct. 1, 2022 renewal deadline.

The ethics refresher will be an educational, no-fail review, and you will have an unlimited number of attempts to complete it prior to the Oct. 1, 2022 renewal deadline. Licensees will only be charged the ethics refresher fee of \$50 once per renewal cycle, regardless of the number of attempts needed to complete it.

The ethics refresher will include topics covered by the NC Practice Psychology Act, the Board's rules (Rule 21 NCAC 54), and the APA's Ethical Principles of Psychologists and Code of Conduct. Completion of the ethics refresher will also count for one hour of Category A per renewal cycle. The ethics refresher will be made available on the Board's website in late spring of this year. Licensees will be notified once it is available to use.

REQUIRED SUPERVISOR TRAINING

A licensee who engages in the supervision of an applicant, an LPA, or a provisionally licensed psychologist must complete the Board-mandated three-hour supervisor training course by Dec. 31, 2022. If the course is completed after September 30, continuing education credits will be given for the next licensing renewal on Oct. 1, 2024.



Topics to be covered include the legal requirements of supervision, completion of supervision forms, common problems, and ways to be an effective supervisor. This will be a one-time training, offered through the Board's website at no cost and will be launched in late spring of this year.

The training may only be taken through the program on the Board's website. No other training programs will be accepted. Licensees will be notified once the training is available.

Participants who complete the training will receive three hours in Category A. Failure to complete the training by Dec. 31, 2022, will result in the supervisor being prohibited from providing further supervision until the training is completed.

Serving as a parenting coordinator

By Helen Brantley, Ph.D. and
Sondra C. Panico

HERE ARE THE PERTINENT FACTS YOU NEED TO KNOW IF YOU'RE CONSIDERING THIS ROLE

If you are considering serving as a parenting coordinator, this article will provide basic information and issues you will need to contemplate before doing so. A parenting coordinator is a legal-mental health hybrid role intended to help separating and divorcing high-conflict cases resolve disputes regarding their children. The term “parent” is used to designate custodial adults who may or may not be married, may be stepparents, grandparents, or other guardians. These parents are often engaged in high levels of conflict, and the disputes over parenting plans may keep these families in court for a lengthy period of time.

The role of the parenting coordinator was developed in the early 2000s to diminish the burden of these families on the court system and to protect the best interests of the children who are caught in the middle of the conflict. The duties of a parenting coordinator include, but are not limited to, dispute resolution, case management, collaboration with other professionals, decision making regarding the children's well-being, report writing, and record keeping. If you are looking into serving in this role, please consider your awareness of your own biases, your ability to tolerate conflict, and your willingness to follow the legal applications of the role.

In 2005, North Carolina passed one of the earliest laws in the country regarding parenting coordinators. In 2019, this law was revised and updated. This article addresses the updated law.

In North Carolina, a judge may appoint a parenting coordinator to assist the parties in co-parenting, cooperating, and communicating. To be eligible to be a parenting coordinator, you must be an impartial individual who meets the following criteria:

- possesses a master's or doctorate in psychology, law, social work, or counseling;
- has at least five years of related professional experience;
- holds a North Carolina license in your field; and
- completes a 24-hour training class.

You also must be on a list maintained by the district court.



In order to continue to remain eligible as a parenting coordinator, the person must also attend parenting coordinator seminars that provide continuing education, group discussion, and peer review and support (N.C. Gen. Stat. §§ 50-90 & 50-93).

A parenting coordinator may be appointed at any time on or after the entry of a custody order, and can be appointed upon entry of a contempt order involving a custody matter (N.C. Gen. Stat. § 50-91). The parties can mutually agree on the appointment of a parenting coordinator. The court

can also appoint a parenting coordinator upon the motion of a party or the court's own motion. In either case, the court must find that the matter is a high-conflict case, that the appointment of a parenting coordinator is in the best interest of the children, and that the parties can afford to pay for the parenting coordinator's services.

The authority of the parenting coordinator is spelled out in the order of appointment. Authority is limited to matters that will assist the parents in complying with the court's custody order, resolving disputes regarding issues that were not specifically addressed in the custody order, or were ambiguous or where there were conflicting terms in the custody order (N.C. Gen. Stat. § 50-92).

If the parenting coordinator makes a decision about a matter within her or his scope, that decision is enforceable as an order of the court (N.C. Gen. Stat. § 50-92[b]). The parenting coordinator's decisions are subject to review by the court.

The parenting coordinator statutes (N.C. Gen. Stat. §§ 50-90 through 50-100) make it clear that the parenting coordinator shall not provide any professional services or counseling to any party or any of the minor children (N.C. Gen. Stat. § 50-92). Therefore, a psychologist that is appointed to the role of parenting coordinator may not engage in the practice of psychology with the child(ren) or parents in the case. It is important that a psychologist who is appointed as a parenting coordinator clearly and thoroughly explains his or her role as the parenting coordinator to alleviate any confusion by the families. This may also reduce the likelihood of a complaint to the Board.

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PARENTING COORDINATOR

If you are considering becoming a parenting coordinator, you must decide whether you can be impartial, which is a requirement of the role. If you have previously provided psychological services to the family in question, you may not be able to maintain impartiality.

If the Board receives a complaint about a psychologist that is serving in the role of parenting coordinator, the Board will review the matter to determine whether the parenting coordinator has engaged in the practice of psychology. In order for a complaint to fall under jurisdiction of the Board to investigate, there must be an allegation that the practice of psychology occurred outside the scope of the parental coordination role and an allegation of some type of unethical practice or practice in violation of the Psychology Practice Act or Board rules.

The Board may also review the psychologist's records to ensure that the psychologist was clear in her or his role as parenting coordinator, so that the parents were informed of the limitations of the role and that the psychologist would not be practicing psychology. The existence of a multiple relationship can potentially be unethical, depending on the circumstances. If the Board determines that the psychologist has not engaged in the practice of psychology, was clear in his or her role, and has not engaged in any type of multiple relationship or conflict of interest in serving as the parenting coordinator and as a psychologist, the Board will likely not take any action.

It is important to note that the court that appoints the parenting coordinator, and not the Board, is the entity



that has jurisdiction over any complaints against a psychologist in her or his role as a parenting coordinator.

It is significant that communications between the parties and the parenting coordinator are not confidential, in contrast to the psychologist's communications when engaged in the practice of psychology, which are confidential (N.C. Gen. Stat. § 50-96). The parenting coordinator does have the discretion to release his or her records to the parties or the attorneys for the parties. Any party may apply to the court for the issuance of a subpoena to compel production of the parenting coordinator's records (N.C. Gen. Stat. § 50-98).

As you can see, there are varied issues to take into account if you are considering serving as a parenting coordinator. In order to further assist with this decision, we have provided additional resources in the sidebar below.

Helen T. Brantley, Ph.D. is Board Chair and Sondra C. Panico is Counsel to the Board.

Editor's note: Portions of this article were prepared for the North Carolina Psychology Board by Sondra Panico, Special Deputy Attorney General and Counsel to the Board. It has not been reviewed and approved in accordance with procedures for issuing an Attorney General's opinion.

GUIDELINES TO ASSIST PARENTING COORDINATORS

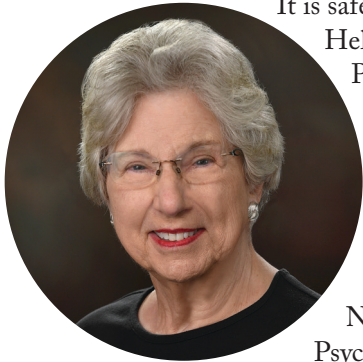
In addition to the parenting coordinator statutes set forth above, two organizations have developed guidelines to assist parenting coordinators. The Association of Family and Conciliation Courts (AFCC) developed its original guidelines in 2005 and revised them in 2019. The American Psychological Association (APA) published its guidelines in 2011, and is currently in the process of revising them.

While guidelines are not ethical standards and, therefore, the Board does not have the authority to enforce them, they provide guidance and recommendations that will help a psychologist practice in the role of parenting coordinator in a more productive way.

Both AFCC and APA guidelines cover attaining and maintaining competence. The NC parenting coordinator statutes require 24 hours of training, as set forth above, which may be obtained through multiple agencies. AFCC offers an eight-hour course online, and the Center for Cooperative Parenting offers training specifically for parenting coordinators in North Carolina (info@centerforcooperativeparenting.org).

Impartiality and conflicts of interest are important topics that are addressed in both guidelines. The guidelines also address defining the scope of authority as well as other considerations when you're deciding whether to accept a court appointment as a parenting coordinator.

BRANTLEY BLAZES HER OWN TRAIL



It is safe to say that Helen Brantley, Ph.D., runs circles around women half her age. Brantley is the current chair of the North Carolina Psychology Board,

and one look at her career will tell you that trailblazing has been a way of life for her from a very early age. “Psychology as a field is now dominated by women, but in those days I was one of only two women in the graduate program,” Brantley said.

Brantley had another avid interest at the time, namely her sweetheart John Brantley (also a Ph.D. in psychology); they have been married for 59 years.

The two wed after finishing their undergraduate studies, and both continued on to grad school. “For women then, that was unheard of,” Brantley said. “Everyone knew that I would have babies and be a housewife.”

POSITIVE ENCOURAGEMENT

Not even close. Brantley said she had

wonderful professors who were very supportive of her, and one who even nudged her toward her doctorate. “I had asked if he would write a letter of recommendation for me to go to social work school, and he said ‘no,’” Brantley recalls. “Instead, he said that if I wanted to get my Ph.D., he would be very happy to write a letter of recommendation for that.”

At one point, Brantley was bemoaning the fact that she didn’t have role models to follow. “One of my mentors said that I would have to be my own role model, and that really stuck with me.”

Brantley took the hint, and she and John also decided to start their family while working on their Ph.D.s. Eventually, they managed two children and their careers, and Brantley says they were fortunate to have close relationships with three other families in similar situations. “We learned how to be dual-career couples together,” she says. “We have remained friends since 1965, and I guess we were trailblazers in that way.”

Brantley says her greatest achievement is that she and John have raised two children who are remarkable, successful

adults. They call us ‘parent friends,’” she says. In terms of hobbies, Brantley is a classical pianist and loves to walk, swim, and read.

PRIORITIZING CHILDREN

Much of Brantley’s career has been focused on children because that is where she felt she could make the greatest impact. “I really believe in the importance of family,” she said. “You don’t get a handbook when you’re a parent, so if we can help parents work with their kids and shepherd them through the hard times, we will make a huge difference in these kids’ lives.”

Legal and legislative issues related to children have also been a priority for Brantley throughout her career. She has spent many years working with the North Carolina Psychology Association and the American Psychological Association.

Brantley has really enjoyed her seven years of service to the North Carolina Psychology Board. “I love the people I work with. They’re bright, enthusiastic, and caring,” she said. “This profession has been so good to me that it’s wonderful to be able to give back to the profession.”

“You don’t get a handbook when you’re a parent, so if we can help parents work with their kids and shepherd them through the hard times, we will make a huge difference in these kids’ lives.”

BOARD ACTIONS

The following actions were recently taken by the Board pursuant to G.S. § 90-270.148 and G.S. § 90-270.149:

ALLOWAY, BRENDA, PH.D.

CONSENT ORDER was approved and signed on February 11, 2022. The described conduct constitutes violations of N.C. Gen. Stat. §§ 90-270.148 (a) (10) & (a)(19) of the North Carolina Psychology Practice Act, and constitutes violations of Standards 3.04, 3.09, and 6.04 of the Ethical Principles of Psychologists and Code of Conduct. The license of the respondent is **REPRIMANDED**. Respondent shall successfully complete a minimum of four hours of tutorials. For a period of six months consisting of at least 750 hours of practice by respondent in psychology, whichever takes longer to occur, respondent shall receive face-to-face supervision at a minimum of one one-hour session per week during any week in which respondent practices psychology. Respondent's Board-designated supervisor shall submit quarterly reports to the Board, together with written narrative descriptions of respondent's practice and response to supervision. Respondent shall not supervise any provisionally licensed psychologists; licensed psychological associates; students in graduate psychology programs; post doctoral fellows; applicants with the Board; or any ancillary services personnel, for the practice of psychology while she is under the Board-mandated supervision required in this Consent Order. All of the conditions of this Consent Order are in addition to the conditions set forth in her previous Consent Order with the Board, dated July 31, 2020.

GHALIB, NADEEM

FINAL DECISION denying Ghalib's application for licensure at the Licensed Psychological Associate level was approved and signed on January 12,

2022. A hearing was held at the Board's November 4, 2021 meeting and, following discussion, the Board determined to deny Ghalib's application.

GRUBB, MONTY, PH.D.

CONSENT ORDER was approved and signed on February 11, 2022. The Board's evidence would show that the described conduct constitutes violations of N.C. Gen. Stat. §§ 90-270.148 (a) (10), (a)(11), (a)(15), (a)(17) & (a) (18) of the North Carolina Psychology Practice Act, and Standards 3.04, 3.05, 3.06, and 6.01 of the Ethical Principles of Psychologists and Code of Conduct. Respondent shall **RELINQUISH** his license to practice psychology in North Carolina and the Board shall accept his relinquishment. Respondent shall terminate psychological services to all of his patients and cease to engage in the practice of psychology including supervision of other mental health professionals. Respondent shall transfer his records to a psychologist licensed in North Carolina. Respondent must submit an affidavit to the Board office that he has ceased practice and has transferred his records. Respondent shall not engage in the practice of psychology at any time in the future in this state and shall not reapply for licensure to practice psychology in this state at any time in the future.

KLEINSCHUSTER, DAVID, PSY.D.

CONSENT ORDER was approved and signed on February 11, 2022. The Board finds that the described conduct constitutes violations of N.C. Gen. Stat. §§ 90-270.148 (a)(10), (a)(11), (a) (15) & (a)(17) of the North Carolina Psychology Practice Act, and constitutes violations of Standards 2.06, 3.04, 3.05(a) & 3.06 of the Ethical Principles

of Psychologists and Code of Conduct. The license of the respondent is **REPRIMANDED**. Respondent shall successfully complete a minimum of four hours of tutorials. For a period of one year consisting of at least 1,500 hours of practice by respondent in psychology, whichever takes longer to occur, respondent shall receive supervision with a licensed psychologist at a minimum of one one-hour session per week during any week in which respondent practices psychology. Respondent's Board-designated supervisor shall submit quarterly reports to the Board, together with written narrative descriptions of respondent's practice and response to supervision.

MALOY, AMANDA, M.A.

FINAL DECISION denying Maloy's application for licensure at the Licensed Psychological Associate level was approved and signed on January 12, 2022. A hearing was held at the Board's November 4, 2021 meeting and, following discussion, the Board determined to deny Maloy's application.

NEUSCHAEFER, SUZANNE, M.S.

FINAL DECISION denying Neuschaefer's application for licensure at the Licensed Psychological Associate level was approved and signed on January 12, 2022. A hearing was held at the Board's November 4, 2021 meeting and, following discussion, the Board determined to deny Neuschaefer's application.