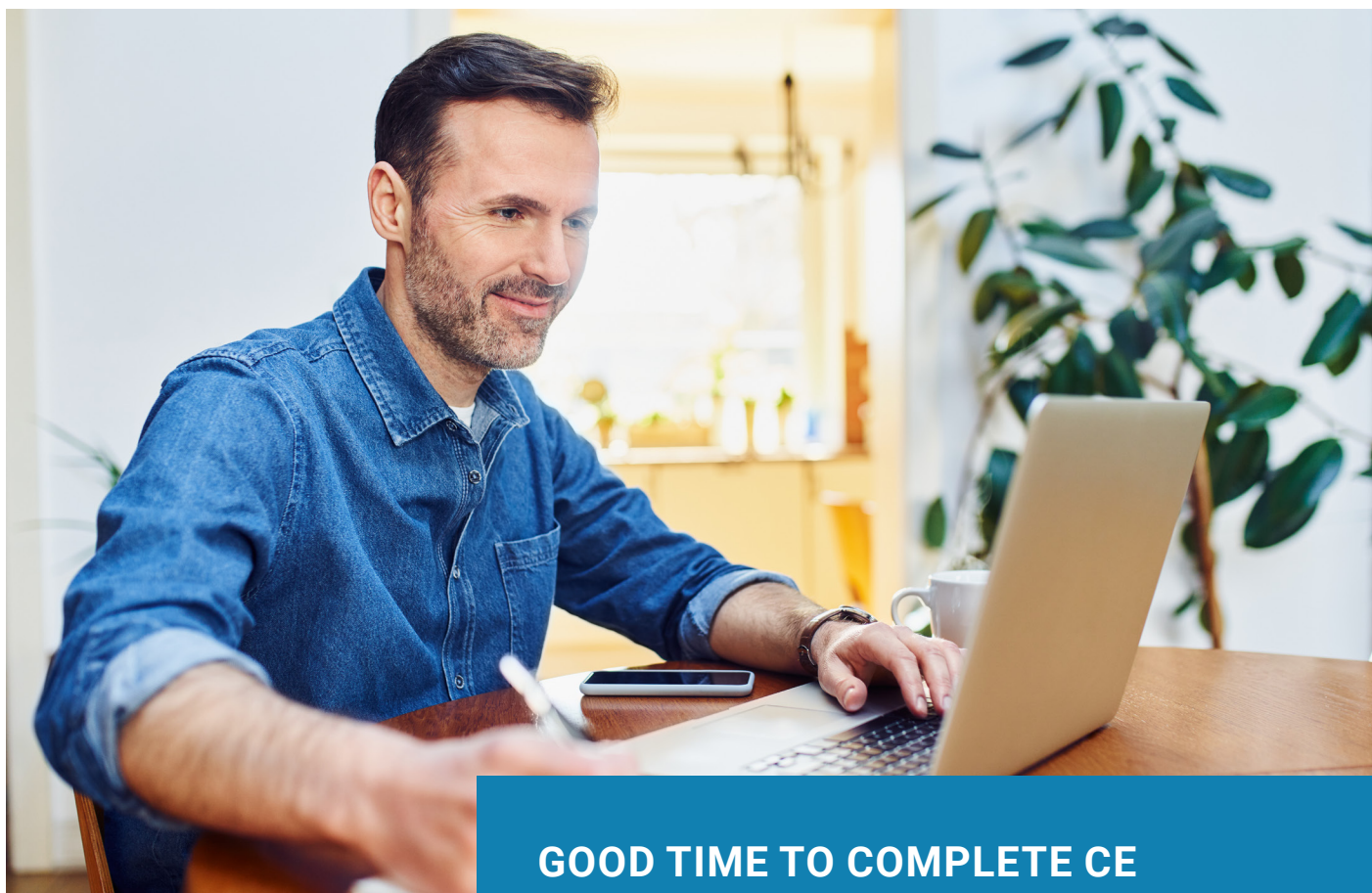


T H E BULLETIN BOARD

Spring 2024 | A publication of the North Carolina Psychology Board



GOOD TIME TO COMPLETE CE REQUIREMENTS

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With the deadline for licensees to renew their licenses to practice psychology in North Carolina less than six months away, here are a few reminders:

- License renewal deadline is October 1, 2024
- License renewal system opens in August
- Ethics Refresher must be completed before renewing your license
- Refresher is open and can be accessed by logging into the Board's licensee system at:
<https://app.ncpsychologyboard.org/licensee/#/#/>
- All required continuing education (CE) must be completed and the documentation properly submitted to the CE Broker before renewing your license

Please note that the Ethics Refresher must have been completed and documentation of completing all of the CE requirements properly submitted to the CE Broker before licensees can renew their licenses.

North Carolina Psychology Board
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DON'T WAIT!

Complete CE and Submit Documentation to CE Broker. While October 1 feels like it's far off, licensees can and should be working on completing their CE courses and submitting their certificates to the CE Broker well in advance of the October 1 renewal deadline.

As a reminder, the CE requirements are:

- Minimum of 24 hours
- 15 hours must be completed under Category A program sponsor, including a minimum of three hours in ethics
- The remaining hours may be completed in either Category A or Category B
- Additional information on the CE requirements can be found on the Board's website <http://www.ncpsychologyboard.org/continuing-education/>
- Questions regarding the CE requirements can be submitted to info@ncpsychologyboard.org
- Questions regarding CE submission should be directed to CE Broker at support@cebroker.com or 877-434-6323

THINGS TO KEEP IN MIND

Licensees can submit their completed CE documentation anytime to their CE Broker account! As previously noted, all required CE must be completed and documentation properly submitted to the CE Broker to renew a license by October 1.

When logging on to your CE Broker account, use the two-letter prefix and your four-digit license number. (i.e., PPxxxx for LPs or PAxxxx for LPAs). If you need assistance locating your license number, you can use the 'Verify a License' page on the Board website (<https://www.ncpsychologyboard.org/license-verification/>). Please note that when verifying a license on the Board's website, you should only enter one search field (i.e., last name only).

After logging onto your CE Broker account, your transcript will not show compliance until each required category of CE is filled with the respective required hours (i.e., 15 in Category A). Once you have completed the Ethics Refresher, the completion will be automatically reported to your CE Broker account within 24 hours. As a result, you should not upload documentation regarding the completion of the Ethics Refresher to your CE Broker account, as it will automatically be reported, and doing so will cause your CE to be incorrect. Category B credit

Once you have completed the Ethics Refresher, the completion will be automatically reported to your CE Broker account within 24 hours.

for receiving Board-required supervision will also be automatically reported to your CE Broker account by the Board.

Questions regarding CE submission should be directed to CE Broker at support@cebroker.com or 877-434-6323. As CE Broker support staff is trained in the Board's CE requirements, licensees should reach out to the CE Broker before reaching out to Board staff regarding such questions.

HELPFUL HINTS FROM CE BROKER

CE Broker staff suggests the following when submitting your CE completion documentation to your CE Broker account:

- Use the Google Chrome web browser for the best use of the CE Broker site
- Make sure to complete all question fields when uploading CE documentation
- Course completion documentation should be uploaded individually to ensure the appropriate courses are placed under the correct categories. ■

NCDOR Privilege License Requirement Repealed

Effective July 1, 2024, the obligation for professionals to obtain a statewide license from the NC Department of Revenue (NCDOR) for working in North Carolina will be abolished. This applies to all professionals, including psychologists, and they will no longer be required to obtain a new privilege license or renew an existing one. The last period for obtaining a privilege license will end on June 30, 2024. For any queries related to the privilege license, you can contact the NCDOR at (877) 252-3052.

However, it is important to note that the NCDOR privilege license requirement is separate from the NCPB license requirement, which is mandatory for practicing psychology in North Carolina. The repeal of the NCDOR privilege license requirement does not impact the requirement to be licensed by the NCPB to practice psychology in North Carolina. ■



A WARM WELCOME TO NEW PSYCHOLOGISTS

By Alexis Brightman, M.A.

On behalf of the North Carolina Psychology Board (NCPB), we extend our heartfelt welcome to all first-time licensed psychologists and experienced psychologists who have recently relocated to our state. Whether you're embarking on a new professional journey or adding practicing in North Carolina to your career, the Board is here to assist you in the path that lies ahead.

Although tailored for newly licensed psychologists embarking on their professional journey, this article offers insights and strategies that seasoned clinicians may also find enriching and applicable to their practice.

LEGAL AND ETHICAL REQUIREMENTS

- **Understanding Licensing Requirements:** As each state has unique licensing requirements, it is important to familiarize yourself with the requirements outlined in the [NC Psychology Practice Act](#) and the [Board's rules](#).
- **Staying Informed about Ethical Guidelines:** Adhering to ethical standards is paramount in the field of psychology. Take the time to review the [Ethical Principles of Psychologists and Code of Conduct](#)

provided by the American Psychological Association (APA).

- **Cultural Competence and Diversity:** North Carolina is a diverse state with a rich tapestry of cultures. As a psychologist, it is essential to be culturally competent and aware of the unique needs of our communities. Embrace continuing education and training opportunities that focus on cultural competence to enrich your practice and build strong connections with your clients.

SUPPORT

Embarking on the journey as a newly licensed or as an experienced psychologist in North Carolina introduces a mix of excitement and challenges. Transitioning from academia to real-world practice or practicing in a new state can be daunting, leaving psychologists uncertain about applying their knowledge effectively.

- **Seeking Mentorship and Consultation:** Consider seeking mentorship or consultation to guide you through the nuances of practicing in North Carolina. Experienced professionals can provide insights into local practices, share valuable experiences, and offer support as you navigate the unique aspects of our state's psychology landscape.
- **Establishing a Community of Support:** Connect with local colleagues by joining professional organizations, and peer support groups, and/or

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attending local events, workshops, and conferences to meet fellow psychologists. Networking activities and peer support groups provide not only professional opportunities but also a chance to build supporting relationships with like-minded individuals who understand the challenges you may face.

SELF CARE

The demanding nature of practicing psychology may take a toll on your well-being. Prioritizing self-care and cultivating healthy coping mechanisms can help mitigate the risk of burnout and compassion fatigue. Here are a few suggestions to consider:

- **Setting Boundaries:** Establishing clear boundaries between your work and personal life is crucial for preventing professional burnout. Allocating dedicated time for relaxation, hobbies, leisure, and social activities can help psychologists recharge and maintain a healthy work-life balance.
- **Taking Breaks:** While our desire to be helpful is admirable, it is essential to carefully monitor

our schedules to prevent them from becoming overwhelming, ensuring that we can maintain our well-being and effectiveness in providing support to our clients.

- **Therapy or Counseling:** Seeking therapy or counseling for yourself may be beneficial to process your emotions, gain insight into personal challenges, and develop coping strategies. Experiencing therapy firsthand may offer new psychologists valuable insights into the therapeutic process, foster a deeper understanding and empathy for their client's experiences, and enhance their ability to connect and empathize with their clients.

A BRIGHT FUTURE IN NORTH CAROLINA

As you embark on this exciting chapter of your career in North Carolina, remember the NCPB is here to assist with adhering to the legal and ethical practice requirements. We also encourage you to take advantage of available resources, connect with your peers, and embrace the opportunities our vibrant state has to offer. ■

REFERENCES

1. American Psychological Association. (2017). Ethical Principles of Psychologists and Code of Conduct. Retrieved from <https://www.apa.org/ethics/code/>
2. North Carolina Psychology Practice Act, NCGS §§ 90-270.1-22 (2013). Retrieved from https://www.ncleg.gov/EnactedLegislation/Statutes/PDF/ByArticle/Chapter_90/Article_18A.pdf
3. Rules of the North Carolina Psychology Board, 21 NCAC 54 .1602-.2860. Retrieved from <http://reports.oah.state.nc.us/ncac.asp?folderName=\Title%201%20-%20Occupational%20Licensing%20Boards%20and%20Commissions\Chapter%2054%20-%20Psychology>

SCAMMERS TARGETING LICENSEES

It has come to our attention that individuals posing as representatives of the "North Carolina Psychology Clinical Board" are making scam phone calls to NCPB licensees. These calls may display on your caller ID as coming from the NCPB office number (828-262-2258), as they are using the Board's telephone number as a disguise. If you receive a call that you suspect might not be genuine, please refrain from sharing any personal or payment information with the caller. Instead, you may contact the Board



directly at info@ncpsychologyboard.org to verify the authenticity of the call. Alternatively, you can report scam calls to the North Carolina Attorney General's Consumer Protection Division at 1-877-5-NO-SCAM. ■

REFLECTING ON MY TIME ON THE NCPB

By **Helen T. Brantley, Ph.D.**

I approach the end of my nine years as a member of the NCPB, including serving as chair for the past three years, with mixed feelings. It has been an exciting experience learning many new things, meeting interesting and gracious people, and working alongside dedicated and hard-working psychologists and staff. It took time and effort to understand the operations and processes of the Board as well intricacies of our Practice Act and the American Psychology Association's Ethical Principles of Psychologists and Code of Conduct.

I am privileged to have taken part in reviving the NCPB's newsletter so the Board has quarterly contact with all North Carolina psychologists. In addition, we held individual meetings with the accredited training programs and presented yearly lunch and learn programs through the North Carolina Psychological Association (NCPA) and the North Carolina Association of Professional Psychologists (NCAPP). We produced a supervision training course to be taken by all supervisors in the state and an online ethics refresher to be taken at each license renewal. I was fortunate to attend meetings of the Association of State and

Provincial Psychology Boards and gain a national and international understanding of the challenges that face psychologists across the U.S. and Canada.

While serving as a member of the Board requires a true commitment of time and dedication in attending quarterly Board meetings, serving on Board committees and working groups, contributing articles to the Board newsletter, and representing the Board at national conferences, I strongly encourage psychologists to consider this very important and fulfilling service to both our profession and the citizens of North Carolina.

I will miss the interaction with and help I have received from Dan Collins, NCPB's executive director, and Sondra Panico, NCPB's attorney. Everyone from staff to IT consultants has been patient with my technological challenges. I am grateful. Most of all I appreciate the work of our North Carolina psychologists and their dedication to providing generous service to our citizens. ■



Helen T. Brantley, Ph.D.

HIGHLIGHTS FROM ASPPB MID-YEAR MEETING

Susan Hurt, Ph.D. and Helen T. Brantley, Ph.D.

The Association of State and Provincial Psychology Boards (ASPPB) held its mid-year meeting in Boston, on April 25-28, 2024. There were several important topics discussed, including testing (EPPP Part 1 and EPPP Part 2), jurisdictional challenges, and regulatory changes with telehealth and the Model Act for master's degree psychologists.

Sophisticated methods for both cheating and "item harvesting" in test taking were the topics of the keynote address and subsequently the demand for much greater focus on test security for the EPPP1 and 2. Jurisdictional statutory or rule changes as the "EPPP" becomes "EPPP Part 1" and "EPPP Part 2" include times frames, new fee structures, and passing scores.

Item development for the EPPP requires much more than one can imagine. Whatever your assumptions about the number of volunteers, steps in the process, labor intensity, attention to detail, and moving parts, multiply by

25! Test preparation requires six times more the number of viable items than examinees will see in one year. At any given time, 250-300 volunteers contribute time and effort to update content related to subject matter expertise, retire poorly performing items, and remove items with disparate impact related to diversity and inclusiveness.

Many states are fielding legislative challenges with both intended and unintended impacts on the regulation of psychology, ranging from combining licensing boards across different professions to inserting politics-of-the-day into therapy rooms and assessment centers.

Other topics included boards needing succession plans for key personnel, regulation of ethical telehealth use, and possible statutory changes with the passing of the Model Act for master's practitioners, which is expected in the next six months. ■

BOARD ACTIONS

The following actions were recently taken by the Board pursuant to G.S. §90-270.148 and G.S. §90-270-149:

Caves, Judith, Ph.D. - CONSENT ORDER was approved and signed on February 8, 2024. For the 2022-2024 biennial renewal period, the Board sent licensees several reminder emails informing licensees they were required to submit certificates of completion for the required continuing education to CE Broker prior to renewing their licenses. On October 22, 2022, Respondent submitted her online renewal form and attested to having submitted all of her continuing education documentation and certificates to CE Broker, even though she only received one hour of CE credit. On April 3, 2023, Daniel Collins, Board Executive Director, sent Respondent a certified letter, in which Respondent was provided a deadline of April 21, 2023, to submit all certificates and documentation of 24 hours of CE to CE Broker, to which Respondent did not comply. At no point has Respondent complied with the Board's CE requirements. Respondent admits that the conduct described above constitutes violations of N.C. Gen. Stat. §§ 90-270.148(a)(5), & (a)(7) of the North Carolina Psychology Practice Act, and 21 NCAC 54 .2104 (a), (c), (e), & (j) of the North Carolina Psychology Board rules.

Respondent shall voluntarily relinquish her license to practice psychology in North Carolina and the Board shall accept her relinquishment. Respondent shall not practice psychology, as defined in N.C. Gen. Stat. § 90-270.136(8), after she relinquishes her license and Respondent agrees not to apply for re-licensure by this Board at any time in the future. This Consent Order constitutes action by the Board against Respondent's license, pursuant to N.C. Gen. Stat. § 90-270.148.

Pinder Amaker, Stephanie, Ph.D. - CONSENT ORDER was approved and signed on February 8, 2024. For the 2022-2024 biennial renewal period, the Board sent licensees several reminder emails informing licensees that they were required to submit certificates of completion for the required CE to CE Broker prior to renewing their licenses. On November 29, 2022, Respondent submitted her online renewal form and attested to having submitted all of her CE documentation and certificates to CE Broker, as required to renew her license for the 2022-2024 biennial renewal period. By November 30, 2022, Respondent was required to complete and submit all certificates and documentation of completing the required continuing education. Respondent did not properly submit the documentation within the deadline. On October 13, 2023, Daniel Collins, Board Executive Director, sent Respondent a certified

letter, in which Respondent was provided a deadline of November 6, 2023, to properly submit all certificates and documentation. In addition, on October 20, 2023, Ariel Gould, Board Office Manager, left Respondent a voicemail message for Respondent to properly submit her CE documentation. Respondent did not respond to the voicemail message or certified letter. Respondent has now complied with the CE requirements set forth above and has properly submitted her CE documentation. Respondent admits that the conduct described above constitutes violations of N.C. Gen. Stat. §§ 90-270.148(a)(5), & (a)(7) of the North Carolina Psychology Practice Act, and 21 NCAC 54 .2104 (a), (c), (e), & (j) of the North Carolina Psychology Board rules.

Respondent shall voluntarily relinquish her license to practice psychology in North Carolina and the Board shall accept her relinquishment. Respondent shall not practice psychology, as defined in N.C. Gen. Stat. § 90-270.136(8), after she relinquishes her license. Should Respondent apply for re-licensure by the Board in the future, Respondent shall participate in and complete a minimum of two to four hours of tutorials with a psychologist designated by the Board regarding CE requirements of licensees and proper and timely response to the Board; how Respondent's conduct resulted in this action taken by the Board; Respondent's plan of action to prevent the recurrence of the behavior which resulted in Board action; and general ethical conduct. The action taken by the Board in this Consent Order shall constitute remedial action, pursuant to N.C. Gen. Stat. § 90-270.148(b).

Drinkwater, Robert, Ph.D. - CONSENT ORDER was approved and signed on May 10, 2024. Respondent began providing individual psychological services to Client X in September 2020, the psychological services were initially provided via video, with services moving exclusively to telephonic services later in the therapeutic relationship. In a psychology session on May 19, 2023, Respondent made comments which were not professional, and were insensitive to Client X's therapeutic needs. When discussing the issue of male priorities in relationships, Respondent provided an inappropriate and unprofessional response, which included inappropriate comments about male sexual behavior. Respondent's statements to Client X resulted in her feeling violated by Respondent. Respondent tried, but failed to repair the therapeutic relationship. Respondent's inappropriate and unprofessional comments led to a premature termination of psychological services to Client

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X. The specific content of each session with Client X could not be discerned as each of Respondent's clinical notes for sessions with Client X was virtually identical. The only notes from Respondent's psychological sessions which differed were the notes for the last two sessions with Client X, each of which had thorough session summaries. Respondent's conduct above 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 2.01(b), 3.04(a), & 6.01 of the Ethical Principles of Psychologists and Code of Conduct (*American Psychological Association*, 2017).

This Consent Order shall constitute a condition on Respondent's license to practice psychology. Respondent shall successfully complete a minimum of eight to ten hours of tutorials. The tutorials shall be conducted with a psychologist designated by the Board regarding the following: documentation; appropriate language and conduct with clients; appropriate delivery of psychological services to sufficiently meet the needs of therapy and the client; how Respondent's conduct resulted in this action taken by the Board; Respondent's plan of action to prevent the recurrence of the behavior which resulted in Board action; and general ethical conduct. The tutorials shall not count for continuing education credit, as required under 21 NCAC 54 .2104. 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 with a psychologist licensed in North Carolina at a minimum of one one-hour session per week during any week in which Respondent practices psychology, regardless of the number of hours of practice. Following completion of the tutorials and supervision as set forth above, Respondent shall submit an essay to the Board explaining the impact of his conduct on his former client and what Respondent has learned from tutorials and supervision to prevent this from reoccurring in the future. The essay shall be approved by the Board, within its discretion, in order for Respondent to be released from this provision of the Consent Order.

Hammond, Marsha, Ph.D. – CONSENT ORDER was approved and signed on May 10, 2024. In January 2023, Respondent was contacted by Client X and began providing psychological services to her over the telephone over a period of three sessions throughout that month. Respondent did not document obtaining informed consent from Client X for these psychological services. In addition, there was no indication that a discussion took

place with Client X regarding her choice of the delivery of psychological services or whether she agreed to have psychological services administered over telephone only or whether the potential limits of this method of service delivery were explained to Client X. Throughout January 2023, Respondent communicated with Client X by text messaging, with Client X sharing confidential information over text messaging. There was no indication that Respondent considered whether this form of communication was secure or that Respondent gave Client X information related to the potential risks of her providing confidential information over text messages. If this matter had gone to hearing, Respondent would have provided testimony in response to some of this conduct. The conduct described above 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 3.09, 3.10(a) & (d), 4.01, 4.02(a) & (b), and 10.01(a) & (b) of the Ethical Principles of Psychologists and Code of Conduct (*American Psychological Association*, 2017).

This Consent Order shall constitute a condition on Respondent's license to practice psychology. Respondent shall successfully complete a minimum of ten to twelve hours of tutorials. The tutorials shall be conducted with a psychologist designated by the Board regarding the following: informed consent; limits of telephone therapy; how to maintain confidential communications; cooperation with other professionals; how Respondent's conduct resulted in this action taken by the Board; Respondent's plan of action to prevent the recurrence of the behavior which resulted in Board action; and general ethical conduct. The tutorials shall not count for continuing education credit, as required under 21 NCAC 54 .2104. Following completion of the tutorials, for eight supervision sessions, Respondent shall receive face to face supervision with a psychologist licensed in North Carolina at a minimum of one one-hour session every other week during any week in which Respondent practices psychology, regardless of the number of hours of practice. The focus of the supervision shall be on the areas to be addressed in the tutorials. Following completion of the tutorials and supervision as set forth above, Respondent shall submit an essay to the Board explaining the impact of her conduct and what Respondent has learned from tutorials and supervision to prevent this from reoccurring in the future. The essay shall be approved by the Board, within its discretion, in order for Respondent to be released from this provision of the Consent Order. ■