



**John W. Hickenlooper**  
Governor  
**Barbara J. Kelley**  
Executive  
Director  
**Ronne M. Hines**  
Program  
Director

## MENTAL HEALTH BOARDS AND PROGRAMS

### NEW SECTION DIRECTOR AND PROGRAM DIRECTOR

Dino Ioannides joined the Division of Registrations in August of 2010. In March of 2011, he was promoted to Section Director of the Division's Health Services Section, which includes regulatory oversight of the mental health professions. Prior to joining the Division, Mr. Ioannides worked for the Public Utilities Commission, another division in DORA, and has many years of regulatory experience. Mr. Ioannides enjoys working with regulated professionals, the various professional organizations and associations, and Colorado consumers to promote DORA's consumer protection mission. He looks forward to establishing and maintaining beneficial relationships with all stakeholders to advance mutually beneficial interests and to fairly and effectively enforce Colorado law.

In January of 2011, Ronne M. Hines joined the Health Services Section of the Division of Registrations as the new Program Director for the Colorado Mental Health Programs. Ms. Hines has worked for the Department of Regulatory Agencies for over 3 years. She brings a wealth of knowledge to the Section from her experience as the Contracts and Communications Director and Continuing Competency Manager within the Division of Registrations. Ms. Hines worked to ensure the Division's contracts were streamlined and in compliance with State regulations and fiscal policies, to implement and facilitate the communication and outreach measures for the Division, and to implement the continuing competency programs, working directly with the Mental Health Programs and their staff in fulfilling the Department's mission of consumer protection. Ms. Hines also practiced law in private practice for over 10 years in the areas of civil litigation, contracts, family law and estate planning and probate litigation. Ms. Hines' experience, education and training as well as her practical knowledge gained from being in the Division made her a natural fit for the Program Director role.

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#### Mental Health Boards and Programs

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#### Website:

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#### Addiction Counselor Program Advisory Committee

Scott DeMuro, Ph.D., LAC  
Ora Dee Watson, CAC III  
Julie Handley, CAC III, LPC  
Judy Moor, LAC, MFT  
Walter T. Simon, Ph.D., LCSW

#### State Board of Licensed Professional Counselor Examiners

Alan Lee Cook, LPC, LAC, Chair (Professional Member)  
Susan L. Garcia, LPC, Vice Chair (Professional Member)  
Charles Knoeckel, LPC (Professional Member)  
Sherry (Beth) Giles (Public Member)  
Leslie Taylor (Public Member)  
Courtney Berg (Public Member)

#### State Board of Marriage & Family Therapist Examiners

Linda Pounds, LMFT, Chair (Professional Member)  
Marjorie Laird, Ph.D., LMFT, LPC, Vice Chair (Professional Member)  
Mark Hardacre (Public Member)  
April D. Jones (Public Member)  
Terencia Beauvais-Niki (Public Member)  
Marilyn Cook, LMFT (Professional Member)  
Barbara Bradshaw (Public Member)

#### State Board of Psychologist Examiners

Julie Lee-Richter, Ph.D., Chair (Professional Member)  
Randyl D. Smith, Ph.D., Vice Chair (Professional Member)  
Bennett R. Leslie, Ph.D. (Professional Member)  
Leonora A. Hill (Public Member)  
Jermaine Carroll (Public Member)  
Christopher Dopke (Public Member)  
Deondria C. Harris (Public Member)

#### State Board of Social Work Examiners

Heather R. Piernik, LCSW, Chair (Professional Member)  
Cindy Musil, Vice Chair (Public Member)  
Rondell Swope (Public Member)  
John E. Black (Public Member)  
Mary Alice Mehess, LCSW, LAC (Professional Member)  
Yoko Y.K. Felter, LCSW, CAC III (Professional Member)

#### Board of Registered Psychotherapists

Lyle Roy Tautfest, Chair (Professional Member)  
Pamela Mills, Vice-Chair (Professional Member)  
Janis McCubbrey (Public Member)  
Penny Lonergan (Public Member)  
Susan Stamm (Public Member)  
Bobbi Thompson, (Professional Member)

## LEGISLATIVE UPDATE

By Ronne M. Hines, Program Director

### 2011 Changes in the Statutes

The Mental Health Sunset Bill [SB11-187](#) made its way through the General Assembly in 2011.

The bill, effective upon Governor Hicklenlooper's signature, will implement many of the recommendations set forth in the 2010 sunset review, including the continuation and modification of state regulation of mental health professions in the State of Colorado.

The changes found within this comprehensive bill are many. Highlights from the bill include the following continuations, modifications and provisions:

- continues the state Boards of Psychologist Examiners, Social Work Examiners, Marriage and Family Therapist Examiners, Licensed Professional Counselor Examiners, and the State Grievance Board (to be known as the Board of Registered Psychotherapists);
- creates the state Board of Addiction Counselor Examiners and eliminates the regulatory authority of the director of the Division of Registrations in the Department of Regulatory Agencies (DORA) over addiction counselors;
- establishes a new sunset date of September 1, 2020, for all the oversight boards.
- indefinitely continues the ability of the oversight boards to issue provisional licenses to psychology, marriage and family therapy, social worker, and professional counselor candidates who meet the education requirements but have not yet fulfilled the experience requirements;
- changes the name of "unlicensed psychotherapists" to "registered psychotherapists;"
- creates a registry for marriage and family therapists and licensed professional counselor candidates who are working towards full licensure;
- allows for computer-based jurisprudence examinations;
- authorizes the oversight boards to impose an administrative fine of up to \$5,000 per violation;
- authorizes the oversight boards to enter into confidential agreements to restrict the practice of a mental health professional who has a mental or physical condition that affects his or her ability to practice the profession and specifies that such an agreement is not a disciplinary action and does not mean that unprofessional conduct has occurred;
- allows oversight boards to order a mental health evaluation of regulated professionals to determine ability to continue practicing under a confidential agreement or restricted license;
- requires the oversight boards to create peer assistance networks to provide mental health services, counseling, and other services to regulated mental health professions and select an administrating entity to manage the network;
- authorizes the boards to collect a fee of up to \$25 from all regulated professionals seeking licensure or relicensure beginning on July 1, 2012, to pay administrating entities to operate the peer assistance networks;
- eliminates the exemption from regulatory oversight provided to a mental health professional acting as a court-appointed child and family investigator in cases involving child custody and child abuse/domestic violence; and
- modifies the membership on the oversight boards to replace a member of the public with a representative of the regulated profession.

## HEALTHCARE PROFESSIONS PROFILING PROGRAM (HPPP)

### Jacki Arcelin, Healthcare Professions Profiling Program Manager

Senate Bill 10-124 enacted the Michael Skolnik Medical Transparency Act of 2010 (Act). This bill expanded the requirement to submit an online Healthcare Profession Profile to 18 professions including Psychologists, Social Workers, Marriage and Family Therapists, Professional Counselors, Addiction Counselors, and Psychotherapists.

The Director of the Division of Registrations has jurisdiction over the Healthcare Professions Profiling Program (HPPP) and has the authority to issue an administrative fine for any individual found to be noncompliant with the requirement.

The requirement states that anyone with an active license must complete an online profile. This will apply to actively licensed mental health professionals at their next renewal. All newly licensed mental health professionals, after July 1, 2011 will be required to complete online profiles before their applications will be approved. After July 1, 2011, any actively licensed professional included in the Act can complete a profile and is not required to wait until their next renewal.

All of the required information is available in the Michael Skolnik Medical Transparency Act of 2010. To review the statute, rules, and policies, or to find more information regarding the Healthcare Professions Profiling Program, please visit their web site at [www.dora.state.co.us/hppp](http://www.dora.state.co.us/hppp). If you have questions specific to the profiling system and the requirements, please contact their office at [hppp@dora.state.co.us](mailto:hppp@dora.state.co.us) or 303-894-5942.

## BOARD MEMBERSHIP

### **Randy D. Smith, Ph.D., Vice Chair, Professional Member, State Board of Psychologist Examiners**

*Randi Smith, Vice Chair of the Psychologist Examiners Board, is a licensed clinical social worker and a licensed psychologist. She maintains an independent practice in the Capitol Hill neighborhood of Denver and is a professor of psychology at Metropolitan State College.*

The question I hear most often when I share the fact of my Board membership with students and colleagues is, "What's the most common violation?" Implicit in this question is a plea for information that might help the rest of us avoid committing the same foul. *If I just know what the biggest pitfall is, the questioner hopes, maybe I can avoid it myself. I can apply some internalized warning light or caution tape and steer clear of this dangerous territory.* In truth, though, there are dozens of types of violations that we Board members encounter, and endless numbers of ways those violations manifest themselves. Yet despite the huge variation, many of the violations share a common theme: The professional has practiced alone, in isolation, without collaboration or consultation. Sure, much of mental health practice can feel like a solo mission. But the promise of confidentiality and the inherent privacy of the therapeutic relationship don't have to mean isolation from professional advice. Far too many practitioners, once free of the supervision required for training and licensure, provide services removed from the input of other professionals. Practicing alone, without referent, it's easy for the provider to drift from empirically-supported treatments and standards of the profession into behaviors and practices that are more individualized and unconventional...and, perhaps, unethical. So while I can't caution students and colleagues that "It's always confidentiality" or "Just avoid multiple-role relationships," I can offer the conclusion that maintaining close ties with other professionals—through participating regularly in a consultation group, attending workshops, staying connected to professional organizations—may mitigate against an inadvertent drift into behaviors that jeopardize clients and, consequently, professional licenses.

### **Pam Mills, CHT, CACIII, Professional Member, State Grievance Board**

*Pam Mills is the Vice Chair of the State Board of Registered Psychotherapists and has been a clinical hypnotherapist for 20 years as well as a Certified Addictions Counselor III for 3 years. Pam has also been the director of the Denver School of Hypnotherapy since its opening in 2004.*

For several years before I became a professional member of the State Grievance Board (soon to be known as the Board of Registered Psychotherapists) I would go to the Board meetings and I would notice the same thing year after year. Most of the professional members have been/continue to be hypnotherapists. Speaking for myself, as a professional member (hypnotherapist) and an unlicensed psychotherapist, it would behoove all unlicensed psychotherapists to have more professional diversity on the board and the only way this is going to happen is when other members of the unlicensed psychotherapy community step up and apply to become a professional member. The meetings which are held every other month are interesting and can sometimes be pretty intense. The next time a professional seat is open I would urge all unlicensed psychotherapists to apply.

## NEW ADDICTION COUNSELOR RULES EFFECTIVE MARCH 1, 2011

### **Judy Moor, Manager CAC Clinical Training Program, Colorado Division of Behavioral Health, Office of Addiction Counselor Advisory Committee Member**

*Judy Moor has worked in the addiction and mental health fields for over 20 years as a counselor, family therapist, mental health generalist, employee assistance professional, substance abuse professional, supervisor and trainer. Since June, 2007, she has been the Manager of the CAC Clinical Training Program in the Colorado Division of Behavioral Health. In this role as an administrator and program manager, she strives for new standards of excellence in the training of addiction counselors.*

The Addiction Counselor Certification and Licensure Rules were revised in 2010 and implemented by DORA on March 1, 2011. Specific training requirements have been removed from the rules and can now be found in the Colorado Division of Behavioral Health publication "CAC Handbook for Addiction Counselors" along with class listings that have prerequisites, newly instituted educational and national examination requirements for certification, and time limits on training classes. The CAC Handbook contains information specific to those individuals who hold a clinical master's degree or above outlining a separate pathway to certification or licensure as an addiction counselor. A prospective applicant needs to access both the DORA and the DBH websites for complete information regarding the certification process:

[www.colorado.gov/cdhs/dbh](http://www.colorado.gov/cdhs/dbh) and [www.dora.state.co.us/registrations](http://www.dora.state.co.us/registrations).

## EDUCATION AND COUNSELING

### Scott DeMuro, Ph.D., LAC, Office of Addiction Counselors Advisory Committee Member

*Scott DeMuro Associate Professor at Metropolitan State College of Denver, Human Services Department, Co-Director of the Center for Addictions Studies, has forty years of behavioral health and teaching experience including: Mental Health Counselor Training Administrator at Denver Health, administered alcohol and drug treatment programs; and private practice; and past president of SACC (Society of Addiction Counselors of Colorado).*

True education is a humbling experience. It is a journey: going from what we thought we knew to what we now know while awaiting our next level of understanding. It is a natural process of growth (letting go of the old and embracing the new) with infinite developmental examples. Counselor education in the behavioral sciences is a combination of content and process. Content is the knowledge built on the continual construction of rigorous scientific investigation that leads to the elimination or alterations of prior knowledge in favor of new more verifiable paradigm.

The term “evidence-based” has taken on a mystical aura that justifies far too many statements that are not supported by the research (evidence). Most important to understand is that outcome research does NOT tell you what will work for any individual client, only what worked for a number - that has surpassed random chance at the smallest level of significance. If one client benefited from a CBT (or any) approach, it does not mean that it will work for the next.

The teacher’s (counselor’s) role is not to be another “brick in the wall” (Pink Floyd) but rather to present material and structure the environment for students to process and discuss. The student’s role is to step out of their familiar comfort zone, practice the new information and be open to receiving feedback from others. True education allows the student the opportunity of discovery, mostly about themselves personally.

As R. Alpert put it, “The only work we have to do is on ourselves” (from his book, *Only Dance There Is*).

## CONTINUING PROFESSIONAL DEVELOPMENT PROGRAM (CPD)

### Cory Everett-Lozano, Continuing Competency Manager

Legislation passed in 2009 puts in place Continuing Professional Development (CPD) program requirements for various mental health professionals including the following license types: CACII, CAC III, LAC, LMFT, LPC, LSW, and LCSW. Information about the new program requirements can be obtained from the CPD website at [www.dora.state.co.us/mental-health/cc](http://www.dora.state.co.us/mental-health/cc).

The CPD program has three primary components:

1. Reflective Practice through the Professional Practice Survey or Rubric,
2. Drafting and implementing a personal Learning Plan, and
3. Documenting 40 Professional Development Hours every 2-year renewal cycle.

The program is being implemented in phases, meaning there are reduced requirements for renewal in 2011. Licensees do not need to complete any training or education in order to renew this year. There are other requirements however which can all be completed online at [www.dora.state.co.us/mental-health/cc](http://www.dora.state.co.us/mental-health/cc).

Prior to the renewal of a license in 2011, licensees need to complete 4 steps:

1. Download and read the Continuing Professional Development Portfolio
2. Create a user account through the CPD Portal
3. Complete the Professional Practice Survey/Rubric (from your user account)
4. Draft a Learning Plan containing 40 Professional Development Hours you plan to accrue prior to renewal in 2013.

Highlights you should know about:

1. CPD is an individualized program. You are the best judge of your interests and career goals. The CPD program is a model created to help you reflect upon your practice, identify areas of growth that interest you, and document your work towards that goal.
2. There are no approved providers and no required coursework in the CPD program. You choose the method and content of your learning!
3. Choose the activities that help you learn best. You don’t have to sit in a classroom if you don’t want to! With options such as independent learning or mentoring, you can select the learning method that’s the best fit for you and your practice. See the CPD Portfolio for more ideas!
4. Live by your schedule (and no one else’s). Because CPD goes beyond Continuing Education, you can choose activities and times that fit your schedule. No need to re-shuffle your appointments just to fulfill your CPD. You decide the when, what, where and how of CPD!
5. Plan for the unforeseen. Did you get stranded in Seattle and now you’ll miss your presentation? Does the topic of your independent study just not interest you anymore? Unforeseen circumstances are no problem in CPD. You should feel free to change your Learning Plan if something comes up!

## PROOF OF LAWFUL PRESENCE

Effective January 1, 2007, all persons requesting original licensure, renewal of an active license or reinstatement of an expired license must verify lawful presence in the United States based on the passage of House Bill 06S-1009. This bill applies to all applicants and licensees in the Division of Registrations, with the exception of apprentices, interns, and businesses.

### Licenses will not be issued or renewed without completing the Affidavit of Eligibility form.

The good news is that you can complete this affidavit online when you renew using Registrations Online Services!

You must possess at least one secure and verifiable document and include information about that document on the Affidavit itself (or provide the information during online renewal). The list of secure and verifiable documents is available to you when you renew online.

More information regarding this law is available on our website at

[www.dora.state.co.us/registrations/Affidavit](http://www.dora.state.co.us/registrations/Affidavit)

## HAVE YOU CHANGED YOUR MAILING ADDRESS?

It is imperative that you keep your contact information updated with the Division. The Division mails renewal notices and other information to you at the last address furnished to us. Failure to receive a renewal notice does not relieve you of your obligation to timely renew.

Once you have logged into Registrations Online Services, check your mailing address and update it if it is not correct. If you received your renewal notice due to a forwarding order it is important that you change your address on file with us, since we cannot change the information based on the forwarding order.

## WALL CERTIFICATES

The Division of Registrations is pleased to announce that it has outsourced the production of wall certificates to Wall Certificate Service (WCS) a division of Professional Credential Services, Inc. (PCS). The outsourcing of the certificates provides enhancements to the certificates that both new and existing licensees will find beneficial. Specifically, the certificate provided by WCS is a larger, professionally designed, better quality certificate than what the Division was able to provide. For more information regarding wall certificates, which license types are eligible, and how to obtain one, please visit our website at [www.dora.state.co.us/registrations/wallcert](http://www.dora.state.co.us/registrations/wallcert). You will be able to order and pay the fee online. The fee for U.S. residents is \$25. There is an additional international shipping fee for international residents.

## HOW ARE RENEWAL FEES SET?

By law, the Board must operate strictly with funds collected from the persons it regulates, with no support from the State's General Fund. The Colorado Legislature determines the budget for the Board. Once the Legislature sets the budget, the money must be raised through fees. The good news is that these fees are evaluated each year. Therefore, they are modified depending on how much money is anticipated to be received through the registration and renewal processes and what the anticipated expenditures are expected to be. The primary obligation is to protect consumers and the operations of the Board are focused to ensure it can work diligently to do so.

## STAY INFORMED!

The Division wants to keep you informed of upcoming renewal, legislation, events and other information that impacts your profession. In order to do this more efficiently we have implemented "DORA eUpdates" and we look forward to providing more of these in the future. These eUpdates are sent to the email address in our licensing system for each active licensee. To update or add your email address, log into [Registrations Online Services](http://Registrations Online Services).

## WORK EXPERIENCE & SUPERVISION HOURS AND THE UNLICENSED PSYCHOTHERAPIST DATABASE REQUIREMENT

The Mental Health Boards and Programs receive questions concerning the requirement for non-licensed individuals performing psychotherapy to be listed in the State Grievance Board Database. This includes non-licensed individuals who are performing psychotherapy for the required experience and supervision hours as they are working towards licensure or certification. The Mental Health Boards are reaching out to the mental health professionals to educate and provide additional guidance on the database listing requirements.

To that end, this information is to inform **all** current and aspiring mental health professionals who practice psychotherapy as defined in C.R.S. § 12-43-201(9) that pursuant to C.R.S. § 12-43-702.5, no non-licensed/uncertified person may practice psychotherapy if such person is not listed in the State Grievance Board database as an unlicensed psychotherapist.

**Reminder:** Effective **August 31, 2009**, an applicant **will not** receive credit toward licensure or certification for the experience or supervision hours earned after this date if they are not listed in the database as of September 1, 2009, unless an applicant is:

Registered as a psychologist candidate, licensed or certified in another profession authorized to practice psychotherapy, or exempt from the provisions outlined in C.R.S. § 12-43-215.

## RENEW YOUR LICENSE ON TIME!

You may renew your license online using Registrations Online Services. Renewals are generally made available 6 to 8 weeks prior to the license expiration date. After that there is a 60-day grace period. That means you typically have a timeframe of 16 weeks within which to renew your license!

Any license not renewed prior to the end of the grace period will be considered expired. Once a license is in expired status, a reinstatement application must be completed and returned to our office with the appropriate fee listed on the form.

If you do not renew your license prior to the end of the grace period and continue to practice, you will be practicing on an expired license and may be subject to disciplinary action. The Division sees a number of situations every year of individuals who have failed to renew their license on time and practiced without a license. The reasons that are offered boil down to some common themes: I forgot; I moved and I forgot to notify the Board so I never got the renewal notice; I thought that my assistant/secretary/spouse/boyfriend, et cetera, handled it; it's the Board's fault because I *did* renew my license...or I *thought* I renewed my license. The result is that depending on how long it takes for the individual to "remember" to renew, the Division often takes disciplinary action against the individual because it is against the law to practice without an active license.

So, here's where we need your help. The steps are as easy as 1-2-3!

1. Go to the Division of Registrations website at [www.dora.state.co.us/registrations](http://www.dora.state.co.us/registrations) and click on Registrations Online Services to renew your license.
2. Note the expiration date in your calendar to remind yourself of when it is time to renew your license the next time.
3. Make sure that the address listed on your record is accurate. If it is not, then update your address with the Division. Remember to update your address anytime that you move so that you do not miss out on any important notices from the Division.

Remember, it is each licensee's responsibility to renew his or her license on time. With our online system, you can handle all of this yourself, any time, day or night.

## REGISTRATIONS ONLINE DOCUMENTS

If you would like to view a board action you may use the **Registrations Online Documents (ROD)**. ROD is a website that makes certain scanned documents related to board actions taken on licensees available to the public via the Internet. The document may be found on ROD if a licensee has been disciplined or if the board has taken some other non-disciplinary action against the licensee that restricts or limits the individual's license.

The following documents are available via ROD:

- All Stipulations, Final Agency Orders, and Suspensions that were in effect in February 2000 plus any that became effective since that date. Child Support Suspensions are not available online but may be obtained by contacting the appropriate board/program.
- Any document Revoking or agreeing to a Voluntary Relinquishment/Surrender of license or registration, Cease and Desist Orders and Letters of Admonition from January 1, 1999 to the present.
- All Injunctions.

[Click here](#) for more information about the types of documents provided by this online system and definitions of terms used within the disciplinary documents.

If you are interested in viewing these documents, please visit [www.dora.state.co.us/registrations/ROD](http://www.dora.state.co.us/registrations/ROD).

## BOARD ENFORCEMENT ACTIVITY

These actions to enforce the statutes and rules were taken by the Mental Health Board. In accomplishing these actions, the Board is assisted by the Office of Investigations and the Office of Expedited Settlement, both within the Division of Registrations; and the Office of the Attorney General.

To view a list of Board Actions [click here](#).

## FEDERAL HEALTH CARE PROGRAMS BULLETIN

The Office of Inspector General (OIG) of the U.S. Department of Health and Human Services has the authority to prevent certain individuals and businesses from participating in federally-funded health care programs. The criminal convictions, sanctions, and other criteria that can result in an individual or business being excluded from such health care programs are outlined in this [memorandum](#).