

**BEFORE THE MINNESOTA
BOARD OF PSYCHOLOGY
COMPLAINT RESOLUTION COMMITTEE**

In the Matter of the License
of Bruce Hedge, M.S., L.P.
License Number: 1784

**AGREEMENT FOR
CORRECTIVE ACTION**

This agreement is entered into by and between Bruce Hedge, M.S., L.P. ("Licensee"), and the Complaint Resolution Committee of the Minnesota Board of Psychology ("Committee") pursuant to the authority of Minn. Stat. § 214.103, subd. 6(a) (2014). Licensee and the Committee hereby agree as follows:

FACTS

For purposes of this Agreement for Corrective Action, the following facts may be taken as true:

1. Licensee provided inadequate clinical supervision to Supervisee #1, in his position at a correctional facility in St. Cloud ("Facility"), as follows:
 - a. Licensee reviewed only a random sampling of Supervisee #1's notes regarding follow-up visits with clients.
 - b. Licensee rarely reviewed Supervisee #1's Assessment Diagnosis Plans ("ADPs") with her. When Licensee did discuss the ADPs with Supervisee #1, Licensee provided only minimal feedback to Supervisee #1.
 - c. A 2013 internal investigation at the Facility ("Investigation") revealed that Licensee failed to supervise Supervisee #1 with respect to accurate documentation of Supervisee #1's hours worked. Supervisee #1 submitted payroll documentation for hours not worked and took lunch breaks and rest periods at the end of her shift, in violation of Facility

policy and practice. Despite other employees warning Licensee of Supervisee #1's behavior, Licensee did not adequately address Supervisee #1's behavior.

d. The Investigation also revealed that Licensee failed to supervise Supervisee #1 with respect to established clinical practices. Supervisee #1 failed to properly document some interactions with clients when the documentation was required and missed some required client sessions.

2. On April 10, 2015, Licensee met with the Committee to discuss the facts set forth in paragraph 1, above. Licensee had initially believed that Supervisee #1's practice was covered by Minn. Stat. § 148B.592, subd. 3 (2014), because of Supervisee #1's employment classification. Based on the discussion, the Committee views Licensee's practices as inappropriate under Minn. Stat. § 148.941, subds. 2(a)(1) (2014) and Minn. R. 7200.4600, subp. 1 (2014), and Licensee agrees with the Committee's determination, that the conduct cited above occurred and constitutes a reasonable basis in law and fact to justify the corrective action described in paragraph 3 below.

CORRECTIVE ACTION

3. Licensee agrees to address the conduct referenced in paragraphs 1 and 2 by taking the following corrective actions:

a. ***Continuing Education Course.*** Within 6 months of the date of this Agreement, Licensee shall complete a continuing education and/or an individualized course or courses of no less than 4 hours in length on the topic of supervision and the role of supervisors. Licensee shall submit a summary and description of the course and/or courses along with a summary of the instructor(s)'s credentials for pre-approval by the Committee within 30 days of the date this Agreement for Corrective Action becomes effective. The Committee reserves the

right to reject the course and/or courses proposed by Licensee. If the Committee rejects the course and/or courses proposed by Licensee, the Committee may require that Licensee submit additional courses, or the Committee may provide Licensee with approved courses.

b. ***Licensee's Report.*** At the conclusion of the course and/or courses. Licensee shall have 30 days to submit a report to the Board. The report shall provide and/or address:

- 1) A brief statement of the topics covered;
- 2) What Licensee has learned, including his own statement as to his comprehension and knowledge of the issues that gave rise to this Agreement for Corrective Action;
- 3) A statement as to how Licensee has changed or will change his practice as a result of the knowledge and skills obtained or honed through the course and/or courses;
- 4) Any other information Licensee believes would assist the Board in its ultimate review of this matter.

4. Licensee shall be responsible for all costs incurred as a result of compliance with this agreement.

5. If any due date required by the Agreement for Corrective Action is not met, the Committee may fine Licensee \$100 per violation. Licensee shall pay the fine and correct the violation within five days after service on Licensee of a demand for payment and correction. If Licensee fails to do so, the Committee may impose additional fines not to exceed \$500 per violation. The total of all fines may not exceed \$5,000. Licensee waives the right to seek review of the imposition of these fines under the Administrative Procedure Act, by *writ of certiorari*

under Minn. Stat. § 480A.06, by application to the Board, or otherwise. Neither the imposition of fines nor correction of the violation will deprive the Board of the right to impose additional discipline based on the violation.

6. No condition imposed as a remedy by this Agreement for Corrective Action shall be used as a continuing education activity for the purpose of renewal of Licensee's license to practice psychology, unless it is specifically stated in this Agreement for Corrective Action that the condition may be used for this purpose.

OTHER INFORMATION

7. Licensee understands that this agreement does not constitute disciplinary action.

8. Upon Licensee's satisfactory completion of the corrective action referenced in paragraph 3, the Committee agrees to dismiss the complaint(s) referenced in paragraph 1. Licensee agrees that the Committee shall be the sole judge of satisfactory completion. Licensee understands and further agrees that if, after dismissal, the Committee receives additional complaints similar to the facts in paragraph 1, the Committee may reopen the dismissed complaint(s).

9. If Licensee fails to complete the corrective action satisfactorily, or if the Committee receives additional complaints similar to the facts described in paragraph 1, the Committee may, at its discretion, reopen the investigation and proceed according to the Board's practice act and Minn. Stat. chs. 214 and 14. Licensee agrees that the Committee will be the sole judge of satisfactory completion. Licensee understands and further agrees that if, after dismissal, the Committee receives additional complaints similar to that referenced in the Facts section, the Committee may reopen the dismissed complaint. In any subsequent proceeding, the Committee may use as proof of the facts of paragraph 1 Licensee's agreements herein. Licensee agrees that

failure to complete corrective action satisfactorily constitutes failure to cooperate under Minn. Stat. § 148.941, subd. 4, and may subject Licensee to disciplinary action by the Board.

10. Licensee is represented by Thomas Pearson, Esq., Pearson Quinlivan PLC. The Committee is represented by Nicholas Lienesch, Assistant Attorney General.

11. This agreement shall become effective upon execution by the Committee and shall remain in effect until the Committee dismisses the complaint, unless the Committee receives additional information that renders corrective action inappropriate. Upon receipt of such information, the Committee may, at its discretion, proceed according to the Board's practice act and Minn. Stat. chs. 214 and 14.

12. Licensee understands and acknowledges that this agreement and any letter of dismissal are classified as public data.

13. Licensee hereby acknowledges having read and understood this agreement and having voluntarily entered into it. This agreement contains the entire agreement between the Committee and Licensee, there being no other agreement of any kind, verbal or otherwise, which varies the terms of this agreement.

LICENSEE

MINNESOTA BOARD OF PSYCHOLOGY
COMPLAINT RESOLUTION COMMITTEE

Bruce Hedge, M.S., L.P. Patricia Stankovitch, PsyD, LP
BRUCE HEDGE, M.S., L.P. For the Committee

Dated: 7 Dec 2015

Dated: 1/22/16