

**BEFORE THE MINNESOTA
BOARD OF PSYCHOLOGY**

In the Matter of
Glenn Pickering, Ph.D., L.P.
License No. LP0191

STIPULATION AND
CONSENT ORDER

IT IS HEREBY STIPULATED AND AGREED by Glenn Pickering, Ph.D., L.P. (Licensee) and the Minnesota Board of Psychology (Board) as follows:

1. During all times herein, Licensee has been and now is subject to the jurisdiction of the Board from which he holds a license to practice psychology in the state of Minnesota.

FACTS

2. For the purpose of this stipulation, the Board may consider the following facts as true:

a. While Licensee was the Clinical Director of a social service agency, the agency's policy allowed employees three counseling sessions at no charge. Licensee counseled staff members as therapy clients as follows:

1) Licensee saw staff-client #1, an employee of the unit he supervised, on four occasions for career counseling and testing. Service records indicate four dates of service: February 3, 1992, February 5, 1992, April 1, 1992 and April 8, 1992.

2) Staff-client #2, an employee in Licensee's office site from June, 1990 to May, 1991, requested and received counseling services from Licensee after she was divorced in the fall of 1990. Billing records indicate that Licensee provided individual psychotherapy to staff-client #2 on the following dates: December 11, 1990, August 19, 1991, September 10, 1991, October 15, 1991, October 29, 1991, and December 10, 1991.

3) Billing records indicate that Licensee provided individual psychotherapy to staff-client #3 on July 31, 1991, August 21, 1991 and January 14, 1992.

4) Staff-client #4 interviewed with Licensee and two female staff members and was hired as a supervisor for a social service program. After staff-client #4 was hired, the following occurred:

a) Staff-client #4 talked with Licensee when she was experiencing problems with her family of origin. Licensee told her she could drop in and talk to him about her issues, stating that it would take about four sessions to resolve her sadness which is the last stage of grieving.

b) Licensee's supervisor approved billing for counseling sessions and Licensee provided counseling to staff-client #4 in his office on approximately two occasions. Staff-client #4 canceled two later sessions. Billing records show at least the following dates of service: February 10, 1992, February 18, 1992, and March 12, 1992.

c) On at least one occasion Licensee hugged staff-client #4 when she left a counseling session.

d) Licensee told staff-client #4 she was a diamond in the rough.

e) Licensee admitted that his counseling experience with staff-client #4 made it clear to him why a psychologist should not enter into a counseling relationship with a friend. Licensee has acknowledged that multi-dimensional relationships blur boundaries and are inappropriate in therapy relationships.

b. Licensee engaged in dual relationships with other clients as follows:

1) Licensee set up a blind date for a client with an agency therapist.

2) Licensee sold books which he authored to clients at the agency office.

STATUTES

3. The Board views Licensee's practices to be in violation of statutes and rules enforced by the Board. Licensee agrees that the conduct cited above constitutes a violation of Minn. R. 7200.4810, subs. 1 and 2.A. (1991) (impaired objectivity; dual relationships with

clients) and Minn. R. 7200.5700 (unprofessional conduct) and constitutes a reasonable basis in law and fact to justify the disciplinary action provided for in the order.

REMEDY

4. Upon this stipulation and without any further notice of proceedings, the Board places Licensee's license in a **CONDITIONAL** status. Licensee's retention of his license is conditional upon his complying with and/or submitting or causing to be submitted at least the following:

a. **Boundaries Course.** Licensee shall successfully complete the individualized professional boundaries training course taught by John Hung, Ph.D., L.P., or the individualized professional boundaries training course taught by Peter Flint, Ph.D., L.P. All fees for the course shall be paid by Licensee. Successful completion shall be determined by the instructor.

b. **Report on Boundaries Course.** Within 30 days of completing the professional boundaries course referenced in paragraph 4.a. above, Licensee shall submit a report to the Board which provides and addresses:

1) the dates Licensee began and completed the boundaries training course;

2) a brief statement of the topics covered in the professional boundaries training course;

3) what Licensee has learned from the boundaries training course, including Licensee's comprehension and knowledge of boundary issues, as well as various ethical issues encountered in practice, and how this course will affect his practice in the future;

4) Licensee's reasons for believing that he is capable of conducting himself in a fit, competent, and ethical manner in the practice of psychology; and

5) any other information which Licensee believes would assist the Board in its ultimate review of this matter.

c. **Report on Boundaries Course from Instructor.** Within 60 days of completing the professional boundaries course referenced in paragraph 4.a. above, Licensee shall cause to be submitted to the Board a report from the instructor of the professional boundaries course. This report shall address:

- 1) the extent of Licensee's participation in the course; and
- 2) the instructor's assessment of Licensee's knowledge obtained from the course and opinion as to Licensee's recognition of boundary issues and Licensee's ethical fitness to engage in the practice of psychology.

d. **Ethical Consultation.** Licensee shall obtain ethical consultation within two months of the date of this Order. Licensee shall meet with an ethical consultant for one hour once every two weeks for a period of at least one year. The ethical consultant shall be approved in advance by the Discipline Committee from a list of at least three names submitted to the Board by Licensee. The ethical consultant shall submit a report to the Board every three months and at the time Licensee petitions to have the conditions removed from his license. Each report shall provide and/or address:

- 1) In the first report, a statement that the consultant has reviewed this Stipulation and Consent Order;
- 2) The dates on which consultations were held with Licensee;
- 3) Licensee's active participation in each consultation;
- 4) The ethical issues discussed in each consultation;
- 5) The consultant's opinion as to Licensee's capacity to understand his professional role and appropriate psychologist/client boundaries;
- 6) At the time Licensee petitions for removal of the conditions, the consultant's assessment of Licensee's ability to conduct himself in a fit, competent, and ethical manner in the practice of psychology as well as whether Licensee exhibits an acceptable comprehension and knowledge of ethical issues encountered in practice;

7) Any other information which the consultant believes would assist the Board in its ultimate review of this matter.

e. **Reports from Licensee himself.** A report shall be submitted every three months and at the time Licensee petitions to have the conditions removed from his license. Each report must provide and/or address:

1) A brief statement of the topics discussed at each ethical consultation session;

2) What Licensee has learned from the consultations, including his own statement as to his comprehension and knowledge of ethical issues encountered in practice;

3) At the time Licensee petitions for removal of the conditions, Licensee's reasons for believing that he is capable of conducting himself in a fit, competent, and ethical manner in the practice of psychology as well as, a written policy regarding maintaining boundaries with clients; and

4) Any other information which Licensee believes would assist the Board in its ultimate review of this matter.

f. Licensee shall be responsible for all costs incurred as a result of compliance with this Stipulation and Order.

5. All reports must cover the entire reporting period and provide the bases upon which conclusions were drawn.

6. The Board or its authorized representatives shall have the right to discuss Licensee's condition with and obtain records from any person with whom Licensee has contact as a result of his compliance with this Stipulation and Order or as a result of his being examined or his obtaining treatment, counseling, or other assistance on his own initiative or otherwise. Licensee shall execute and provide any health record or other waivers necessary for submission of the reports referenced in the stipulation to enable the Board to obtain the

information it desires and to authorize the testimony of those contacted by the Board in any proceeding related to this matter.

7. The Board may, at any regularly scheduled meeting at which Licensee has made a timely petition, take any of the following actions:

- a. Remove the conditions attached to the license of Licensee;
- b. Amend the conditions attached to the license of Licensee;
- c. Continue the conditions attached to the license of Licensee upon his failure to meet his burden of proof;
- d. Impose additional conditions or restrictions on the license of Licensee.

8. If Licensee shall fail, neglect, or refuse to fully comply with each of the terms, provisions, and conditions herein, the license of Licensee to practice psychology in the State of Minnesota shall be suspended immediately upon written notice by the Board to Licensee, such a suspension to remain in full force and effect until Licensee petitions the Board to terminate the suspension after a hearing. Nothing contained herein shall prevent the Board from revoking or suspending Licensee's license to practice psychology in the State of Minnesota after any such hearing.

9. If Licensee's license has been suspended pursuant to paragraph 8 above, Licensee may petition to have the suspension lifted at any regularly scheduled board meeting following Licensee's submission of a petition, provided that the petition is received by the Board at least 20 working days before the Board meeting. The Board shall grant the petition upon a clear showing by Licensee that he has corrected all violations of this Stipulation and Order which were the basis for the suspension. Based on the evidence presented, the Board may impose additional conditions or limitations upon reinstating Licensee's license.

10. This stipulation shall not in any way or manner limit or affect the authority of the Board to proceed against Licensee by initiating a contested case hearing or by other appropriate means on the basis of any act, conduct, or omission of Licensee justifying

disciplinary action which occurred before or after the date of this stipulation and which is not directly related to the specific facts and circumstances set forth herein.

11. In the event the Board at its discretion does not approve this settlement or a lesser remedy than indicated in this settlement, then, and in that event, this stipulation is withdrawn and shall be of no evidentiary value and shall not be relied upon nor introduced by either party to this stipulation, except that Licensee agrees that should the Board reject this stipulation and this case proceeds to hearing, Licensee will assert no claim that the Board was prejudiced by its review and discussion of this stipulation or of any records relating to this matter.

12. Any appropriate court may, upon application of the Board, enter its decree enforcing the order of the Board.

13. Licensee has been advised by Board representatives that he may choose to be represented by legal counsel in this matter. Licensee has been represented by Teresa M. O'Toole.

14. Licensee waives all formal hearings on this matter and all other procedures before the Board to which Licensee may be entitled under the Minnesota or United States constitutions, statutes, or rules and agrees that the order to be entered pursuant to the stipulation shall be the final order herein.

15. Licensee hereby acknowledges that he has read, understands, and agrees to this stipulation and has freely and voluntarily signed the stipulation without threat or promise by the Board or any of its members, employees, or agents. When signing the stipulation, Licensee acknowledges that he is fully aware that the stipulation must be approved by the Board. The Board may either approve the Stipulation and Order as proposed, approve the Stipulation and Order subject to specified change, or reject it. If the changes are acceptable to Licensee, the stipulation will then take effect and the order as modified will be issued. If the

changes are unacceptable to Licensee or the Board rejects the stipulation, it will be of no effect except as specified herein.

16. This stipulation is a public document and will be sent to all appropriate data banks.

17. This stipulation contains the entire agreement between the parties, there being no other agreement of any kind, verbal or otherwise, which varies this stipulation.

CONSENT:

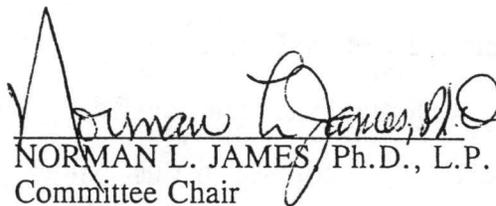
LICENSEE



GLENN PICKERING, Ph.D., L.P.
Licensee

Dated: 12-22, 1994

BOARD OF PSYCHOLOGY
DISCIPLINE COMMITTEE



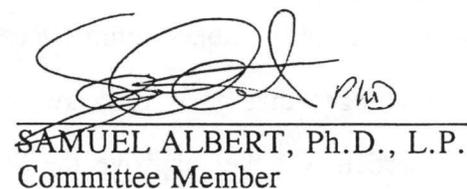
NORMAN L. JAMES, Ph.D., L.P.
Committee Chair

Dated: Jan 13, 1995



GERALD T. KAPLAN, M.A., L.P.
Committee Member

Dated: January 13, 1994



SAMUEL ALBERT, Ph.D., L.P.
Committee Member

Dated: Jan. 13, 1994

Teresa M. O'Toole

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Dated: 12/27, 1994

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Attorney for Board

Dated: 12-28, 1994

ORDER

Upon consideration of this stipulation and all the files, records, and proceedings herein,

IT IS HEREBY ORDERED that the license of Licensee is placed in a CONDITIONAL status and that all other terms of this stipulation are adopted and implemented by the Board this

13th day of Jan, 1995.

MINNESOTA BOARD

OF PSYCHOLOGY

Pauline Walker-Singleton
PAULINE WALKER-SINGLETON
Executive Director

