

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

In the Matter of the License of  
Pamela Staples, Psy.D., L.P.  
License Number: LP1422

**AGREEMENT FOR  
CORRECTIVE ACTION**

This agreement is entered into by and between Pamela Staples, Psy.D., 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). Licensee and the Committee hereby agree as follows:

**FACTS**

1. This agreement is based upon the following facts:
  - a. Licensee was licensed as a psychologist in Minnesota on August 5, 1988.
  - b. Licensee saw client #1 and client #2 for couples counseling in 2004.
  - c. Licensee saw client #1 and client #2 together three times in 2004 and one time individually on December 28, 2004. Client #2 terminated the therapeutic relationship with Licensee. Client #1 continued to see Licensee on an intermittent basis.
  - d. On November 13, 2006, Licensee submitted a sworn affidavit in a dissolution proceeding concerning client #1 and client #2 and their child. This affidavit opined on the psychological and emotional health of client #1 and client #2.
  - e. By her sworn affidavit, Licensee released confidential information about client #2, obtained during the course of the therapeutic relationship, without client #2's consent.
  - f. Licensee, in her sworn affidavit opining as to client #1 and client #2 and their child, failed to meet the requirements of Minnesota Rules 7200.5000, subp. 3.

g. Licensee, in her sworn affidavit opining as to client #1 and client #2 and their child, failed to meet minimum standards of acceptable and prevailing practice.

2. On May 11, 2012, Licensee met with the Committee to discuss the facts set forth in paragraph 1. Based on the discussion, Licensee and the Committee believe that corrective action is appropriate pursuant to Minn. Stat. § 148.941, subd. 2(a)(3) and Minn. R. 7200.5700 (unprofessional conduct); Minn. Stat. § 148.98 and Minn. R. 7200.4500 (code of conduct); Minn. R. 7200.4700, subp. 1 (failure to safeguard private information); Minn. R. 7200.5000, subp. 3 (substandard report); and Licensee agrees 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. ***Individualized Training Course.*** Within 30 days of the effective date of this agreement, Licensee shall arrange to enroll in an individualized professional training course addressing dual professional roles, maintaining client privacy, and psychological report writing. The Committee will provide Licensee with a list of preapproved course instructors, who have been approved for the purposes of satisfying this requirement. If the Committee and Licensee concur that there is sufficient reason for Licensee not to utilize any of the preapproved instructors, Licensee shall submit to the Committee for approval a proposed instructor, and syllabus that includes goals, objectives, assignments, projects, methods and frequency of evaluation, etc., for a similar individualized professional training course. Licensee shall also submit the course instructor's curriculum vitae to the Committee for its approval of the instructor. The instructor shall be either a licensed psychologist or have a doctoral degree in

psychology. Licensee shall complete the course within twelve (12) months of the effective date of this agreement. All fees for the course shall be paid by Licensee. Successful completion of the course shall be determined by the Committee. Licensee shall sign any and all waivers for release of information to the course instructor, as deemed relevant by the Committee, for review prior to the course.

b. ***Report on Individualized Training Course From Licensee.*** Within 30 days of completing the individualized course referenced above, Licensee shall submit a report to the Committee which provides and addresses:

- 1) The dates Licensee began and completed the training course;
- 2) A brief statement of the topics covered in the training course;
- 3) A detailed discussion of what Licensee has learned from the training course, including Licensee's comprehension and knowledge of dual relationships, protecting client privacy, and report writing, as well as various ethical issues encountered in practice, and how this course will affect her practice in the future;
- 4) A detailed discussion of each violation that occurred regarding the circumstances described in the Facts section of this agreement, including (a) how Licensee came to violate these statutes and rules; (b) the manner in which the violations occurred; (c) the specific harm to specific individuals that resulted or could have resulted from the violations; and (d) how Licensee now believes the violations could have been averted;
- 5) A detailed discussion of the specific ways this course will affect Licensee's practice in the future;
- 6) Licensee's reasons for believing she is capable of conducting herself in a fit, competent, and ethical manner in the practice of psychology; and

7) Any other information Licensee believes would assist the Committee in its ultimate review of this matter.

c. **Report on Individualized Training Course From Instructor.** Within 60 days of completing the training course referenced above, Licensee shall cause to be submitted to the Committee a report from the instructor of the 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 dual relationship issues, privacy concerns, report writing standards, and Licensee's ethical fitness to engage in the practice of psychology.

d. **Professional Responsibility Examination.** Licensee shall take the examination described in Minn. R. 7200.3000, subp. 1.B., within 90 days of the effective date of this agreement and retake the examination, if necessary, until obtaining a passing score.

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

f. **Fine for Violation of Agreement.** 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.

g. ***Applicability to Renewal Requirements.*** 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**

4. Licensee understands that this agreement does not constitute disciplinary action.
5. 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).
6. 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. 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.
7. Licensee has been advised by Committee representatives that Licensee may choose to be represented by legal counsel in this matter and has so chosen Thomas A. Pearson, Cronan Pearson Quinlivan, P.A. The Committee is represented by Benjamin R. Garbe, Assistant Attorney General.

8. 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.

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

10. 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**

Pamela Staples  
 PAMELA STAPLES, Psy.D., L.P.

Dated: 6/5/12

**BOARD OF PSYCHOLOGY  
 COMPLAINT RESOLUTION COMMITTEE**

Jeffrey Leichter  
 JEFFREY LEICHTER, PH.D., L.P.  
 Committee Chair

Dated: 6/15/12

Patricia Orud  
 PATRICIA ORUD, M.A., L.P.  
 Committee Member

Dated: 6-15-12

Susan L Ward  
 SUSAN WARD  
 Committee Member

Dated: 15 June 2012