BEFORE THE IOWA BOARD OF PSYCHOLOGY

IN THE MATTER OF **CARA HALE (formerly Cara Armstrong),** RESPONDENT	Case No. 12-005 SETTLEMENT AGREEMENT AND FINAL ORDER

COMES NOW the Iowa Board of **Psychology** (hereinafter "Board") and Cara Hale (hereinafter "Respondent"), and pursuant to Iowa Code section 17A.10 and 272C.3(4) enter into the following Settlement Agreement and Final Order (hereinafter "Agreement and Order") in the above-captioned case:

1. Respondent is licensed to practice as a psychologist in Iowa. Respondent's license is active and will expire on June 30, 2014.

2. A Notice of Hearing and Statement of Charges was filed against the Respondent on January 3, 2013. A contested case hearing in this matter is scheduled for May 17, 2013.

3. The Board has jurisdiction over the parties and subject matter of the Notice of Hearing and Statement of Charges.

4. Execution of this Settlement Agreement and Final Order constitutes the resolution of this contested case. Respondent has a right to a hearing on the charges, but waives said right to hearing and all attendant rights, including the right to appeal, by freely and voluntarily agreeing to this Settlement Agreement and Final Order. Once entered, this Order shall have the force and effect of a disciplinary order entered following contested case hearing.

5. Respondent is freely and voluntarily entering into this Settlement Agreement and Final Order, and Respondent agrees that the State's counsel may present this Agreement and Order to the Board.

6. This Agreement and Order is subject to approval of the Board. If the Board approves this Agreement and Order, it becomes the final disposition of this matter. If the Board fails to approve this Agreement and Order, it shall be of no force or effect to either party.

7. This Settlement Agreement and Final Order as well as the Notice of Hearing and Statement of Charges are public records available for inspection and copying in accordance with the requirements of Iowa Code Chapter 22.

8. The Board's approval of this Agreement and Order shall constitute a FINAL ORDER of the Board.

IT IS THEREFORE ORDERED:

9. Respondent's license shall be suspended for a period of six months from the date of the Board's approval ("Effective Date") of this Settlement Agreement and Final Order. The suspension shall be stayed, however, and Respondent's license placed on probation pursuant to the conditions set forth in paragraph 10, below, beginning on the Effective Date of this Agreement and Order.

10. Respondent's license shall be subject to a four (4) year period of probation. During the probationary period, Respondent's license shall be subject to the following conditions:

a. **Coursework**. Respondent shall successfully complete a structured course for professionals in the areas of risk management, and boundary and relationship issues. The course must be pre-approved by the Board. The course must be completed within 120 days of the Effective Date of this Agreement and Order.

b. **Practice Monitor.** During the period of probation, Respondent's psychology practice shall be supervised by a Board-approved Practice Monitor.

i. Within 30 days of the Effective Date of this Agreement and Order, Respondent shall submit to the Board for approval the name and *curriculum vitae* of a proposed Practice Monitor, along with a signed statement from the proposed Practice Monitor that s/he 1) has reviewed this Agreement and Order, 2) is willing and able to perform the duties required by this Agreement and Order, and 3) does not have a personal relationship with Respondent. The Practice Monitor must hold a current, active license to practice psychology.

ii. At the start of the probationary period, the Practice Monitor shall be given a copy of the Board's investigative file in this matter, and a copy of the Statement of Charges in this matter. By agreeing to this Order, Respondent explicitly authorizes the Board to share details relating to this disciplinary action, including the investigative file, with the Practice Monitor. Within 15 days of the Board's approval of the Practice Monitor, the Practice Monitor shall certify to the Board that the Practice Monitor has received the investigative file, Statement of Charges, and the Agreement and Order in this matter.

iii. During the period of probation, the Practice Monitor shall

hold at least weekly meetings with Respondent lasting at least one hour, review Respondent's clinical records, and conference with Respondent regarding practice and ethical issues as they arise.

iv. Respondent shall notify her clients/patients that Respondent is consulting with another licensed psychologist and may discuss the client's/patient's cases with the Practice Monitor.

v. The Practice Monitor shall immediately report to the Board any violations of the Ethical Principles of Psychologists and Code of Conduct or the Board's administrative rules committed by the Respondent.

vi. The Practice Monitor shall immediately report to the Board if the supervision arrangement is terminated.

vii. The Practice Monitor shall submit quarterly reports to the Board attesting to Respondent's compliance with this Agreement and Order, and Respondent's progress under supervision. Such reports shall be due on March 1st, June 1st , September 1st , and December 1st of each year of Respondent's probation under this Agreement and Order. The Practice Monitor shall also be responsive to any inquiry from the Board regarding Respondent.

c. **Psychotherapy**. Respondent shall enter into and complete individual psychotherapy with a Board-approved practitioner (hereinafter "Therapist") licensed to perform psychotherapy. The psychotherapy shall last as long as the Therapist deems necessary.

i. Within 30 days of the Effective Date of this Agreement and Order, Respondent shall submit the name and *curriculum vitae* of a proposed Therapist to the Board, and attest that Respondent has no personal relationship with the proposed Therapist.

ii. At the start of the psychotherapy required under this Agreement and Order, the Therapist shall be given a copy of the Board's investigative file in this matter, a copy of the Statement of Charges in this matter, and a copy of this Agreement and Order. By signing this Agreement and Order, Respondent explicitly authorizes the Board to share details relating to this disciplinary action, including the investigative file, with the Therapist.

iii. Within 15 days of the Board's approval of Respondent's Therapist, the Therapist shall certify to the Board: 1) the date upon which the psychotherapy required under this Agreement and Order began, and 2) that the Therapist has received the investigative file and the Statement of Charges in this matter, and a copy of this Agreement and Order.

iv. The psychotherapy required under this Agreement and Order shall address Respondent's personal situation and issues, as well as the allegations in the Statement of Charges and the investigative file.

v. In addition, Respondent shall obtain a comprehensive assessment as a component of the required psychotherapy. This assessment shall be submitted to the Board by the Therapist.

vi. Respondent shall comply with any and all recommendations made by the Therapist.

vii. During the period of probation, the Therapist shall submit to the Board quarterly reports regarding Respondent's progress in psychotherapy, and compliance with the Therapist's recommendations. Such reports shall be due on March 1st, June 1st, September 1st, and December 1st of each year of the probationary period. In addition, the Therapist shall immediately report to the Board any violations of law, Board rules, or the Ethical Principles of Psychologists committed by Respondent. The Therapist shall also immediately report to the Board if the psychotherapy is terminated before completed.

viii. Respondent shall sign any release necessary for the Therapist to communicate with the Board regarding Respondent's treatment.

d. **Restriction on Practice**. Respondent shall not provide supervision to prospective psychology or health service provider licensees in a(n) student/teacher, internship, practicum, or other instructional capacity.

e. **Reporting**. Respondent shall submit to the Board quarterly reports attesting to her compliance with the terms of this Agreement and Order. Such reports shall be due on March 1st, June 1st, September 1st, and December 1st of each year of the probationary period. The reports shall include details regarding Respondent's

place of employment and current address, the status of the coursework required by paragraph 10(a) herein, the progress of the supervision required by paragraph 10(b) herein, Respondent's progress in psychotherapy and compliance with the Therapist's recommendations, and any additional information specifically requested by the Board. Respondent shall immediately report to the Board if the supervision arrangement with the Practice Monitor is terminated, or the psychotherapy required under this Agreement and Order is terminated before it is completed.

AGREED AND ACCEPTED:

Cara Hale, 2/1/13

Cara Hale,
Respondent

Date

This Settlement Agreement and Final Order is approved by the Board on February 15, 2013.

Iowa Board of Psychology
Board Chairperson

Copies to:

September Lau
Assistant Attorney General
Iowa Attorney General's Office
2nd Floor Hoover Bldg.
Des Moines, IA 50319

Cara Hale

place of employment and current address, the status of the coursework required by paragraph 10(a) herein, the progress of the supervision required by paragraph 10(b) herein, Respondent's progress in psychotherapy and compliance with the Therapist's recommendations, and any additional information specifically requested by the Board. Respondent shall immediately report to the Board if the supervision arrangement with the Practice Monitor is terminated, or the psychotherapy required under this Agreement and Order is terminated before it is completed.

AGREED AND ACCEPTED:

_____ _____

Cara Hale, Date
Respondent

This Settlement Agreement and Final Order is approved by the Board on February 15, 2013.

Mary M. Johnson PhD

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Iowa Board of Psychology
Board Chairperson

Copies to:

September Lau
Assistant Attorney General
Iowa Attorney General's Office
2nd Floor Hoover Bldg.
Des Moines, IA 50319

Cara Hale