



1           4.       Respondent acknowledges and agrees that upon signing this Consent  
2 Agreement and returning it to the Board's Executive Director, Respondent may not revoke  
3 her acceptance of this Consent Agreement or make any modifications to it. Any modification of  
4 this original document is ineffective and void unless mutually approved by the parties in writing.

5           5.       The findings contained in the Findings of Fact portion of this Consent Agreement  
6 are conclusive evidence of the facts stated herein and may be used for purposes of determining  
7 sanctions in any future disciplinary matter.

8           6.       This Consent Agreement is subject to the Board's approval, and will be effective  
9 only when the Board accepts it. In the event the Board in its discretion does not approve this  
10 Consent Agreement, this Consent Agreement is withdrawn and shall be of no evidentiary value,  
11 nor shall it be relied upon or introduced in any disciplinary action by any party hereto, except  
12 that Respondent agrees that should the Board reject this Consent Agreement and this case  
13 proceeds to hearing, Respondent shall assert no claim that the Board was prejudiced by its  
14 review and discussion of this document or of any records relating thereto.

15           7.       Respondent understands that once the Board approves and signs this Consent  
16 Agreement, it is a public record that may be publicly disseminated as a formal action of the  
17 Board, and that it shall be reported as required by law to the National Practitioner Data Bank  
18 and the Healthcare Integrity and Protection Data Bank.

19           8.       Respondent further understands that any violation of this Consent Agreement  
20 constitutes unprofessional conduct pursuant to A.R.S. § 32-3251(n) and may result in  
21 disciplinary action pursuant to A.R.S. § 32-3281.

22           9.       The Board therefore retains jurisdiction over Respondent and may initiate  
23 disciplinary action against Respondent if it determines that she has failed to comply with the  
24 terms of this Consent Agreement or of the practice act.

25           The Board issues the following Findings of Fact, Conclusions of Law and Order:

**FINDINGS OF FACT**

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1. Respondent is the holder of License No. LAC-12527 for the practice of counseling in Arizona.

2. In 09/10, the Substance Abuse Credentialing Committee ("SACC") voted to open a complaint against Respondent based on her 07/09 Extreme DUI conviction and failure to report the matter to the Board within 10 days.

3. In 05/11, the Board voted to offer Respondent a consent agreement based on her Extreme DUI conviction and failure to report the matter to the Board within 10 days.

4. Respondent failed to comply with her signed consent agreement where:
- a. In 02/12, Respondent's Alcoholics Anonymous ("AA") sponsor provided a monthly report to the Board that indicated Licensee was not attending 3 AA meetings per week, as required.
  - b. Also in 02/12, Respondent's therapist provided a quarterly report to the Board that indicated Respondent relapsed to her drug of choice.

5. As a result, Respondent was immediately notified by Board staff that her LAC license was suspended.

6. In 04/12, the Board reviewed this mater and voted to uphold Respondent's suspension to due to noncompliance of her consent agreement.

7. In 02/14, Respondent provided the Board with a written request to be released from her suspension.

8. In 06/14, the Board released Respondent from her suspension and offered her an amended Consent Agreement.

...  
...  
...

1 **CONCLUSIONS OF LAW**

2 1. The Board has jurisdiction over Respondent pursuant to A.R.S. § 32-3251 *et seq.*  
3 and the rules promulgated by the Board relating to Respondent's professional practice as a  
4 licensed behavioral health professional.

5 2. The conduct and circumstances described in the Findings of Fact constitute a  
6 violation of A.R.S. § 32-3251(12)(I), any conduct, practice or condition that impairs the ability of  
7 the licensee to safely and competently practice the licensee's profession.

8 3. The conduct and circumstances described in the Findings of Fact constitute a  
9 violation of A.R.S. § 32-3251(12)(ii), violating any federal or state law, rule or regulation  
10 applicable to the practice of behavioral health, as it relates to A.R.S. 32-3208(A), a health  
11 professional who has been charged with a misdemeanor involving conduct that may affect  
12 patient safety or a felony after receiving or renewing a license or certificate must notify the  
13 health professional's regulatory board in writing within 10 working days after the charge is filed.

14 **ORDER**

15 Based upon the foregoing Findings of Fact and Conclusions of Law, the parties agree to  
16 the provisions and penalties imposed as follows:

17 1. Respondent's license, LAC-12527, will be placed on probation for 24 months,  
18 effective from the date of entry as signed below.

19 2. Respondent shall not practice under her license, LAC-12527, unless she is fully  
20 compliant with all terms and conditions in this Consent Agreement. If, for any reason,  
21 Respondent is unable to comply with the terms and conditions of this Consent Agreement, she  
22 shall immediately notify the Board in writing and shall not practice under her license until she  
23 submits a written request to the Board to re-commence compliance with this Consent  
24 Agreement. All such requests shall be pre-approved by the Board Chair or designee.

25 ...

1 3. In the event that Respondent is unable to comply with the terms and conditions  
2 of this Consent Agreement, all remaining time frames shall be tolled and remain tolled until  
3 such time as she is granted approval to re-commence compliance with the Consent  
4 Agreement.

#### 5 Clinical Supervision

6 4. While on probation, Respondent shall submit to clinical supervision for 24 months  
7 by a masters or higher level behavioral health professional licensed at the independent level.  
8 Within 30 days of the date of this Consent Agreement, Respondent shall submit the name of a  
9 clinical supervisor for pre-approval by the Board Chair or designee. Also within 30 days of the  
10 date of this Consent Agreement, the clinical supervisor shall submit a letter disclosing his/her  
11 prior relationship to Respondent. In that letter, the clinical supervisor must address why he/she  
12 should be approved, acknowledge that he/she has reviewed the Consent Agreement and  
13 include the results of an initial assessment and a supervision plan regarding the proposed  
14 supervision of Respondent. The letter from the supervisor shall be submitted to the Board.

#### 15 Focus and Frequency of Clinical Supervision

16 5. The focus of the supervision shall be based on the issues identified in the  
17 Consent Agreement. Respondent shall meet individually in person with the clinical supervisor  
18 for a minimum of 1 hour weekly for 12 months followed, upon the clinical supervisor's  
19 recommendation, by 12 months of clinical supervision every other week.

#### 20 Reports

21 6. Once approved, the clinical supervisor shall submit quarterly reports for review  
22 and approval by the Board Chair or designee. The quarterly reports shall include issues  
23 presented in this Consent Agreement that need to be reported and the clinical supervisor shall  
24 notify the Board if more frequent supervision is needed. Quarterly reports shall include the  
25 following:

1 a. Dates of each clinical supervision session

2 b. A comprehensive description of issues discussed during supervision sessions

3 7. After Respondent's probationary period, the clinical supervisor shall submit a  
4 final summary report for review and approval by the Board Chair or designee. The final report  
5 shall also contain a recommendation as to whether the Respondent should be released from  
6 this Consent Agreement.

7 **Change of Clinical Supervisor During Probation**

8 8. If, during the period of Respondent's probation, the clinical supervisor determines  
9 that he/she cannot continue as the clinical supervisor, he/she shall notify the Board within 10  
10 days of the end of supervision and provide the Board with an interim final report. Respondent  
11 shall advise the Board Chair or designee within 30 days of cessation of clinical supervision by  
12 the approved clinical supervisor and provide the name of a new proposed clinical supervisor.  
13 The proposed clinical supervisor shall provide the same documentation to the Board as was  
14 required of the initial clinical supervisor.

15 **Therapy**

16 9. During the period of probation, Respondent shall attend therapy for 24 months  
17 with a masters or higher level behavioral health professional licensed at the independent level  
18 with expertise in chemical dependency. Within 30 days of the date of this Consent Agreement,  
19 Respondent shall submit the name of her therapist and the therapist's curriculum vitae for pre-  
20 approval by the Board Chair or designee. Also within 30 days of the date of this Consent  
21 Agreement, the therapist shall submit a letter addressing why he/she should be approved,  
22 acknowledging that he/she has reviewed the Consent Agreement and include the results of an  
23 initial assessment and a treatment plan regarding the proposed treatment of Respondent.

24 ...

25 ...





1           19. The Board reserves the right to take further disciplinary action against  
2 Respondent for noncompliance with this Consent Agreement after affording Respondent notice  
3 and an opportunity to be heard. If a complaint is filed against Respondent for failure to comply  
4 with this Consent Agreement, the Board shall have continuing jurisdiction until the matter is final  
5 and the period of probation shall be extended until the matter is final.

6           20. Within 10 days of the effective date of this Order, if Respondent is working in a  
7 position where Respondent provides any type of behavioral health related services or works in a  
8 setting where any type of behavioral health, health care, or social services are provided,  
9 Respondent shall provide the Board Chair or designee with a signed statement from  
10 Respondent's employer(s) confirming Respondent provided the employer(s) with a copy of this  
11 Consent Agreement. If Respondent does not provide the employer's statement to the Board  
12 within 10 days of the effective date, the Board will provide Respondent's employer(s) with a  
13 copy of the Consent Agreement.

14           21. If Respondent is not employed as of the effective date of this Order, within 10  
15 days of accepting employment in a position where Respondent provides any type of behavioral  
16 health related services or in a setting where any type of behavioral health, health care, or social  
17 services are provided, Respondent shall provide the Board Chair or designee with a written  
18 statement providing the contact information of her new employer and a signed statement from  
19 Respondent's new employer confirming Respondent provided the employer with a copy of this  
20 Consent Agreement. If Respondent does not provide the employer's statement to the Board  
21 within 10 days, as required, Respondent's failure to provide the required statement to the Board  
22 shall be deemed a violation of A.R.S. § 32-3251(12)(n) and the Board will provide Respondent's  
23 employer(s) with a copy of the Consent Agreement.

24           22. If, during the period of Respondent's probation, Respondent changes  
25 employment, resigns, is involuntarily terminated, resigns in lieu of termination, or goes on

1 extended leave of absence for whatever reason that may impact her ability to timely comply  
2 with the terms of probation, Respondent shall, within 10 days of the aforementioned acts, inform  
3 the Board of her change of employment status. After the change and within 10 days of  
4 accepting employment in a position where Respondent provides any type of behavioral health  
5 related services or in a setting where any type of behavioral health, health care, or social  
6 services are provided, Respondent shall provide the Board Chair or designee a written  
7 statement providing the contact information of her new employer(s) and a signed statement  
8 from Respondent's new employer(s) confirming Respondent provided the employer(s) with a  
9 copy of this Consent Agreement. If Respondent does not provide the employer's statement to  
10 the Board within 10 days, as required, Respondent's failure to provide the required statement to  
11 the Board shall be deemed a violation of A.R.S. § 32-3251(12)(n) and the Board will provide  
12 Respondent's employer(s) with a copy of the Consent Agreement.

13 23. Respondent shall practice counseling using the name under which she is  
14 licensed. If Respondent changes her name, she shall advise the Board of the name change as  
15 prescribed under the Board's regulations and rules.

16 24. Prior to the release of Respondent from probation, Respondent must submit a  
17 written request to the Board for release from the terms of this Consent Agreement at least 30  
18 days prior to the date she would like to have this matter appear before the Board. Respondent  
19 may appear before the Board, either in person or telephonically. Respondent must provide  
20 evidence that she has successfully satisfied all terms and conditions in this Consent Agreement.  
21 The Board has the sole discretion to determine whether all terms and conditions of this Consent  
22 Agreement have been met and whether Respondent has adequately demonstrated that she has  
23 addressed the issues contained in this Consent Agreement. In the event that the Board  
24 determines that any or all terms and conditions of this Consent Agreement have not been met,

25 ...

1 the Board may conduct such further proceedings as it determines are appropriate to address  
2 those matters.

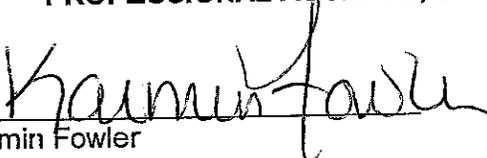
3 25. Respondent shall bear all costs relating to probation terms required in this  
4 Consent Agreement.

5 26. Respondent shall be responsible for ensuring that all documentation required in  
6 this Consent Agreement is provided to the Board in a timely manner.

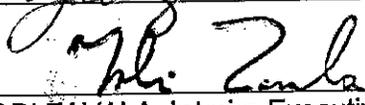
7 27. This Consent Agreement shall be effective on the date of entry below.

8 28. This Consent Agreement is conclusive evidence of the matters described herein  
9 and may be considered by the Board in determining appropriate sanctions in the event a  
10 subsequent violation occurs.

11 **PROFESSIONAL ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

12   
13 Karmin Fowler 7/4/14  
Date

14 **BOARD ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

15  
16 Dated this 8th day of July, 2014.  
17 By:   
18 TOBIN ZAVALA, Interim Executive Director  
Arizona Board of Behavioral Health Examiners

19  
20 **ORIGINAL** of the foregoing filed  
This 8th day of July, 2014 with:  
21 Arizona Board of Behavioral Health Examiners  
3443 N. Central Ave., Suite 1700  
22 Phoenix, AZ 85012

23 **COPY** of the foregoing mailed via Interagency Mail  
24 This 8th day of July, 2014, to:  
25 Beth Campbell  
Assistant Attorney General

1 1275 West Washington  
2 Phoenix, Arizona 85007

3 **COPY** of the foregoing mailed via  
4 Certified mail no. 7014 0510 0001 3719 2726  
5 This 8<sup>th</sup> day of July, 2014, to:

6 Karmin Fowler  
7 Address of Record  
8 Respondent

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11 Tobi Zavala, Interim Executive Director  
12 602-542-1617  
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1           4.       Respondent acknowledges and agrees that upon signing this Consent  
2 Agreement and returning it to the Board's Executive Director, Respondent may not revoke her  
3 acceptance of this Consent Agreement or make any modifications to it. Any modification of this  
4 original document is ineffective and void unless mutually approved by the parties in writing.

5           5.       The findings contained in the Findings of Fact portion of this Consent Agreement  
6 are conclusive evidence of the facts stated herein and may be used for purposes of determining  
7 sanctions in any future disciplinary matter.

8           6.       This Consent Agreement is subject to the Board's approval, and will be effective  
9 only when the Board accepts it. In the event the Board in its discretion does not approve this  
10 Consent Agreement, this Consent Agreement is withdrawn and shall be of no evidentiary value,  
11 nor shall it be relied upon or introduced in any disciplinary action by any party hereto, except  
12 that Respondent agrees that should the Board reject this Consent Agreement and this case  
13 proceeds to hearing, Respondent shall assert no claim that the Board was prejudiced by its  
14 review and discussion of this document or of any records relating thereto.

15           7.       Respondent understands that once the Board approves and signs this Consent  
16 Agreement, it is a public record that may be publicly disseminated as a formal action of the  
17 Board, and that it shall be reported as required by law to the National Practitioner Data Bank  
18 and the Healthcare Integrity and Protection Data Bank.

19           8.       Respondent further understands that any violation of this Consent Agreement  
20 constitutes unprofessional conduct pursuant to A.R.S. § 32-3251(n) and may result in  
21 disciplinary action pursuant to A.R.S. § 32-3281.

22           9.       The Board therefore retains jurisdiction over Respondent and may initiate  
23 disciplinary action against Respondent if it determines that she has failed to comply with the  
24 terms of this Consent Agreement or of the practice act.

25 ...

1 The Board issues the following Findings of Fact, Conclusions of Law and Order:

2 **FINDINGS OF FACT**

3 1. Respondent is the holder of License No. LAC-12527 for the practice of  
4 counseling in Arizona.

5 2. On 07/20/09, Respondent was arrested for Extreme DUI.

6 3. A blood specimen indicated Respondent's BAC at the time was 0.197.

7 4. Respondent accepted a plea agreement and was found guilty of Extreme DUI in  
8 10/09.

9 5. Respondent did not disclose her 07/09 DUI arrest until she submitted an LPC  
10 application in 06/10.

11 6. In 11/10, Respondent completed a substance abuse evaluation as ordered by  
12 the Board. That evaluation indicated the following:

13 a. Respondent is at risk for a recurrence of alcohol problems.

14 b. Respondent lacked insight and knowledge about alcoholism.

15 c. Respondent was not able to connect the way in which unaddressed chemical  
16 dependency issues in her personal life could affect the clients she serves as a counselor.

17 7. An interview with Respondent's supervisor at her last place of employment  
18 indicated that, since 01/10, Respondent has been warned about her lack of dependability and  
19 missing appointments with clients.

20 8. It is Respondent's position that the issues identified in Finding of Fact 7 were  
21 related to the following:

22 a. Her difficulty meeting productivity and revenue expectations as a result of  
23 sentencing terms imposed as a result of her DUI.

24 b. Grief and loss issues related to the death of a family member.  
25

1 **CONCLUSIONS OF LAW**

2 1. The Board has jurisdiction over Respondent pursuant to A.R.S. § 32-3251 *et seq.*  
3 and the rules promulgated by the Board relating to Respondent's professional practice as a  
4 licensed behavioral health professional.

5 2. The conduct and circumstances described in the Findings of Fact constitute a  
6 violation of A.R.S. § 32-3251(12)(I), any conduct, practice or condition that impairs the ability of  
7 the licensee to safely and competently practice the licensee's profession.

8 3. The conduct and circumstances described in the Findings of Fact constitute a  
9 violation of A.R.S § 32-3251(12)(ii), violating any federal or state law, rule or regulation  
10 applicable to the practice of behavioral health, as it relates to A.R.S 32-3208(A), a health  
11 professional who has been charged with a misdemeanor involving conduct that may affect  
12 patient safety or a felony after receiving or renewing a license or certificate must notify the  
13 health professional's regulatory board in writing within ten working days after the charge is filed.

14 **ORDER**

15 Based upon the foregoing Findings of Fact and Conclusions of Law, the parties agree to  
16 the provisions and penalties imposed as follows:

17 **Stayed Suspension**

18 1. As of the effective date of this Consent Agreement, Respondent's license, LAC-  
19 12527, shall be SUSPENDED for 24 months. However, the suspension shall be stayed and  
20 Respondent's license shall be placed on probation.

21 2. During the stayed suspension portion of the Order, if Respondent is  
22 noncompliant with the terms of the Order in any way, the stay of the suspension shall be lifted  
23 and Respondent's license shall be automatically suspended as set forth above.

24 3. If Respondent contests the lifting of the stay as it relates to this paragraph,  
25 Respondent shall request in writing, within 10 days of being notified of the automatic

1 suspension of licensure, that the matter be placed on the Board agenda for the Board to review  
2 and determine if the automatic suspension of Respondent's license was supported by  
3 substantial evidence.

4 4. If the written request is received within 10 days of a regularly scheduled Board  
5 meeting, the request will not be heard at that meeting, but will be heard at the next regularly  
6 scheduled Board meeting.

7 5. Pending the Board's review, Respondent's license shall be reported as  
8 suspended - under review. Respondent may not work in any capacity as a licensed behavioral  
9 health professional pending the Board's review. The Board's decision and Order shall not be  
10 subject to further review.

11 **Clinical Supervision**

12 6. While on probation, Respondent shall submit to clinical supervision for 24 months  
13 by a masters or higher level behavioral health professional licensed at the independent level.  
14 Within 30 days of the date of this Consent Agreement, Respondent shall submit the name of a  
15 clinical supervisor for pre-approval by the Substance Abuse Credentialing Committee Chair or  
16 designee. Also within 30 days of the date of this Consent Agreement, the clinical supervisor  
17 shall submit a letter disclosing his/her prior relationship to Respondent. In that letter, the  
18 supervisor must address why he/she should be approved, acknowledge that he/she has  
19 reviewed the Consent Agreement and include the results of an initial assessment and a  
20 supervision plan regarding the proposed supervision of Respondent. The letter from the  
21 supervisor shall be submitted to the Board.

22 **Focus and Frequency of Clinical Supervision**

23 7. The focus of the supervision shall be based on the issues identified in the  
24 consent agreement. Respondent shall meet individually in person with the supervisor for a  
25

1 minimum of one hour weekly for 12 months followed, upon the supervisor's recommendation, by  
2 12 months of clinical supervision every other week.

### 3 Reports

4 8. Once approved, the supervisor shall submit quarterly reports for review and  
5 approval by the Substance Abuse Credentialing Committee Chair or designee. The quarterly  
6 reports shall include issues presented in this consent agreement that need to be reported and  
7 the supervisor shall notify the Board if more frequent supervision is needed. After 24 months,  
8 the supervisor shall submit a final summary report for review and approval by the Substance  
9 Abuse Credentialing Committee Chair or designee. The final report shall also contain a  
10 recommendation as to whether the Respondent should be released from this Consent  
11 Agreement.

### 12 Change of Clinical Supervisor During Probation

13 9. If, during the period of Respondent's probation, the clinical supervisor determines  
14 that he/she cannot continue as the clinical supervisor, he/she shall notify the Board within 10  
15 days of the end of supervision and provide the Board with an interim final report. Respondent  
16 shall advise the Substance Abuse Credentialing Committee chair or designee within 30 days of  
17 cessation of clinical supervision by the approved clinical supervisor of the name of a new  
18 proposed clinical supervisor. The proposed clinical supervisor shall provide the same  
19 documentation to the Board as was required of the initial clinical supervisor.

### 20 Therapy

21 10. During the period of probation, Respondent shall attend therapy for 24 months  
22 with a masters or higher level behavioral health professional licensed at the independent level  
23 with expertise in chemical dependency. Within 30 days of the date of this Consent Agreement,  
24 Respondent shall submit the name of her therapist and the therapist's curriculum vitae for pre-  
25 approval by the Substance Abuse Credentialing Committee Chair or designee. Also within 30

1 days of the date of this Consent Agreement, the therapist shall submit a letter addressing why  
2 he/she should be approved, acknowledging that he/she has reviewed the Consent Agreement  
3 and include the results of an initial assessment and a treatment plan regarding the proposed  
4 treatment of Respondent.

5 11. Upon approval, the Board will provide the therapist with copies of any required  
6 evaluations completed at the request of the Board prior to this Consent Agreement and the  
7 Board's investigative report.

#### 8 **Focus and Frequency of Therapy**

9 12. The focus of the therapy shall relate to chemical dependency issues.  
10 Respondent shall meet in person with the therapist every other week for 24 months. Early  
11 release is available after 12 months upon the therapist's recommendation.

#### 12 **Reports**

13 13. Once approved, the therapist shall submit quarterly reports to the Committee and  
14 a final summary report to the Board for review and approval by the Substance Abuse  
15 Credentialing Committee chair or designee. The quarterly reports shall include issues presented  
16 in this consent agreement that need to be reported and the therapist shall notify the Board if  
17 more frequent therapy is needed. The reports shall address Respondent's current mental health  
18 status, medications prescribed, if any, treatment recommendation, and shall report if, in his/her  
19 professional opinion, Respondent becomes unable to practice psychotherapy safely and  
20 competently. The final report shall also contain a recommendation as to whether the  
21 Respondent should be released from this Consent Agreement.

#### 22 **Recovery Program**

23 14. While on probation, Respondent shall attend AA in person at a minimum of 3  
24 times per week for 12 months. Respondent shall obtain a sponsor and the sponsor shall provide  
25

1 monthly reports to the Substance Abuse Credentialing Committee Chair or designee attesting to  
2 Respondent's attendance and participation.

3 **General Provisions**

4 15. Respondent shall not practice under her license, LAC-12527, unless she is fully  
5 compliant with all terms and conditions in this Consent Agreement. If, for any reason,  
6 Respondent is unable to comply with the terms and conditions of this Consent Agreement, she  
7 shall immediately notify the Board in writing and shall not practice under her license until she  
8 submits a written request to the Board to re-commence compliance with her Consent  
9 Agreement. All such requests shall be pre-approved by the Substance Abuse Credentialing  
10 Committee Chair or designee.

11 16. In the event that Respondent is unable to comply with the terms and conditions  
12 of this Consent Agreement, all remaining time frames shall be tolled and remain tolled until such  
13 time as she is granted approval to re-commence compliance with the Consent Agreement.

14 17. Within 10 days of the effective date of this Order, Respondent shall provide the  
15 Substance Abuse Credentialing Committee Chair or designee with a signed statement from  
16 Respondent's employer(s) confirming Respondent provided the employer(s) with a copy of this  
17 Consent Agreement. If Respondent does not provide the employer's statement to the Board  
18 within 10 days of the effective date, the Board will provide Respondent's employer(s) with a  
19 copy of the Consent Agreement.

20 18. If Respondent is not employed as of the effective date of this Order, within 10  
21 days of starting new employment in a behavioral health related position, Respondent shall  
22 provide the Substance Abuse Credentialing Committee Chair or designee with a written  
23 statement providing the contact information of her new employer and a signed statement from  
24 Respondent's new employer confirming Respondent provided the employer with a copy of this  
25 Consent Agreement. If Respondent does not provide the employer's statement to the Board

1 within 10 days, as required, Respondent's failure to provide the required statement to the Board  
2 shall be deemed a violation of A.R.S. § 32-3251(12)(n) and the Board will provide Respondent's  
3 employer(s) with a copy of the Consent Agreement.

4 19. If, during the period of Respondent's probation, Respondent changes  
5 employment, resigns, is involuntarily terminated, resigns in lieu of termination, or goes on  
6 extended leave of absence for whatever reason that may impact her ability to timely comply with  
7 the terms of probation, Respondent shall, within 10 days of the aforementioned acts, inform the  
8 Board of her change of employment status. Within 10 days of starting each new employment,  
9 Respondent shall provide the Substance Abuse Credentialing Committee Chair or designee a  
10 written statement providing the contact information of her new employer(s) and a signed  
11 statement from Respondent's new employer(s) confirming Respondent provided the  
12 employer(s) with a copy of this Consent Agreement. If Respondent does not provide the  
13 employer's statement to the Board within 10 days, as required, Respondent's failure to provide  
14 the required statement to the Board shall be deemed a violation of A.R.S. § 32-3251(12)(n) and  
15 the Board will provide Respondent's employer(s) with a copy of the Consent Agreement.

16 20. Respondent shall practice counseling using the name under which she is  
17 licensed. If Respondent changes her name, she shall advise the Board of the name change as  
18 prescribed under the Board's regulations and rules.

19 21. Prior to the release of Respondent from probation, Respondent must submit a  
20 written request to the Board for release from the terms of this Consent Agreement at least 30  
21 days prior to the date she would like to have this matter appear before the Board. Respondent  
22 may appear before the Board, either in person or telephonically. Respondent must provide  
23 evidence that she has successfully satisfied all terms and conditions in this Consent Agreement.  
24 The Board has the sole discretion to determine whether all terms and conditions of this Consent  
25 Agreement have been met and whether Respondent has adequately demonstrated that she has

1 addressed the issues contained in this Consent Agreement. In the event that the Board  
2 determines that any or all terms and conditions of this Consent Agreement have not been met,  
3 the Board may conduct such further proceedings as it determines are appropriate to address  
4 those matters.

5 22. Respondent shall bear all costs relating to probation terms required in this  
6 Consent Agreement.

7 23. Respondent shall be responsible for ensuring that all documentation required in  
8 this Consent Agreement is provided to the Board in a timely manner.

9 24. This Consent Agreement shall be effective on the date of entry below.

10 25. This Consent Agreement is conclusive evidence of the matters described herein  
11 and may be considered by the Board in determining appropriate sanctions in the event a  
12 subsequent violation occurs.

13 **PROFESSIONAL ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

14 Karmin Fowler 7/13/11  
15 Karmin Fowler Date

16 **BOARD ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

17 Dated this 18th day of July, 2011

18 By: Debra Rinaudo  
19 DEBRA RINAUDO, Executive Director  
20 Arizona Board of Behavioral Health Examiners  
21

22 **ORIGINAL** of the foregoing filed  
23 This 18th day of July, 2011 with:

24 Arizona Board of Behavioral Health Examiners  
25 3443 N. Central Ave., Suite 1700  
Phoenix, AZ 85012

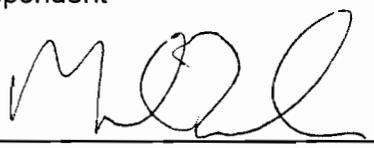
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**COPY** of the foregoing mailed via Interagency Mail  
This 18<sup>th</sup> day of July, 2011, to:

Marc H. Harris  
Assistant Attorney General  
1275 West Washington  
Phoenix, Arizona 85007

**COPY** of the foregoing mailed via  
Certified mail no. 7010 2780 0001 9323 9927  
This 18<sup>th</sup> day of July, 2011 to:

Karmin Fowler  
Address of Record  
Respondent



\_\_\_\_\_  
Tobi Zavala, Compliance Officer  
602-542-1617