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**BEFORE THE ARIZONA BOARD  
OF BEHAVIORAL HEALTH EXAMINERS**

**In the Matter of:**

**Catherine A. Glen, LMSW-15654,  
Licensed Master Social Worker,  
In the State of Arizona.**

**CASE NO. 2019-0071  
INTERIM CONSENT AGREEMENT**

**Respondent**

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By mutual agreement and understanding, between the Arizona State Board of Behavioral Health Examiners (“Board”) and Catherine A. Glen (“Respondent”), the parties enter into this Interim Consent Agreement, Findings of Fact, Conclusions of Law and Order (“Interim Consent Agreement”) as an interim disposition of this matter.

**RECITALS**

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Respondent understands and agrees that:

1. The Board may adopt this Interim Consent Agreement, or any part thereof, pursuant to A.R.S. § 32-3251 *et seq.* and A.R.S. § 41-1092.07(F)(5).

2. Respondent has read and understands this Interim Consent Agreement as set forth herein, and has had the opportunity to discuss this Interim Consent Agreement with an attorney or has waived the opportunity to discuss this Interim Consent Agreement with an attorney. Respondent voluntarily enters into this Interim Consent Agreement and by doing so agrees to abide by all of its terms and conditions.

3. By entering into this Interim Consent Agreement, Respondent freely and voluntarily relinquishes all rights to an administrative hearing on the matters set forth herein, as well as all rights of rehearing, review, reconsideration, appeal, judicial review or any other administrative and/or judicial action, concerning the matters related to the Interim Consent Agreement.

1           4.       Respondent understands that this Interim Consent Agreement does not  
2 constitute a dismissal or resolution of this matter or any matters that may be currently pending  
3 before the Board and does not constitute any waiver, express or implied, of the Board's  
4 statutory authority or jurisdiction regarding any other pending or future investigations, actions,  
5 or proceedings. Respondent also understands that acceptance of this Interim Consent  
6 Agreement does not preclude any other agency, subdivision, or officer of this State from  
7 instituting civil or criminal proceedings with respect to the conduct that is the subject of this  
8 Interim Consent Agreement. Respondent does not intend their acceptance of this Interim  
9 Consent Agreement to constitute an admission of any fact or facts and they enter into this  
10 agreement as an interim compromise of a pending matter. Respondent further does not  
11 relinquish their rights to an administrative hearing, rehearing, review, reconsideration, judicial  
12 review or any other administrative and/or judicial action, concerning the matters related to a  
13 final disposition of this matter, unless they affirmatively does so as part of the final resolution of  
14 this matter.

15           5.       Respondent acknowledges and agrees that upon signing this Interim Consent  
16 Agreement and returning it to the Board's Executive Director, Respondent may not revoke their  
17 acceptance of this Interim Consent Agreement or make any modifications to it. Any  
18 modification of this original document is ineffective and void unless mutually approved by the  
19 parties in writing.

20           6.       Respondent understands that this Interim Consent Agreement shall not become  
21 effective unless and until it is adopted by the Board and signed by its Executive Director.

22           7.       Respondent understands and agrees that if the Board does not adopt this  
23 Interim Consent Agreement, they will not assert in any future proceedings that the Board's  
24 consideration of this Interim Consent Agreement constitutes bias, prejudice, prejudgment, or  
25 other similar defense.

1 8. Respondent understands that this Interim Consent Agreement is a public record  
2 that may be publicly disseminated as a formal action of the Board, and that it shall be reported  
3 as required by law to the National Practitioner Data Bank.

4 9. Respondent understands that this Interim Consent Agreement does not alleviate  
5 their responsibility to comply with the applicable license-renewal statutes and rules. If this  
6 Interim Consent Agreement remains in effect at the time Respondent's behavioral health  
7 licenses come up for renewal, they must renew their license(s) if Respondent wishes to retain  
8 their license(s). If Respondent elects not to renew their license(s) as prescribed by statute and  
9 rule, Respondent's license(s) will not expire but rather, by operation of law (A.R.S. § 32-3202),  
10 become suspended until the Board takes final action in this matter. Once the Board takes final  
11 action, in order for Respondent to be licensed in the future, they must submit a new application  
12 for licensure and meet all of the requirements set forth in the statutes and rules at that time.

13 10. Respondent understands that any violation of this Interim Consent Agreement  
14 constitutes unprofessional conduct under A.R.S. § 32-3251(16)(n), violating a formal order,  
15 consent agreement, term of probation or stipulated agreement, and may result in disciplinary  
16 action under A.R.S. § 32-3281.

17 Respondent understands and agrees that:

18 **INTERIM FINDINGS OF FACT**

19 1. The Board is the duly constituted authority for licensing and regulating the  
20 practice of social work in the State of Arizona.

21 2. Respondent is the holder of License No. LMSW-15654.

22 3. On 12/26/18, the Board received a complaint expressing concern that  
23 Respondent was impaired by a mental health condition. Respondent has acknowledged that  
24 she is undergoing treatment for behavioral health issues and has therefore, voluntarily entered  
25 into this interim consent agreement.

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1 **INTERIM CONCLUSIONS OF LAW**

2 1. The Board possesses subject matter and personal jurisdiction over Respondent  
3 pursuant to A.R.S. § 32-3251 *et seq.*

4 2. The Board is authorized to enter into an interim consent agreement with a  
5 licensed master social worker to limit or restrict the professional's practice in order to protect the  
6 public and ensure that the professional is able to safely engage in the practice of social work  
7 pursuant to A.R.S. § 32-3281.

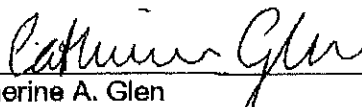
8 **INTERIM ORDER**

9 Based on the Interim Findings of Fact and Interim Conclusions of Law, and pursuant to  
10 the authority granted to the Board under A.R.S. § 32-3281:

11 **IT IS HEREBY ORDERED** that Respondent shall not practice under their license until  
12 such time as they submit a written request for the reinstatement of their license to the Board and  
13 the Board affirmatively approves Respondent's request for reinstatement. The Board may, in its  
14 discretion, require any combination of staff-approved physical, psychiatric, or psychological  
15 examinations, or other types of examinations, evaluations or interviews it believes are  
16 necessary to assist the Board in determining whether Respondent is able to safely and  
17 competently return to the practice of social work. The Board's affirmative approval to permit  
18 Respondent to return to practicing under their license shall not preclude the Board from taking  
19 any other action it deems appropriate based upon the conduct set forth in the Interim Findings  
20 of Fact.

21 Respondent's agreement not to practice under License No. LMSW-15654 will be  
22 considered an interim suspension of their license.

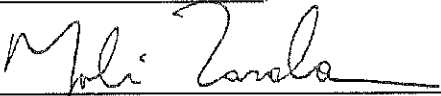
23 **PROFESSIONAL ACCEPTS, SIGNS AND DATES THIS CONSENT AGREEMENT**

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Catherine A. Glen

3/7/19  
Date

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

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3 Dated this 09 day of April, 2019.

4 By:   
5 TOBI ZAVALA, Executive Director  
6 Arizona Board of Behavioral Health Examiners

7 **ORIGINAL** of the foregoing filed

8 This 09 day of April, 2019, with:

9 Arizona Board of Behavioral Health Examiners  
10 1740 West Adams Street, Suite 3600  
11 Phoenix, AZ 85007

12 **COPY** of the foregoing mailed via Interagency Mail

13 This 09 day of April, 2019, to:

14 Marc Harris  
15 Assistant Attorney General  
16 2005 North Central Avenue  
17 Phoenix, AZ 85004

18 **COPY** of the foregoing mailed via

19 Certified mail no. 948909000276049426616  
20 This 09 day of April, 2019, to:

21 Catherine A. Glen  
22 Address of Record  
23 Respondent

24 **COPY** of the foregoing mailed via Mail

25 This 09 day of April, 2019 to:

Anne Fulton-Cavett  
Cavett and Fulton, PC  
6035 East Grant Road  
Tucson, AZ 85712  
Attorney for Respondent