



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 their acceptance of this Consent Agreement or make any modifications to it. Any modification  
4 of this original document is ineffective and void unless mutually approved by the parties in  
5 writing.

6           5.       Although Respondent does not agree that all the Findings of Fact set forth in this  
7 Consent Agreement are supported by the evidence, Respondent acknowledges that it is the  
8 Board's position that, if this matter proceeded to formal hearing, the Board could establish  
9 sufficient evidence to support a conclusion that certain of Respondent's conduct constituted  
10 unprofessional conduct. Therefore, Respondent has agreed to enter into this Consent  
11 Agreement as an economical and practical means of resolving the issues associated with the  
12 complaint filed against her. Further, Respondent acknowledges that the Board may use the  
13 evidence in its possession relating to this Consent Agreement for purposes of determining  
14 sanctions in any further disciplinary matter.

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17 approve this Consent Agreement, this Consent Agreement is withdrawn and shall be of no  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

23           7.       Respondent understands that once the Board approves and signs this Consent  
24 Agreement, it is a public record that may be publicly disseminated as a formal action of the  
25 Board, and that it shall be reported as required by law to the National Practitioner Data Bank.



1 inability to effectively communicate or for his lack of  
2 accountability.

- 3 • He uses aggression to try to intimidate others when attempting  
4 to get his way.
- 5 • It is Respondent's professional opinion that Father is mentally  
6 unstable and may be suffering from a clinical diagnosis or  
7 personality disorder.
- 8 • Respondent believes that Father's mental health issues impede  
9 his parenting abilities with Child.

10 6. During her investigative interview with Board staff, Respondent indicated the  
11 following regarding her report to the court:

- 12 a. When asked why the "impressions" section was included in  
13 Respondent's report to the court, Respondent indicated, "Because  
14 that's what the judge requested, for me to submit a full report."
- 15 b. Respondent did have an in-person conversation with Father about him  
16 possibly having a personality disorder, and this was brought up during  
17 one of the status conferences Respondent participated in.
- 18 c. She did not document this conversation in the record.
- 19 d. Respondent did not complete an individual assessment or evaluation of  
20 Father.

21 7. There is no indication in the clinical record reflecting that Respondent was  
22 requested by the judge or court to provide written recommendations or a report to the court.

23 8. Respondent provided the court with a report that makes no substantive  
24 reference to the mother, yet provides highly critical comments and opinions toward Father.

25 9. In August 2015, Father's attorney filed a motion with the court in response to  
Respondent's written report, in which the attorney wrote:

- a. Respondent's report, which lacks neutrality, attacked Father so Father  
moves this court for an order striking all allegations concerning Father's  
behavior in the report.
- b. The allegations by Respondent make Father look terrible.

10. In an August 26, 2015 court minute entry, the court issued an order striking all

1 allegations regarding Father in Respondent's report.

2 11. In review of the clinical record that Respondent maintained for Client, there  
3 were several progress notes that contained identical information, yet had different dates of  
4 service.

5 12. The following dated progress notes contained identical information:

- 6 a. January 16, 2014 and September 11, 2014.  
7 b. August 13, 14 and 19, 2014, September 25, 2014, and October 02,  
8 2014.  
9 c. October 16 and 23, 2014.

10 13. In each of the aforementioned progress notes, Respondent's signature is dated  
11 respective to the date of service listed.

12 14. The content of the aforementioned progress notes was highly detailed and very  
13 specific.

14 15. When questioned about the progress notes, Respondent indicated the  
15 following:

- 16 a. When asked why several progress notes contained the same session  
17 content, Respondent indicated she did not know.  
18 b. Respondent completed progress notes for each of Child's sessions,  
19 printed them out, and signed them on the date she completed them.

20 16. In a follow-up response regarding the identical progress notes, Respondent  
21 indicated the following:

- 22 a. Typically, when creating a new progress note, the date and time would  
23 be changed but initially, the progress note would be repopulated with  
24 the same information from the previous note.  
25 b. For the progress notes in question, Respondent made changes to the  
new session content, but made the mistake of printing the notes before  
saving.  
c. This resulted in identical information being included on the progress  
notes, with the exception of the date and time.

1           17.    The January 16, 2014 and September 11, 2014 progress notes contained  
2 identical information even though the sessions were not held consecutively.

3           18.    At the onset of treatment, Respondent failed to obtain a signed Consent for  
4 Treatment from Father.

5           19.    Respondent's Treatment Plan failed to include various required elements.

6           20.    Respondent's Treatment Plan was signed two years after it was created.

7           21.    Despite providing services for nearly two years, there is no indication that the  
8 Treatment Plan was ever reviewed or reassessed on an annual basis, as required.

9           22.    During her investigative interview with Board staff, Respondent acknowledged  
10 participating in two court hearings where she informed the court of the progress made in  
11 treatment and made recommendations regarding visitation and parenting time.

12           23.    Respondent did not document her participation during those court hearings in  
13 the clinical record.

14           24.    During a transition in treatment from reunification counseling to individual  
15 counseling for Child, Respondent failed to document that the goals of treatment were changed  
16 or what the new purpose of treatment was.

17           25.    On May 26, 2015, Respondent documented her last individual session with  
18 Child.

19           26.    In review of that particular progress note, there is no information indicating that  
20 Child met his treatment goals or that treatment was ending.

21           27.    In fact, Respondent's last progress note with Child indicates that they will be  
22 continuing bi-weekly individual sessions.

23           28.    When asked why Child's clinical record does not contain any information as to  
24 when or why services ended, Respondent indicated, "It was just an error."

25           29.    Respondent contends that since being notified of the complaint, she has

1 earned a doctoral degree in psychology. As a Ph.D., Respondent further contends that she is  
2 currently pursuing other professional opportunities and no longer desires to maintain her  
3 license, LMSW-13868.

4 **CONCLUSIONS OF LAW**

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

8 2. The conduct and circumstances described in the Findings of Fact constitute a  
9 violation of A.R.S. § 32-3251(16)(l).<sup>1</sup>

10 3. The conduct and circumstances described in the Findings of Fact constitute a  
11 violation of A.R.S. § 32-3251(16)(q), failing or refusing to maintain adequate records of  
12 behavioral health services provided to a client.

13 **ORDER**

14 Based upon the foregoing Findings of Fact and Conclusion of Law, the parties agree to  
15 the provision and penalties imposed as follows:

16 1. 60 days from the date the Consent Agreement is signed by the Board's  
17 Executive Director, Respondent shall not practice under her license.

18 2. Respondent's license, LMSW-13868, shall by rule, expire on 04/30/19.

19 3. Respondent agrees not to renew her license.

20 4. Respondent agrees not to submit any type of new license application to the  
21 Board for a minimum of five (5) years.

22  
23 <sup>1</sup> The complaint alleged that Respondent engaged in several acts of unprofessional conduct  
24 none of which involved impairment as it relates to alcohol or chemical substances.  
25

1 5. This Consent Agreement is conclusive evidence of the matters described  
2 herein and may be considered by the Board in determining appropriate sanctions in the event  
3 a subsequent violation occurs.

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

5 Salina H. Hancock Abdul-Bari 1-15-19  
6 Salina H. Hancock Abdul-Bari Date

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

8 Dated this 11 day of February, 2019.

9 By: Tobi Zavala  
10 TOBI ZAVALA, Executive Director  
11 Arizona Board of Behavioral Health Examiners

12 **ORIGINAL** of the foregoing filed  
13 this 11 day of February, 2019 with:

14 Arizona Board of Behavioral Health Examiners  
15 1740 W Adams Street, Suite 3600  
16 Phoenix, AZ 85007

17 **COPY** of the foregoing mailed via  
18 Certified mail no. 9499009000276047001092  
19 this 11 day of February, 2019, to:

20 Salina H. Hancock Abdul-Bari  
21 Address of Record  
22 Respondent

23 **COPY** of the foregoing mailed via  
24 Certified mail no. 9499009000276047001099  
25 this 11 day of February, 2019, to:

Michael J. Ryan, Esq.  
Holden & Armer, P.C.  
4505 East Chandler Boulevard, Suite #210  
Phoenix, AZ 85048  
Attorney for Respondent

**COPY** of the foregoing mailed via Interagency Mail  
this 11 day of February, 2019, to:



1 Marc Harris  
Assistant Attorney General  
2 2005 N. Central Avenue  
3 Phoenix, AZ 85004

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DOC#7580654

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