

**FILE COPY**

**BEFORE THE ARKANSAS PSYCHOLOGY BOARD**

**IN THE MATTER OF:**

**JEFFREY H. SNOW, Ph.D.  
RESPONDENT**

**CASE # 08-07**

**FILE CO.**

**CONSENT ORDER & RESOLUTION AGREEMENT  
with  
LETTER OF REPRIMAND**

Comes the Arkansas Psychology Board ("APB"), in agreement with Jeffrey H. Snow, Ph.D. ("Respondent"), and states as grounds for this Consent Order as follows:

**HISTORY OF CASE**

1. Respondent is a psychologist licensed by APB (# 89-19P) and therefore is subject to APB's licensing law and regulations (including the *Ethical Principles of Psychologists and Code of Conduct*) and its disciplinary jurisdiction.
2. While providing supervision to another professional in a research setting, Respondent established a physical relationship with that supervisee. Subsequently, Respondent terminated his supervision and self-reported his infraction.

**FINDINGS OF FACT and CONCLUSIONS OF LAW**

1. Through his self-report, Respondent acknowledges and admits having violated Standard 3.05 (Multiple Relationships) of the *Ethical Principles of Psychologists and Code of Conduct*:
2. Respondent would be entitled to an adjudicatory hearing in this matter. Nevertheless, the parties herein have deemed it appropriate to resolve this case without a hearing while still serving APB's goals of ensuring ethical practice by its licensees and protection of the public

**ORDER**

For the established violation, the following are the agreed sanctions to be applied:

1. A letter of reprimand for this violation is appropriate, and this Order shall be construed as the issuance of that reprimand. This level of sanction does not automatically prompt an APB report about this sanction to a national disciplinary databank.
2. Respondent's privilege to provide supervision under the authority of his license is suspended for a period of one (1) year, commencing December 15, 2008, and running through December 14, 2009.
3. Respondent is fined the sum of \$275.39, payable to the Board upon his return of a signed original of this Order to the Board but no later than November 30, 2008, whichever should first occur.

4. A copy of this Consent Order & Resolution Agreement shall be placed in Respondent's general licensure file, as well as the maintained specific complaint file, and it is noted that both files are subject to the Arkansas Freedom of Information Act. Should the Board subsequently be made aware of any fact(s) involved in this violation that are of a more serious nature than as depicted in Respondent's self-report (e.g., harm having been experienced by the supervisee relating to the ethical infraction or Respondent having had evaluative responsibilities relating to the supervisee) and/or of Respondent's failure to comply with the terms and conditions of this Order in the future, that may result in further disciplinary proceedings, including the possibility of a re-opening of this case with the potential of subjecting Respondent to additional or different sanctions thereunder. Furthermore, this Consent Order & Resolution Agreement may be considered as part of any ethical complaint file that might be subsequently opened, no matter when the alleged activities or behavior involved in such a subsequent complaint might have occurred.

5. The effective date of this Order shall be the latter date by which both signatories have executed it.

**RESPONDENT:**

**ARKANSAS PSYCHOLOGY BOARD:**

**FILE COPY**  
 \_\_\_\_\_  
 Jeffrey H. Snow, Ph.D.  
 \_\_\_\_\_  
 11-23-08  
 \_\_\_\_\_  
**DATED**

**BY:** \_\_\_\_\_  
 Executive Director  
 \_\_\_\_\_  
 12-1-08  
 \_\_\_\_\_  
**DATED**

**FILE COPY**

**BEFORE THE ARKANSAS PSYCHOLOGY BOARD**

**IN THE MATTER OF:**

**JEFFREY H. SNOW, Ph.D.  
RESPONDENT**

**CASE # 08-07**

**AMMENDMENT TO  
CONSENT ORDER & RESOLUTION AGREEMENT  
with  
LETTER OF REPRIMAND**

Comes the Arkansas Psychology Board ("APB"), in agreement with Jeffrey H. Snow, Ph.D. ("Respondent"), and states as grounds for an amendment to the Consent Order previously entered in this case as follows:

**CHANGED CIRCUMSTANCES**

1. Respondent is a pediatric neuropsychologist employed with the UAMS Department of Pediatrics and associated with the Arkansas Children's Hospital. His supervision privileges were suspended effective December 15, 2009, as a result of the previous Consent Order for violation of APA ethical Standard 3.05. The UAMS Department has also been employing a pediatric neuropsychology fellow, Dr. \_\_\_\_\_, in need of supervision, and that supervision was being supplied by Dr. \_\_\_\_\_ during Respondent's suspension.

2. Dr. \_\_\_\_\_ has announced that she will be departing the UAMS Department in several months, stranding the fellow and the fellowship program without a necessary pediatric neuropsychologist on staff to provide required supervision. Accordingly, the ACH/UAMS Director of Pediatric Psychology, Dr. \_\_\_\_\_, requested via letter of March 10, 2009, that the Respondent's supervision suspension sanction be modified to permit Dr. Snow's supervision of only Dr. \_\_\_\_\_ during the one-year suspension that Dr. Snow commenced last December. While providing supervision to another professional in a research setting, Respondent established

**FINDINGS OF FACT and CONCLUSIONS OF LAW**

1. Subsequently developed exigent circumstances will result in an adverse impact on the pediatric neuropsychology fellowship and its holder unless a modification is made in APB's prior Consent Order in this case. The continued existence of this fellowship program is deemed to be desirable.

2. There seemingly would be minimal risk of a repetition of the type of violation that prompted this Consent Order should it be modified in the manner requested by Dr. \_\_\_\_\_ and the Board of APB finds that modification to be warranted.

**ORDER**

The entire Consent Order previously rendered, which became effective on December 1, 2008, in this matter is incorporated by reference herein as if set out word for word, excepting the following modification as to the suspension of Respondent's supervision privileges shall be implemented at the agreement of the parties:

1. Upon Dr. [redacted]'s forthcoming departure from the UAMS Department of Pediatrics, Dr. Snow will be permitted to provide pediatric neuropsychological supervision of fellow Dr. [redacted] until Dr. Snow's one-year period of supervision suspension has expired or an alternate adequately-credentialed supervisor has been employed by the Department, whichever event should occur first. This authorization to provide supervision pertains solely to Dr. [redacted] and no others during the period of suspension. Respondent is to notify APB both at the time this supervision is commenced and should it end prior to December 14, 2009, due to the Department's employment of an alternate supervisor.

2. All other terms and conditions of the prior Order in this case remain in effect.

5. The effective date of this Order's Amendment shall be the latter date by which both signatories have executed it.

**RESPONDENT:**

**ARKANSAS PSYCHOLOGY BOARD:**

**FILE COPY**  
\_\_\_\_\_  
Jeffrey H. Snow, M.D.

**FILE COPY**  
**BY:** \_\_\_\_\_  
Executive Director

4-5-09  
\_\_\_\_\_  
**DATED**

4-8-2009  
\_\_\_\_\_  
**DATED**