

**STATE OF NEW HAMPSHIRE  
OFFICE OF PROFESSIONAL  
LICENSURE AND CERTIFICATION**

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**BOARD OF LICENSING FOR ALCOHOL AND OTHER DRUG USE  
PROFESSIONALS**

**In Re: Vincent M. Joe, CRSW Registration  
#0245**

**Docket No.: 2022-ALC-030**

**FINAL DECISION AND ORDER – 08/10/23**

**I. PARTICIPANTS:**

Board Members:

Kelly M. Luedtke, Board Chair and Member  
Alexandra H. Hamel, Board Member  
Jessica G. Carter, Board Member  
Regent Champigny, Board Member  
Joni O'Brien, Board Member

Board Support Staff and Counsel:

Traci Weber, OPLC Board Administrator  
Attorney Elizabeth Eaton, OPLC Board Counsel

Presiding Officer:

Attorney Nikolas Frye, OPLC Hearings Examiner

Parties:

Collin Phillips, Esq., Hearing Counsel  
Paul B. Kleinman, Esq., Counsel for the Licensee  
Vincent M. Joe, Licensee

**II. CASE SUMMARY/PROCEDURAL HISTORY:**

On 4/21/23 Vincent M. Joe, CRSW (“Licensee”) and the New Hampshire Board of Licensing for Alcohol and Other Drug Use Professionals (“Board”) entered into a Settlement Agreement. On 6/8/23 the Board reviewed the continuing education documents submitted by the Licensee to fulfill the Settlement Agreement. Upon review of the documentation provided by the Licensee, the Board had concerns as to whether he had achieved a satisfactory degree of skill in the area of deficiency noted in the Settlement Agreement. The Board voted to hold a hearing to obtain information surrounding the Licensee’s understanding of the courses and how he intends to apply it to his future. A final hearing was held on 08/10/23. This Final Decision and Order follows.

**III. SUMMARY OF THE PROPOSED EVIDENCE AND EVIDENTIARY RULINGS:**

The Board received the following evidence pursuant to RSA 541-A:33 and Rules 206.22 and 206.18(d):

A. Exhibits were submitted by Hearing Counsel, numbered as follows:

None.

B. Exhibits were submitted by the Licensee and labeled as follows:

A. Certificates of Completion and Report from the Licensee dated 05/23/23 (8 page .pdf)

C. Sworn testimony was received from:

1. Vincent Joe, Licensee

Exhibits were fully admitted by the Presiding Officer.

**IV. CONDUCT OF THE HEARING AND EVIDENCE PRESENTED:**

The parties appeared for a disciplinary hearing held pursuant to RSA 310:10 and Section 8(b)(i) and (ii) of the 04/21/23 Settlement Agreement in this matter. The issues presented were as follows:

- (1) Whether the Licensee can demonstrate that he is in compliance with the Settlement Agreement (*See Settlement Agreement* re Docket No. 2022-ALC-030 dated 4/21/23); specifically, section 8 (B) (i) and (ii).

- (2) Whether or not the Respondent (Licensee) has demonstrated a satisfactory degree of skill has been achieved in the Area of Deficiency (*See* section 8(B)(ii)(g) Settlement Agreement re Docket No. 2022-ALC-030 dated 4/21/23).
- (3) Whether or not the Board should require the completion of additional continuing education in the Area of Deficiency not to exceed the above stated hours/topics and corresponding report (*See* section 8(B)(ii)(g) Settlement Agreement re Docket No. 2022-ALC-030 dated 4/21/23).

NOH at II(c).

Pursuant to section 8(B)(ii)(g) and Plc Rule 206.24(a), the Licensee bore the burden of proof, by a preponderance of the evidence, on each issue presented. The Board voted to hold the hearing in non-public pursuant to RSA 91-A:3, II(c) and section 8(B)(ii)(c) of the Settlement Agreement.

**LICENSEE’S CASE-IN-CHIEF:**

**Vincent Joe, Licensee:**

The Licensee testified that he completed the coursework noted in the certificates of completion contained in Exhibit A and then submitted a report on that coursework (*see* Exh. A) as required by the Settlement Agreement in this matter. The Licensee then explained what courses he took; why he took the courses; how they fit in to the areas of deficiency noted in the Settlement Agreement; and what he learned from the courses. Lastly, the Board, Hearing Counsel, Presiding Officer, and Counsel for the Licensee questioned the Licensee on 1) how he has applied what he learned from the coursework into his practice as a CRSW; and 2) how what he learned helps him understand why what he did was professional misconduct and what to do if a similar situation arises in the future. The Licensee provided extensive, thorough testimony in relation to those questions.

**HEARING COUNSEL’S CASE-IN-CHIEF:**

None.

**V. DISCUSSION, FINDINGS OF FACTS, AND CONCLUSIONS OF LAW:**

After reviewing all the evidence and considering the presentation and demeanor of all the witnesses, the Board makes the following findings of facts:

1. After entering into the Settlement Agreement with the Board, the Licensee timely took and submitted certificates showing at least five hours of continuing education courses.
2. At least four hours of the coursework covered boundaries/ technology.
3. At least one hour of the coursework covered HIPAA.
4. The Licensee timely filed with the Board a written report on what he learned from the coursework, but the Board did not find that the report provided enough information for them to determine that the Licensee had demonstrated a satisfactory degree of skill achieved in the areas of deficiency.
5. Within 45 days of receiving the report, the Board scheduled a hearing on the issues presented noted in the Notice of Hearing in this matter.
6. The Licensee's testimony on his coursework was credible and demonstrated competency and understanding in the areas of boundaries and technology and HIPAA and confidentiality.

Based upon the findings of fact made by the Board, the Presiding Officer makes the following conclusions of law:

1. Pursuant to section 8(B)(ii)(g) Settlement Agreement re Docket No. 2022-ALC-030 dated 4/21/23, the Licensee has demonstrated a satisfactory degree of skill has been achieved in the areas of deficiency; and
2. The Licensee is in compliance with section 8 (B)(i) and (ii) of the Settlement Agreement in Docket No. 2022-ALC-030 dated 4/21/23.
3. Issue presented 3 is moot.

**VI. CONCLUSION AND DECISION:**

Pursuant to RSA 310:10 and section 8 (B)(i) and (ii) of the Settlement Agreement in Docket No. 2022-ALC-030, the Board makes the findings of fact and the Presiding Officer draws the conclusions of law made herein.

DATED: 8/31/2023

\_\_\_\_\_/s/ Nikolas K. Frye, Presiding Officer\_\_\_\_\_  
Presiding Officer  
New Hampshire Office of  
Professional Licensure & Certification  
7 Eagle Square  
Concord, NH 03301