

IN THE MATTER OF	*	BEFORE THE MARYLAND
RONALD SATTERFIELD	*	BOARD OF PROFESSIONAL
License No.: LCA3282	*	COUNSELORS AND
	*	THERAPISTS
	*	Case No.: 2024-173

* * * * *

FINAL DECISION AND ORDER

On or about March 14, 2024, the Maryland Board of Professional Counselors and Therapists (the “Board”) initiated an investigation of Ronald Satterfield, LCA3282, a clinical alcohol and drug counselor (“LCA”) licensed by the Board (hereinafter referred to as the “Respondent”). On May 22, 2025, the Board notified the Respondent of its intent to revoke his license (the “Notice”). The Notice set forth the Board’s authority to revoke the Respondent’s license pursuant to the Maryland Professional Counselors and Therapists Practice Act (the “Act”), codified at Md. Code Ann., Health Occ. (“H.O.”) §§ 17-101 *et seq.* (2021 Repl. Vol. and 2024 Supp.). Specifically, the Board stated its intent to revoke on the following provisions of the Act:

H.O. §17-509. Denial, probation, suspension, or revocation of trainee status, license, or certificate.

Subject to the hearing provisions of § 17-511 of this subtitle, the Board, on the affirmative vote of a majority of its members then serving, may... place any trainee, licensee, or certificate holder on probation, reprimand any trainee, licensee, or certificate holder, or suspend, rescind, or revoke the status of any trainee, a license of any licensee, or a certificate of any certificate holder if the applicant, trainee, licensee, or certificate holder:

- (8) Violates the code of ethics adopted by the Board;

(9) Knowingly violates any provision of this title;

[...]

(13) Violates any rule or regulation adopted by the Board; and/or

[...]

(16) Commits an act of immoral or unprofessional conduct in the practice of clinical or nonclinical counseling or therapy[.]

The underlying violations of the code of ethics and the rules or regulations adopted by the Board under H.O. §17-509(8) and (13) include the following violations of Ms. Code Regs. (COMAR) 10.58.03 *et seq.*:

COMAR 10.58.03.04

A. A counselor shall:

(11) Be familiar with and adhere to this chapter[.]

B. A counselor may not:

(3) Enter into relationships that could compromise a counselor's objectivity or create a conflict of interest.

COMAR 10.58.03.05

B. Dual Relationships.

(2) A counselor may not:

(a) Exploit trust and dependency in relationships with supervisees[.]

COMAR 10.58.03.09

A. A counselor may not engage in sexual misconduct with a client or supervisee. Sexual misconduct or forced sexual behavior with:

(1) Inappropriate sexual language;

(2) Sexual exploitation;

(3) Sexual harassment;

(4) Sexual behavior[.]

B. Concurrent Sexual Relationships. A counselor may not engage in either consensual or forced sexual behavior with:

(2) A student or supervisee over whom the counselor exercises professional authority, or with whom the counselor maintains an evaluative responsibility, supervision, or education, while the professional relationship continues to exist.

E. Sexual Harassment.

(1) A counselor may not sexually harass a:

(c) Supervisee[.]

HEARING BEFORE THE BOARD

The Notice informed the Respondent of his right to an evidentiary hearing on the revocation of his LCA license. Before the evidentiary hearing was held, the Respondent and the Board met at a Case Resolution Conference. A resolution was not mutually agreed to by both parties. As a result, the Respondent requested to move forward with an evidentiary hearing before the full Board.

On April 17, 2026, the parties appeared before the full Board via Google Meet. The evidentiary hearing commenced at approximately 1:33 p.m. A quorum of the Board was present. Administrative Prosecutor, Assistant Attorney General, JoAnna Miller appeared on behalf of the State of Maryland. The Respondent was present and represented by counsel, R. Alexander Carlson and Waranch & Brown.

Merits Hearing

At the outset of the evidentiary hearing, the parties informed the Board that they jointly stipulated to Findings of Fact and an Agreement (the “Stipulation”). The State did not call any witnesses. The Respondent, Ronald Satterfield, testified on his own behalf. His testimony was under oath and entered into the record.

Pursuant to the Stipulation, the State introduced Exhibit Numbers 1–14, which were marked, identified, and admitted into evidence. The Exhibits were identified as follows:

State’s Exhibit Numbers:

1. Respondent’s Licensing Information;
2. Complaint, dated March 14, 2024;
3. Subpoena for Personnel Records, dated May 2, 2024;
4. Personnel Records;
5. Transcript of Interview with Lauren Morse on May 28, 2024;
6. Transcript of Interview with Trainee Moshita Lott on May 28, 2024;
7. Licensing Information for Trainee Moshita Lott;
8. Transcript of Interview with Mr. Satterfield on July 11, 2024;
9. Transcript of Interview with Dr. Satterfield on July 24, 2024;
10. Response Letter from Mr. Satterfield dated, August 19, 2024;
11. T-Mobile Call logs;
12. Notice of Intent to Revoke Licensure, dated May 22, 2025;
13. Certified Mail Return Receipt;

14. Notice of Administrative Hearing, dated February 10, 2025.¹

The Respondent introduced the following Exhibits which were marked, identified, and admitted into evidence without objection:

Respondent's Exhibit Numbers:

1. Character Letters;
2. Similar Orders.

FINDINGS OF FACT

The Board makes the following findings of fact based upon the Stipulation and the entirety of the record:

Background:

1. On June 22, 2018, the Board issued the Respondent a Certified Supervised Counseling - Alcohol and Drug ("CSC-AD") certification under certificate number SC2550. The Respondent's CSC-AD certificate expired on January 31, 2020.

2. On June 28, 2019, the Board issued the Respondent a Certified Associate Counseling - Alcohol and Drug ("CAC-AD") certified under certificate number AC2699. The Respondent's certificate expired on January 31, 2025.

3. On January 5, 2024, the Respondent transferred from a CAC-AD to a Licensed Clinical Alcohol and Drug Counselor ("LCADC") under license number LCA3282. The Respondent's license is current and is scheduled to expire on January 31, 2028.

¹ The Board notes that the Notice of Administrative Hearing contains an error. It should read "February 10, 2026" not "2025".

Investigation:

4. On or about March 14, 2024, the Board received a complaint from a compliance manager (the “Complainant”) at the Facility. The complaint alleged that the Respondent engaged in sexual harassment, inappropriate sexual behavior, inappropriate sexual language, inappropriate touching, and indecent exposure to an employee.

5. Based on the Complaint, the Board opened an investigation into the Respondent’s clinical alcohol and drug counseling practice.

6. In furtherance of its investigation, Board staff interviewed the Respondent, and two employees. Board staff also subpoenaed and reviewed numerous documents, including text messages and the Respondent’s personnel records.

7. The Respondent was employed as a clinical supervisor at a facility (the “Facility”) from October 18, 2023, to February 27, 2024.²

8. In the course of his employment, on October 30, 2023, the Respondent signed an Internal Clinical Supervision Form identifying seven employees for whom he would provide clinical supervision. The list included the name of an employee, who holds a trainee status with the Board (the “Trainee”).

9. Between October 30, 2023 to February 27, 2024, the Respondent acted as the clinical supervisor for all seven counselors at the Facility, including the Trainee.

10. On May 28, 2024, Board staff interviewed the Trainee who stated that the Respondent exposed his genitalia and made sexual advances toward her.

² To ensure confidentiality, the names of individuals and healthcare facilities involved in this case, other than the Respondent, are not disclosed in this document.

11. A review of the text messages exchanged between the Respondent and the Trainee revealed inappropriate sexual language and implications of a sexual act the Respondent wanted to perform on the Trainee. Specifically, the text messages to the Trainee included the following: “I’m coming to see you before I leave. Want another one of your good hugs...,” “See you in the morning babe,” “Damn I miss you,” “I want you,” and “I want to suck her,” which is believed to be referring to the Trainee’s vagina.

12. On May 28, 2024, Board staff also interviewed a second employee (the “Employee”) of the Facility. The Employee stated that the Respondent spoke to her in an inappropriate manner and sent her inappropriate text messages. The Employee ultimately terminated her employment at the Facility for several reasons, one of which was due to the conversations between herself and the Respondent. She stated that she also had a better opportunity with a different job for more money.

13. A review of the text messages exchanged between the Respondent and the Employee revealed inappropriate sexual language including but not limited to comments about her “thickness,” referring to the Employee as “babe,” and stating “I wish I could cum [*sic*] to your office and tell you but there are too many eyes and ears. I would have to whisper it in your ear so no one would hear me.” The Respondent also sent the following text messages to the Employee, “I was watching you walk this morning and just thinking,” “I am so aroused right now,” and “I already know your [*sic*] sexy up under there I can definitely see it. Nice and thick.”

14. On June 11, 2024, the Board Staff interviewed the Respondent. During the interview, the Respondent admitted to flirting with the Employee, stating that he believed

there was mutual attraction, but he denied any intention to engage in sexual activity with the Employee.

15. The Respondent admitted that between approximately November 2023 and February 2024, he and the Trainee exchanged hundreds of text messages and engaged in a consensual physical and romantic relationship, including sexual contact during work hours in their offices.

16. Respondent produced records from his telephone provider, which show that text messages were reciprocal, in that both the Respondent and Trainee had sent many text messages to each other. The records also show that the text message conversations produced by the Trainee and Employee were not all of the text messages exchanged in their conversations with Respondent. A number of messages had been deleted.

17. The Respondent also admitted that he was the clinical supervisor for the Trainee during this time.

18. On February 27, 2024, the Respondent's employment with the Facility was terminated due to violations of the Facility's policies on workplace conduct which prohibit any form of harassment, including but not limited to sexual harassment.

CONCLUSIONS OF LAW

Based on the totality of the information presented at the hearing, the Board concludes as a matter of law that a preponderance of the evidence shows a violation of H.O. § 17-509 (8), (9), (13), and (16) and COMAR 10.58.03.04 A and B.

The Board's sanctioning guidelines are set forth in COMAR 10.58.09. Regulation .04A of that Chapter indicates that the Board shall impose a sanction not less

severe than the minimum listed in the sanctioning guidelines or more severe than the maximum listed in the guidelines for each offense. As it relates to the violation of H.O. § 17-509 (8), (9), (13), and (16), the least severe sanction is Reprimand and the most severe sanction Revocation of a license or certificate. COMAR 10.58.09.06 B.

In determining which sanction to issue in this case, the Board considered both aggravating and mitigating factors listed in COMAR 10.58.09.05. The Board recognized that the Respondent had no prior disciplinary record. Additionally, the Respondent took full ownership and accountability for his conduct, noting not only that the conduct was wrong, but explaining to the Board *why* it was wrong. The Board noted the Respondent's complete cooperation with all Board requests throughout the proceeding. The Board also found that Respondent exhibits rehabilitative potential, given that he engaged in, and continues to engage in, regular therapy sessions, as a result of the conduct that led to the filing of the complaint. The Board also recognizes that the Respondent's conduct was reckless and occurred at the Facility, which could have caused serious patient or public harm. Thus, the Board believes that a brief suspension followed by a period of probation is appropriate to enhance the Respondent's ability to appropriately and adequately identify ethical issues and concerns before any potential harm to patients or the public.

ORDER

Based on the foregoing Findings of Fact and Conclusions of Law, it is this 17th , day of July, 2026, the Board, on the affirmative vote of a majority of its members then serving:

ORDERED that the Respondent's license to practice as a licensed clinical alcohol and drug therapist is **SUSPENDED for a period of thirty (30) days**; and it is further

ORDERED that following the period of suspension, the Respondent shall be placed on **PROBATION** for a period of **THREE (3) YEARS**, subject to the following terms and conditions:

1. The Respondent shall practice under the supervision of a Board-approved Supervisor ("Supervisor").
 - a. Within ten (10) days of being placed on probation:
 - i. The Respondent shall provide the Board with the Supervisor's contact information;
 - ii. The Respondent shall provide the Supervisor with a signed copy of this Order.
 - b. Within five (5) days of providing the Supervisor with a signed copy of this Order, the Respondent shall provide the Board with written documentation of her Supervisor's receipt of this Order.
 - c. The Respondent shall meet with the Supervisor a minimum of one (1) session per month for a minimum of one (1) hour per session. The supervision Session should specifically focus on the ethical and moral considerations in the administration, practice and treatment of alcohol and drug counseling, and issues associated with the Board's Code of Ethics.
 - d. The Respondent shall ensure that the Supervisor submits quarterly reports to the Board during the probationary period.
 - e. A negative report from the Board-approved supervisor or any failure to comply with the supervisor's recommendations shall be deemed a violation of probation or of this Consent Order.
 - f. Should the Respondent change supervisors, the Respondent shall notify the Board in writing within five (5) days of the change. The Respondent is responsible for securing a new Board-approved supervisor and providing the new supervisor's contact information to the Board. The Respondent shall provide the new supervisor with a

copy of the Order. The Respondent shall provide documentation of the new supervisor's receipt of the Order to the Board.

2. The Respondent shall immediately provide his employer with a copy of this Order and provide the Board with the contact information for his employer. The Respondent shall provide documentation of the employer's receipt of the Order to the Board.
 - a. If the Respondent's employment is terminated for any reason during the probationary period, the Respondent shall notify the Board within five (5) days of the termination. Upon obtaining new employment, the Respondent shall provide the Board with the new employer's contact information and provide documentation of the new employer's receipt of the Consent Order.
3. The Respondent shall undergo therapy with a licensed mental health provider a minimum of one (1) session per month for the probationary period.
 - a. The Respondent shall provide the Board with the name and contact information for his mental health provider within ten (10) days of the date of this Order.
 - b. The Respondent shall ensure that his mental health provider submits quarterly reports to the Board during the probationary period.
 - c. In the event the mental health provider discontinues providing services to the Respondent for any reason, the Respondent shall immediately notify the Board and submit a replacement candidate to serve as his mental health provider under the terms specified above.
4. The Respondent shall not serve and/or apply to be a Board-Approved Supervisor for a minimum of five (5) years from the date of this Order.
5. The Respondent shall complete a three (3) credit college ethics course related to substance abuse and/or counseling and submit proof of completion with a grade of a "C" or better within one year of the date of this Order.
6. The Respondent shall cooperate with the Board, its agents or/and employees, in the monitoring, supervision, and/or investigation of the Respondent compliance with the terms and conditions of this Order.
7. The Respondent shall comply with the Maryland Professional Counselors and Therapist Act and all laws, statutes, and regulations pertaining thereto.
8. If the Board determines that the terms or conditions of the Order have not been successfully completed, the Board may modify the terms and conditions

of the Respondent's probation, upon notice to the Respondent; and it is further

ORDERED that at the conclusion of the probationary period, the Respondent may submit a written petition to the Board requesting termination of his probation. The Respondent must submit proof to the Board that he has satisfied the probationary terms and conditions set forth in this Order; and it is further

ORDERED that after consideration of the petition, the probation may be terminated, through an order of the Board, or a designated Board committee. The Board, or designated Board committee, may grant the termination if the Respondent has fully and satisfactorily complied with all the probationary terms and conditions under this Order and there are no pending complaints; and it is further

ORDERED that the Respondent shall be responsible for all costs incurred in fulfilling the terms and conditions of his probation and this Order; and it is further

ORDERED that there shall be no early termination of the probation imposed by this Order; and it is further

ORDERED that the effective date of this Consent Order is the date that it is signed by the Board; and it is further

ORDERED that this Consent Order is a Final Order and as such is a public record pursuant to Md. Code Ann., Gen. Prov. §§ 4-101 *et seq.* (2023 Repl. Vol.) and is reportable to any entity to whom the Board is obligated to report, including the Board's public website and the National Practitioner's Database.

7/17/26

Date

A handwritten signature in black ink, appearing to read 'Sharita Sivels-Stevens', is written over a horizontal line.

Sharita Sivels-Stevens, Board Chair
Maryland State Board of
Professional Counselors and Therapists

NOTICE OF RIGHT TO APPEAL

Pursuant to Md. Code Ann., Health Occ. §17-512 (b), the Applicant has the right to take a direct judicial appeal. Any appeal shall be filed within thirty (30) days from the date of this Final Order and shall be made as provided for judicial review of a final decision in the Maryland Administrative Procedure Act, Md. Code Ann., State Gov't §10-222; and Title 7, Chapter 200 of the Maryland Rules of Procedure.

If the Applicant files an appeal, the Board is a party and should be served with the court's process at the following address:

Tomiloba Olaniyi-Quadri, Executive Director
Maryland Board of Professional Counselors and Therapists
4201 Patterson Avenue
Baltimore, Maryland 21215