

NBCC NEWSNOTES

National Board for Certified Counselors

Volume 14, Number 4

Spring 1998

DIVERSITY: THE JOURNEY CONTINUES

By Virginia Villarreal-Mann, Director, NBCC Board

In January 1997, I conducted diversity training for the NBCC Board of Directors using the National Coalition Building Institute's model. I have received many requests for more information about the training model. At the end of this article, I have provided information about the institute as well as some other excellent resources for those interested in multicultural materials.

Another step in our board training has been to use Jackson and Holvino's work on multicultural organizational development to examine where we are and our visionary goal. They contend that an organization will move sequentially from its current stage to the next with the ultimate goal being that of becoming a multicultural organization (or stage six). Here is a brief description of the six developmental stages in which an organization may find itself:

- 1 **The Exclusionary Organization**—self-interest calls for maintaining domination of one group over others based on race, gender, and culture. Explicit entrance requirements are designed to exclude certain groups (e.g., the KKK).
- 2 **The "Club"**—seeks to establish and maintain the privilege of those who traditionally have held social power. Limited number of minorities allowed that assimilate into an appropriate role in a white-dominated system.

More on Page 3

APPROVED CLINICAL SUPERVISOR CREDENTIAL

By Janine M. Bernard, Chair, NBCC/ACES Task Force for Credentialing Clinical Supervisors

In February, the NBCC Board of Directors voted to establish an Approved Clinical Supervisor credential based on the proposal submitted by a joint NBCC/ACES (Association for Counselor Education and Supervision) task force. As the need for qualified clinical supervisors in the field increases, the NBCC credential offers standards for training, supervised experience, and ethical practice. The NBCC Board expects this to be a highly sought credential, especially in light of the increased focus on supervisor credentials by state licensure boards.

THE APPROVED CLINICAL SUPERVISOR CREDENTIAL IS CLEARLY DESIGNED FOR EXPERIENCED PROFESSIONAL COUNSELORS.

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FAX 336-547-0017
Web site: <http://www.nbcc.org>
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**CONFERENCE ON
BORDER-FREE
EMPLOYMENT AND
CAREERS**

The Association of Vocational and Career Counseling in Israel and its cosponsors will hold an international conference, "Border-Free Employment and Careers," November 15–18, at Ma*ale Hachamisha, Kibbutz Hotel, in the forested hills outside of Jerusalem.

Career development professionals in the field and in academia from major centers around the world are invited to attend. For conference information, contact Dr. Benny A. Benjamin at (fax) 972.3.5614497; email: benjams@netvision.net.il; <http://www.bgu.ac.il/beh/Avcci-98.html>.



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**APPROVED CLINICAL SUPERVISOR
CREDENTIAL**

From Page 1

Only NCCs with more than five years of professional counseling experience are eligible to apply for the Approved Clinical Supervisor designation. Thus, unlike other NBCC specialties, the Approved Clinical Supervisor is clearly designed for experienced professional counselors. In addition to the required counseling experience, the interested NCC must have completed three additional requirements:

- 1 Each applicant must have completed a graduate course or workshop training that covered nine content areas: roles and functions of clinical supervisors, models of clinical supervision, counselor development, methods and techniques in clinical supervision, supervisory relationship issues, cultural issues in clinical supervision, group supervision, legal and ethical issues related to supervision, and evaluation.
- 2 The applicant must have completed a minimum of 100 hours of clinical supervision as well as 20 hours of supervision-of-supervision by a qualified clinical supervisor who can endorse the readiness of the applicant to be awarded the Approved Clinical Supervisor designation.
- 3 Finally, the applicant must submit a Professional Disclosure Statement, in which the applicant communicates an understanding of the roles and processes of clinical supervision, the management of clinical supervision, and the ethical, legal, and evaluative responsibilities of the clinical supervisor. (An outline for the Professional Disclosure Statement will be provided to the applicant.)

Seasoned professional counselors who are experienced clinical supervisors will be offered alternate entry for the credential. In addition to documenting their experience as clinical supervisors, these NCCs also must submit a Professional Disclosure Statement.

The certified Approved Clinical Supervisor will be required to submit 20 hours of continuing education in clinical supervision and/or supervised supervision every five years, thus ensuring the ongoing attention to professional development in that area.

Although the exact date has yet to be determined, applications for Approved Clinical Supervisor will be available in the near future. If you are interested and meet the general requirements, watch the NBCC Web site (<http://www.nbcc.org>) and/or *NBCC NewsNotes* for notification to apply.

Those of us on the NBCC Task Force—Lynn Brueske, Bob Pate, and Janine Bernard—want to thank our ACES colleagues, DiAnne Borders, Sandy Magnuson, and Jack Sutton, for their thoughtful and dedicated work on this project. The product promises to be an important credential that will serve the profession of counseling in significant ways. □



NBCC's new area code is 336. Our new phone and fax numbers are:

**Phone: 336-547-0607
Fax: 336-547-0017**

DIVERSITY: THE JOURNEY CONTINUES

From Page 1

- 3 **The Compliance Organization**—committed to removing some discrimination by providing access for women and minorities without disturbing the structure or mission of the organization. “Don’t make waves! Be a team player!”
- 4 **Affirmative Action Organization**—committed to eliminating discriminatory practices. Actively recruits women and minorities and supports their mobility and success. Still, members must conform to norms of the dominant group.
- 5 **Redefining Organization**—a system in transition. Explores the benefits of a diverse multicultural work force and seeks participation of all members. Shares power with all diverse groups. Actively plans for and has a vision of becoming a multicultural group.
- 6 **A Multicultural Organization**—members of diverse cultural and social groups are an influential part at all levels, especially where decisions are made that shape the organization. Sensitive to the interest of all cultural and social groups whether or not they are represented in the organization.

Jackson and Holvino define stage six as having social/cultural representation, valuing and capitalizing on differences, eliminating racism and sexism, and allowing its multicultural members to become “stakeholders” in the organization’s mission and work.

To ensure that NBCC is committed to and is moving toward becoming a multicultural organization, steps are being taken to ensure inclusion, participation, and empowerment of diverse individuals. At each board meeting, time is set aside to discuss the issues, to review policy, and to refine goals that deal with diversity issues. Implementation of changes has begun and ongoing efforts to stay abreast of diversity matters as they pertain to NBCC are already in progress. The journey continues... □

MORE RESOURCES

Jackson, B. & Holvino, E. (1988, July 6—11). “**Multicultural Organizational Development**” [Working Papers #11]. Ann Arbor: Center for Research on Social Organization.

National Coalition Building Institute, 1835 K Street NW, Suite 715, Washington, DC 20006. Phone: 202-785-9400. Web site: www.ncbi.org

National Conference on Race & Ethnicity in American Higher Education (NCORE), May 28–June 1, Denver, CO. Sponsored by the Southwest Center for Human Relations Studies, University of Oklahoma. Phone: 405-325-1021. Web site: <http://www.occe.ou.edu/swchrs/natlconf.html>

Teaching Tolerance Resources, Southern Poverty Law Center, 400 Washington Ave., Montgomery, AL 36104. Web site: www.splcenter.org

CCMHC BULLETIN BOARD

During April 1998, CHAMPUS will begin transferring responsibility for utilization review and related activities for mental health care to CHAMPUS and Continued Health Benefit Program (CHBP) beneficiaries residing in the TRICARE Managed Care Support (MCS) Regions 1, 2, and 5, regardless of where the care is provided. The care of beneficiaries who reside in other TRICARE regions falls under the jurisdiction of the MCS contractor with responsibility for the beneficiary’s place of residence; this applies for both utilization review and payment.

The MCS Region 1 is defined by the zip codes for the states of Connecticut, Delaware, Massachusetts, Maryland, Maine, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, parts of Virginia and West Virginia, and the District of Columbia.

The MCS Regions 2 and 5 are defined by the zip codes for the states of Virginia (exclusive of the National Capital Area and certain portions of Virginia), North Carolina, Wisconsin, Michigan, Illinois, Indiana, Ohio, Kentucky, and West Virginia (minus certain portions of West Virginia), as well as the Fort Campbell catchment area of Tennessee, and the Scott Air Force Base Catchment area of Missouri and adjacent areas.

The incoming contractor for MCS Region 1 is Sierra Military Health Services. The incoming contractor for MCS Regions 2 and 5 is Anthem Alliance for Health, Inc. □

INNOVATIONS IN COUNSELOR EDUCATION: THE WALSH UNIVERSITY BA/MA PROGRAM

By Sandra I. Lopez-Baez, Chair-Elect,
NBCC Board of Directors

Where do counselors come from? What is the most “fitting” undergraduate education for a “would be” counselor? Many come from the field of education; others have undergraduate degrees in a variety of fields: psychology, sociology, family studies, business, and science. Is there one major that is best suited to prepare individuals for graduate counselor training? What if there was an undergraduate counselor preparation major; would it strengthen graduate counselor education?

As a profession regulated by practice laws in most states (44 at this time) and through national certification, only master’s level counselors can practice. These individuals must attain a degree of proficiency through their master’s level studies to secure competencies needed in the delivery of counseling services. This article presents a program that attempts to enhance the undergraduate preparation of future counselors.

In the fall of 1993, Drs. Linda Barclay, Penny Bove, and Sandy Lopez-Baez, representing the Behavioral Science and Counseling and Human Development departments at Walsh University, designed an innovative program—the first of its kind in Ohio, and possibly the first in the nation. The program is a combined undergraduate Behavioral Science (sociology and psychology) and graduate Counseling and Human Development degree known as the BA/MA. In 1994, the faculty and trustees of Walsh University endorsed the program, and the first

student was admitted for the fall 1995 semester.

The impetus to develop this program was twofold. First, observation and evaluation of graduate student performance had begun to reveal that undergraduate students with dual majors (psychology and sociology) had advantages over students with either psychology or sociology majors in assimilating and integrating counselor preparation coursework.

Second was the recognition that academically qualified students could accelerate their overall education process through a joint BA/MA degree program. The outcome of an extended curriculum review process was the development of a behavioral science emphasis in the undergraduate portion of the integrated BA/MA program, which is comparable to and competitive with other 42–48 semester hour joint psychology/sociology undergraduate programs.

PROGRAM DESCRIPTION

The BA/MA program is designed to provide a comprehensive preparation for students who wish to pursue counseling careers. This is accomplished through integrating core theoretical and knowledge areas in psychology and sociology into a behavioral science major at the undergraduate level.

The program includes joint BA/MA courses designed to develop both research skills and the basic helping skills necessary for the practice of counseling. At the graduate level, the program covers theoretical and knowledge areas in professional counselor education as well as a practice “field” component. This coursework integration

results in a holistic program wherein students can meet the basic educational requirements for counselor license in Ohio in 6–6½ years of study. In addition, the program provides solid preparation for doctoral studies and career advancement.

The BA/MA program achieves a streamlined length by minimizing duplication and by developing three 500-level, four-semester hour courses meeting requirements in both the BA and MA departments. The course content, design, and staffing requirements of the 500-level courses are jointly developed by undergraduate behavioral science and graduate counseling professors, who are certified at the national level as well as licensed at the state level.

The BA/MA program trains counselors who will strive to assist others to make a difference in their lives. To meet this goal, the program educates students in the application of theoretical models to understand human behavior and in the experiential skills needed to integrate theory with ethical practice. The four program objectives are: *to promote* within each student greater self-awareness, a concern for others, and a respect for the uniqueness and dignity of each person; *to develop* skills related to research and the professional competencies necessary to provide counseling services; *to educate* students to understand both the scientific and humanistic perspectives in behavioral sciences and to apply this knowledge to counseling practice; and *to cultivate* in students the desire to develop an ethical professional identity.

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CONTINUING EDUCATION WEB SITE NOW ON-LINE

By Barbara Potts, NCC, NCSC, Special Projects Coordinator

The Center for Credentialing and Education, Inc. (CCE) has established a continuing education Web site, "Dimensions in Mental Health Practice." This site will provide a series of learning modules that offer continuing education credits for professionals in the mental health field. The first module, "Clinical Skills for Mental Health Professionals," opened in March with 3 continuing education contact hours granted for successful completion. Accessed at <http://www.dmhp.org>, these modules offer opportunities for distance learning. Subsequent modules will cover other mental health-related topics.

The course is a self-contained unit of study consisting of a series of case studies followed by multiple choice questions. Topics addressed include assessment, diagnosis, effective treatment approaches, determination of therapeutic progress, appropriate referrals, and ethical practices.

Unlike other home study professional development courses which require you to complete and mail in quiz response forms, "Clinical Skills for Mental Health Professionals" provides you with immediate feedback. As you complete the set of questions associated with each case study, you will be informed on-line whether or not your responses were correct. In addition, you will be provided with notes and references from the text of the case studies which explain why your answers were correct or incorrect. The design of assessment focuses on helping you master the content of the course.

There is a sample case study and set of questions at the Web site so that individuals may try out the instructional design. The case studies cover a variety of fictional clients and situations: Jane is an adult child of an alcoholic who exhibits a significant amount of low-level chronic anxiety associated with a number of nonspecific fears and worries; Twyla is a nine-year-old female who has visited the school nurse 16 times within the past two months complaining of dizziness, nausea, and difficulty in breathing; and Mark is a 47-year-old African-American male who expresses concerns about lack of energy, depression about the loss of significant others, and fear of relapse into alcohol abuse. There is also an Additional Readings Resource List at the end of the site for counselors who would like to continue their study of the topics included.

Mental health professionals who wish to go through the complete module will register either on-line, by fax, or by mail. Once an individual is registered, she will be given an identification number and password, which will access the course content. The cost of each module will be \$50, and this fee may be paid by credit card at the time of registration or sent by check with a mail registration.

A record of each course successfully completed will be maintained and can be provided for documentation of continuing education credit. After successful completion of the course, the professional will be able to print out verification of completion or request that a transcript be mailed. CCE is approved by the National Board for Certified Counselors to offer continuing education activities for National Certified Counselors. □

WORLD CONGRESS FOR COUNSELING

The International Association for Counseling (IRTAC), formerly known as the International Round Table for the Advancement of Counseling, will hold a conference, "Counseling as a Profession: Status, Organization, and Human Rights," August 4-7, at UNESCO House, Paris, France.

Subjects for working groups include: the client and the counselor; the profession of the counselor—values, role, and differentiation; the education and in-service training of the counselor; the supervision of the work of the counselor; the research needs of the counseling profession; the ethics of counseling; the counselor as a generalist or specialist; credentialing; political advocacy for clients and the profession; standards for practice and training; and the role of para-professionals in counseling.

For more information, contact Dr. Derek Hope, Secretary, IRTAC, % Brunel University, Uxbridge, Middlesex UBB, UK; (fax) 01895 232806. □

BA/MA PROGRAM

From Page 4

The program admits only five students per year, but will expand as resources grow. The students accepted meet stringent admission criteria applicable to both undergraduate and graduate admissions. A mentoring program matching BA/MA students with second-year MA level counseling students is planned to ease the transition into graduate courses.

For more information, e-mail: lbarclay@alex.walsh.edu, lopezbaez@alex.walsh.edu, or pbove@alex.walsh.edu. □

CONTINUING EDUCATION PROVIDER UPDATE

NEW APPROVED PROVIDERS

- San Jose State University**, San Jose, CA, #4463
- Marymount University**, Arlington, VA, #4464
- Marylhurst College**, Marylhurst, OR, #4465
- Behavior on Line**, Greenwich, CT, #5785
- Forsyth Technical Community College**, Winston-Salem, NC, #5786
- Gateway Productions**, Milwaukee, WI, #5787
- The Grief Counseling Center**, Winston-Salem, NC, #5788
- Kentucky Association for Play Therapy**, Louisville, KY, #5789
- Lorman Education**, Eau Claire, WI, #5790
- A Plus Seminars**, Birmingham, AL, #5791
- Delaware Valley Partial Hospital Association**, Longhorne, PA, #5793
- New Age Publishing**, Belmont, MA, #5794
- Spokane Mental Health**, Spokane, WA, #5795

PROVIDERS NOT RENEWING

- Nebraska Society of Adlerian Psychology**, Omaha, NE, #5050
- Oasis Center for Human Potential**, Evanston, IL, #5089
- Topeka Public School/Unified School**, Topeka, KS, #5080
- College Board Southwestern**, Austin, TX, #5101
- Lindenvue Regional Behavioral Center**, Fort Wayne, IN, #5244
- Kidspace National**, Wescosville, PA, #5275
- New England School Counselors Institute**, Lyndonville, VT, #5279
- Community Mediation Services, Inc.**, Jamaica, NY, #5334
- Ti-In Network**, San Antonio, TX, #5350
- Resource Networks, Inc.**, Evanston, IL, #5386
- Florida Hypnosis & Counseling Center, Inc.**, Sarasota, FL, #5395
- Friends Hospital**, Philadelphia, PA, #5396
- Aiken Barnwell Mental Health**, Aiken, SC, #5410
- Pacifica Graduate Institute**, Carpinteria, CA, #5436
- Catholic Charities Inc.**, Wilmington, DE, #5442

- Northwestern Institute**, Ft. Washington, PA, #5451
- Camden County College**, Blackwood, NJ, #5485
- SEAOPP**, Reidsville, GA, #5526
- Persad Center, Inc.**, Pittsburgh, PA, #5625
- Reflective Agreement Institute**, West New York, NJ, #5639
- Christian Society for the Healing of Dissociative Disorders**, Bedford, TX, #5651
- Family Therapy Institute of Washington, DC, Inc.**, Rockville, MD, #5668
- Center for Gestalt Development, Inc.**, Highland, NY, #5681
- Central Carolina Technical College**, Sumter, SC, #5683
- Storvork Institute**, Maitland, FL, #5685
- National Rehabilitation Services**, Gaylord, MI, #5693
- Networking, Inc.**, Richmond, VA, #5694
- Greater Lowell MH Educational Consortium**, Billerica, MA, #5695
- Gain Institute**, Newbury Park, CA, #5697
- Stonebridge Seminars**, Westborough, MA, #5702
- CPS Seminars**, St. Paul, MN, #5726
- Glenda Isenhour**, Brierfield, AL, #6009
- Thomas H. Hohenshil**, Blacksburg, VA, #6015
- William F. Cornell**, Pittsburgh, PA, #6019
- James R. Baugh**, Jackson, MS, #6025
- Success Motivation**, Calgary, Alberta, Canada, #6038

NEW HOME STUDY PROGRAMS

- "Assessing Allegations of Child Sexual Abuse"** 10 hours
- Order From: Professional Resource Exchange**, PO Box 15560, Sarasota, FL 34277-1560; phone (941) 366-7913



"In Good Form: Gestalt Therapy With Couples" 18 hours
Order From: Affect+, PO Box 273476, Tampa, FL 33688-3476; phone (813) 948-8887

"Domestic Violence Awareness" 2 hours
"Uniting Youth and Adults in Crime Prevention" 2 hours
"Short Term Therapy with Angry Adolescents and Violent Perpetrators" 3 hours
"Sexual Assault Awareness" 2 hours

"Psychopharmacology Made Ridiculously Simple" 4 hours
Dealing With Domestic Violence 2 hours
Order From: PsychoEducational Resources (PER), PO Box 2196, Keystone Heights, FL 32656; phone (352) 473-7300

"Incorporating Biofeedback Into Your Practice: Part 1" 18 hours
"Incorporating Biofeedback Into Your Practice: Part 2" 21 hours
"Incorporating Biofeedback Into Your Practice: Part 3" 21 hours

Order From: Biofeedback Therapy Training Institute, 1826 University Blvd. West, Jacksonville, FL 32217; phone (904) 737-5821

From last issue, a correction to the address:

"Increasing Managed Care Referrals" 6 hours
"Managed Care Inclusion" 6 hours
"Promoting Your Practice to a Fee For Service Clientele" 6 hours
Order From: Grow Counseling and Resources, 300 Laguna Ave., Morgan Hill, CA; phone (408) 463-1510

"Occupational Stress" 15 hours (This replaces the CMR program "Stress in the Workplace.")
Order From: CMR Home Study, 2899 Agoura Rd., Suite 160, Westlake Village, CA 91361-3200 (please note correct zip code)

STATE LICENSURE/CERTIFICATION UPDATE

CALIFORNIA

Fax: (714) 871-5123

The California Registry is a voluntary registry for career counselors, rehab counselors, and paraprofessionals in that state. The only state credential counselors may apply for is the Marriage, Family, Child Counselor. NCCs/LPCs moving to California can contact that board at:
Marriage, Family, Child Counselor Board of Behavioral Sciences
400 R Street, Suite 3150
Sacramento, CA 95814

DISTRICT OF COLUMBIA

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614 H Street, NW, Room 108
Washington, DC 20001
Ph: (202) 727-9794
Fax: (202) 727-4087

GEORGIA

Ramona Moore, Applications
Ph: (404) 656-3933

ILLINOIS

Ph: (217) 782-0458

INDIANA

Barbara Buck, Director
Indiana Social Work, Marriage & Family Therapist & Mental Health Counselor Board
Health Professions Bureau
402 W. Washington Street, Room 041
Indianapolis, IN 46204
Ph: (317) 232-2960
Fax: (317) 233-4236

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Iowa Board of Behavioral Science Examiners
Ph: (515) 281-4413

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Leigh Dickey

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NORTH DAKOTA

Fax: (701) 224-8234

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Donna Dickerman,
Administrative Officer
Rhode Island Board of Mental Health Counselors
Ph: (401) 222-2827
Fax: (401) 222-1272

SOUTH DAKOTA

Sioux Falls, SD 57101

TENNESSEE

Sheila Bush, Board Administrator

WEST VIRGINIA

Marshall University Graduate College
Ph: (304) 746-2512
Fax: (304) 746-1942

FOR YOUR INFORMATION

NBCC has always had a policy of accommodation for counselors who wish to take the National Counselor Examination for Licensure and Certification (NCE) and who observe their Sabbath on Saturday. The following statement is now being included in all brochures and applications:

Candidates who cannot participate in the examination on Saturday for religious reasons should send a written request with their application to arrange for a special administration of the NCE on the Friday immediately preceding or the Monday immediately following the scheduled administration date.

E-MAIL

AK akthomas@saumag.edu
CO joan.seggerman@state.co.us
ID jwiedric@ibol.state.id.us
MO couns@mail.state.mo.us
NH plynch@dhhs.state.nh.us
OR lpc.lmft@state.or.us
UT LPOE@br.state.ut.us
VT dlafail@sec.st.vt.us
WA tgs0303@hub.doh.wa.gov

WEB SITES

CA www.bbs.ca.gov
CO www.dora.state.co.us/
Registrations/men.htm
FL www.dohiws.doh.state.fl.us
IN www.ai.org/hpb
MO www.ecodev.state.mo.us/pr/
counselr/
NC www.mindspring.com/~ncblpc
UT www.commerce.state.ut.is/web/
commerce/dopl/dopl1.htm
VT www.sec.state.vt.us
WI badger.state.wi.us/agencies/drl/
Regulation/html/

TIME FOR SPECIALTY CERTIFICATION



- Career
- Gerontological
- School
- Clinical Mental Health
- Addictions



Center for Credentialing & Education, Inc.

Dimensions in Mental Health Practice

The first module, "Clinical Skills for Mental Health Professionals," is now on-line

Visit the Web Site at <http://www.dmhp.org>

Cost \$50.00

(Visa, MasterCard, and American Express accepted)

3 Continuing Education contact hours (.3 CEUs) for successful completion

Visit the site to try out the Sample Case Study

CCE is approved by the National Board for Certified Counselors to offer continuing education activities for National Certified Counselors.

NBCC ORDER FORM

You may use this form to place an order. Indicate the quantity for each item selected, figure total cost, include credit card information or check or money order payable to NBCC, and complete your shipping address.

QTY	ITEM	PRICE	TOTAL
	Client Rights and Responsibilities Brochures	\$5.00/25	
	NCCs: Dedicated to Helping You Brochures	\$5.00/25	
	NBCC Lapel Pin w/NCC Designation (cloisonne)	\$6.75	
	NBCC Lapel Pin (cloisonne and suitable for non-NCCs)	\$8.50	
	NCC Bar Pin	\$5.50	
	Specialty Pins: NCS, NCCC, NCGC, CCMHC, MAC (circle one)	\$5.50	
	NBCC's <i>Work Behavior Analysis of Professional Counselors</i>	\$24.95	
	<i>Counselor Preparation 1996-1998, Programs, Faculty, Trends</i>	\$80.00	
	NBCC Display Plaque (complete engraving information below)*	\$29.95	
	State Counselor Licensure List	No charge	
	General Practice (NCC) Application	No charge	
	Counselor Educator's Express Application	No charge	
	Specialty Application (School, Career, Gerontological, Mental Health, Addictions)	No charge	
	Application for NBCC Provider Approval of CE Activities (for use by private agencies, community colleges, school districts, etc.)	No charge	
	NBCC Code of Ethics	No charge	
		Total	

Complete this section only if you are ordering the NBCC Display Plaque.

*ENGRAVING: Please indicate engraving desired below, one character per space.

SHIPPING/PAYMENT INFORMATION

NCC CERTIFICATE # _____

NAME _____

ADDRESS _____

HOME PHONE _____ WORK PHONE _____

CHECK OR MONEY ORDER IN THE AMOUNT OF \$ _____

CHARGE ORDER

PLEASE CHARGE MY ___ VISA ___ MASTERCARD ___ AMEX/OPTIMA

CARD NUMBER _____ EXPIRATION DATE _____

SIGNATURE _____

RETURN TO: NBCC, PO BOX 651051, CHARLOTTE, NC 28265-1051

NCC NETWORK

Linda Handel, NCC, CCMHC, of Providence, RI, has authored a book called *Now That You're Out of the Closet, What About the Rest of the House*. This witty and helpful book covers the full range of life concerns—lingering childhood issues, dating, sex and love, homophobia, and self-hatred—in a direct, honest, and open manner. Writing of her own experiences as a former spouse in a heterosexual marriage, a mother of two, a lesbian, and a licensed therapist, Handel offers direction to those who have discovered that coming out is only the first step in the journey toward a celebrative life. Handel's book is available both in major and alternative bookstores. For more information, call Pilgrim Press at 1-800-654-5129. ISBN 0-8298-1244-X.

Howard Rosenthal, Ed.D, NCC, CCMHC, MAC, of St. Louis, MO, is the editor and a contributor to *Favorite Counseling and Therapy Techniques: 51 Therapists Share Their Most Creative Strategies*. The book features some of the greatest therapists in the world including Albert Ellis, Arnold Lazarus, William Glasser, Allen E. Ivey, and more than 40 other accomplished therapists. *Favorite Counseling and Therapy Techniques* reveals a host of innovative strategies that can be implemented to improve counseling and therapy sessions. The 202-page text is the ideal training manual for the classroom or the seasoned practitioner. It is available from Accelerated Development/Taylor & Francis by calling 1-800-821-8312. Rosenthal is also the author of *Before You See Your First Client: 55 Things Counselors and Human Service Providers Need to Know*. □



Howard Rosenthal

VOLUNTARY AUDITS

The following NCCs have passed the NBCC Voluntary Audit for special recognition in continuing education. While 100 hours of continuing education are required for recertification, these NCCs have completed and documented more than 130 hours in the five-year certification period. They have received a special certificate citing this achievement and are to be congratulated for their dedication to excellence. NBCC salutes them!

John Evan Davis, #26443, Nine Mile Falls, WA

Vivian G. Hudson, #29309, West Hampton Beach, NY

Joan Ryan Kertay, #28894, Prospect Heights, IL

Sandra Freeding Myers, #29711, Oak Harbor, WA

Mindy L. Rice, #26320, Bangor, ME

Phoebe A. Vance, #28314, Chattanooga, TN

Kathryn Wullner Thomas, #3247, Bath, ME

NCCC BULLETIN BOARD

By Carl McDaniels, NCC, NCCC, Chair, Career Counselor Academy

Recently I have talked to a number of counseling professionals who hold the honor of being National Certified Counselors (NCC). When I inquire as to what they do, many say they are career counselors or view that as a major emphasis. They usually explain that they thought the designation NCC was enough even though it was clear their main concern was career development in their professional work. On behalf of the Career Counselor Academy let me suggest three reasons for becoming a National Certified Career Counselor (NCCC):

- 1 Clear declaration of career development as an emphasis and special competence in your professional counseling.
- 2 Clear indication that you want to be identified with the professionals who have met the highest standards for career counseling.
- 3 Clear statement that you care enough to invest time and money to dedicate yourself to career counseling.

It pays to be an NCCC. A doctoral student at Virginia Tech was one of 100 applicants for a great

career counseling position. After several weeks of screening and interviewing, she got the job. After a few days at her new post, she inquired how she was selected over all the others. She was told she was the only NCCC to apply. She clearly won the job because she stood out as a counseling professional who identified with the best in career specialty certification.

Those of you who are NCCs and devote much of your professional work to career development matters, take the next step. Sign up now for the NCCC exam in October 1998. □

RACC NEWS

COUNSELORS WIN NATIONAL RESEARCH AWARD

Two counselor educators at the University of Nevada at Las Vegas (UNLV) and two research scientists at the University of North Carolina at Greensboro (UNCG) won an “award of excellence” from the Research and Assessment Corporation for Counseling (RACC), headquartered in Greensboro, NC.

Thomas L. Sexton and Susan C. Whiston from UNLV and Jeanne C. Bleuer and Garry Walz from UNCG won the award for their book, *Integrating Outcome Research into Counseling Practice and Training*. They received the award at Assessment '98, a national conference of counselors, psychologists, teachers, and other professionals who gathered to discuss testing in education, counseling, and therapy. The conference was held in St. Petersburg, FL, in January.

RACC President-elect Rex Stockton presented the award, citing the four authors for “an exemplary contribution to the research literature in counseling.” The authors describe their book as a tool for “counseling practitioners and educators seeking to include research-based information in their work” and as “an easy way (for students) to understand the complexities of counseling research.”

Sexton is an associate professor in the department of counseling, and Whiston is an associate professor in the department of educational psychology at UNLV. Bleuer and Walz are associate director and director, respectively, of the Education Resources Information Center Clearinghouse on Counseling and Student Services at UNCG. In addition to holding doctorate de-

grees in counseling or related fields, the four recipients are National Certified Counselors.

RACC is an affiliate of NBCC with a mission to promote research and assessment in counseling. Its goals include soliciting original

counseling research, suggesting specific areas of research exploration, seeking grants and contracts to enhance counseling research, creating a clearinghouse of model research, and promoting scholarship and fellowship that enhance counseling. □

IN MEMORY

The Research and Assessment Corporation for Counseling, Inc. (RACC) has received the first contribution in memory of a deceased counselor. A contribution honoring the memory of Dr. Barbara Shelton, retired counselor educator at East Central University in Ada, OK, has been made by Dr. Jim Bergin to help promote the work of RACC. Shelton’s name is being inscribed on a plaque to be displayed in the RACC office.

Do you have a colleague who is now deceased who dedicated his or her life to helping others through the profession of counseling? Consider making a donation to RACC in memory of that counselor. Names of those so honored will be inscribed on a plaque displayed in the RACC office and will be published in *NBCC NewsNotes*. Use the form below, indicating that this is a memorial gift. If you provide the name and address of surviving family members, we will notify them that you have made a gift in memory of their loved one. □

RACC DONOR FORM

NCC CERTIFICATE # _____

NAME _____

ADDRESS _____

I would like to make a tax deductible donation in the amount of:

\$5.00 \$50.00

\$10.00 \$100.00

\$20.00 \$_____ Other

\$30.00 \$_____ Memorial Gift (see below)

Please charge \$_____ (insert amount) to my credit card.

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May we list your name as a RACC donor in NBCC publications?

YES NO

NCCs of Note

Thomas W. Clawson, Ed.D., NCC, NCSC, LPC, of Greensboro, NC, was presented with the ERIC/CASS Outstanding Leadership in Information Dissemination Award at the Assessment '98 Conference in St. Petersburg, FL. Clawson, executive director of NBCC, was recognized for his enduring qualities as a true national leader in counseling.



Dr. Garry Walz (left) presents the ERIC/CASS award to Dr. Tom Clawson at Assessment '98.

Donna Ford, NCC, of Portland, OR, was elected 1999-2000 ACA president. Ford is past president of the Oregon Counseling Association (OCA), the Oregon College and University Counseling Association (OCUCA), the Oregon Career Development Association (OCDA), and the American College Counseling Association (ACCA).

Joanna Lerman, NCC, of Huntington Bay, NY, was the 1997 Adult Volunteer of the Year for the Huntington YMCA. Director of the Parent and Educator Forum for the third year, Lerman has volunteered her time to conduct a series of parenting seminars at the YMCA on such crucial topics as "Discipline with Dignity" and "Siblings without Rivalry."

Roger Skallerud, NCC, NCSC, of Belle Fourche, SD, was named the West River Counselor of the Year by the South Dakota Counseling Association. Skallerud is a counselor and psychological examiner for the Black Hills Special Services Co-op and is based at the Belle Fourche School System. □

NBCC: WORKING FOR YOU—WHAT ARE YOU GETTING FOR YOUR ANNUAL FEE?

NBCC now has a free, informational brochure that details the benefits and importance of holding the National Certified Counselor (NCC) credential.

The brochure discusses a number of facts: that NCCs get a reduced rate on liability insurance through the ACA Insurance Trust; articles on NBCC have appeared in national magazines such as *Money Magazine* and *New Woman*; NBCC coordinated the Federal Center for Mental Health Services' study of master's professions in managed care; and NBCC founded the Fair Access Coalition on Testing (FACT) to protect the rights of counselors to use psychometric instruments.

A brochure will be included in your annual bill. However, if you can't wait, you can get copies of this brochure by request. Simply write, e-mail, or fax us.

ONE FINAL NOTE: the number of calls from the public requesting lists of NCCs for their cities are increasing every day as are the number of insurance companies calling to verify the NCC credential for third-party payment. □

SCORE REPORTS AND VERIFICATIONS

If you would like NBCC to verify your certification status and score report to a third party (such as a state credentialing board), send a written request along with the \$10.00 processing fee to NBCC, PO Box 651051, Charlotte, NC 28265-1051. Please indicate where you would like your verification report sent, and include your NCC certification number. You will receive a postcard notice when your request is sent. It takes approximately 4–6 weeks to process a request, so please plan accordingly.

NBCC processes between 150 and 200 score report requests each month. In addition, NBCC also verifies credentials for 30 to 40 NCCs each month for insurance companies and managed care firms. Lists of NCCs, MACS, and NCCCs are often requested by the federal government, national EAP firms, national out-placement firms, and other organizations that refer individuals to counselors.

NBCC is increasingly being seen as a professional counseling referral source nationwide. This reflects the ongoing effort by NBCC to increase recognition for counseling as a profession and for the NBCC credentials that NCCs have worked so hard to earn. □

HAVE QUESTIONS?

Our Fax Information Line can help

Call 1-800-324-NBCC

RECERTIFICATION NEWS

NCCS WITH A DECEMBER 1997 EXPIRATION DATE

Those NCCs with a December 31, 1997, expiration date have only until June 30, 1998, to submit the signed recertification forms, fee payment, and any documents required. After June 30, non-renewing counselors must pay a reinstatement fee and pass a mandatory continuing education audit to reactivate their NBCC credentials.

NCCS WITH A JUNE 1998 EXPIRATION DATE

If your expiration date is June 30, 1998, you should be receiving your recertification forms in the mail by May 30. We will process your recertification and send your new certificates and Continuing Education Files to you as soon as possible. Your recertification forms will tell you whether or not you have been selected for the mandatory audit. If you are not selected for the audit, please simply read and sign, if appropriate, the recertification form and return it with your fee payment. If you are selected for audit, make sure to send us **copies** of your continuing education documents. You keep the originals. □

VISIT THE
NBCC HOME
PAGE AT



<http://www.nbcc.org>

MAC BULLETIN BOARD

NBCC MAC RECEIVES DEEMED STATUS IN NORTH CAROLINA

By Anne Garland, NCC, MAC, LPC, CSAC, Certification Administrator

The state of North Carolina recently passed historic legislation (Senate Bill 712) creating a master's level substance abuse credential. This is good news for NCCs who hold the Master Addictions Counselor (MAC) credential because *NBCC was the first national board to apply for and be granted "deemed status" from the North Carolina Substance Abuse Professional Certification Board (NCSAPCB)*. "Deemed status" means that NCC-MACs can apply to the NCSAPCB for the Certified Clinical Addiction Specialist (CCAS) and may be credentialed without going through the normal application process.

The NCSAPCB criteria states, a deemed status applicant "must be licensed, certified, or otherwise recognized by that discipline as having met the standards of a substance abuse specialist and must hold a substance abuse certification from that professional discipline which has been granted deemed status by the North Carolina Substance Abuse Professional Certification Board. This certification may be obtained through this process and by the payment of the certification fees."

According to the NCSAPCB, it knows of no other substance abuse credentialing board in the country that has legislation similar to this bill. What makes this even more remarkable is that for more than a year, representatives from NBCC attended meetings of the task force that created this legislation. Our representation at the task force gave NCC-MACs a voice in how the law was written and protected their interests. Because of NBCC's deemed status, NBCC now has an appointed representative who will serve on the NCSAPCB Board of Directors and continue to represent the interests of NCC-MACs.

This is another example of how NBCC advocates for the interests of NCCs across the country!

Persons interested in applying or learning more about the CCAS credential can contact: North Carolina Substance Abuse Professional Certification Board, PO Box 10126, Raleigh, NC 27605. □

NATIONAL CERTIFIED COUNSELORS NEEDED TO HELP AFTER DISASTERS

Have you had Red Cross Disaster Training? In an effort to help provide counseling services to people who are suffering from natural or man-made disasters, NBCC is compiling a list of National Certified Counselors who have received disaster training. Please send a note, fax, or email detailing your training and any disaster counseling experience you have had to:

Disaster Training, NBCC, 3 Terrace Way, Suite D, Greensboro, NC 27403-3660; fax: 336-547-0017; email: nbcc@nbcc.org

EXPLORING THE AIRWAVES

By Tom Clawson, NBCC Executive Director

In November, I received a call from a 50,000-watt AM talk radio station asking me to host a one-hour, weekly radio show about counseling. My initial response was negative, since I couldn't immediately relate a radio show to NBCC's mission. But, after thinking over an offer of essentially free publicity for certified counselors and imagining 10 hours of tapes with current information about counseling that could be used for

continuing education, I polled the NBCC directors for permission to give radio a try.

While a 13-week run in a local (3.2 million population) market is not easily measurable in terms of impact, the results of such a venture, I think, can be tangible to the profession. Preparing for the first shows, I assumed that the least that could happen is that NBCC's executive director may become a little more poised under pressure, and, at most, the show would pro-

vide information to National Certified Counselors (NCCs) on a new avenue for publicity. From the personal side, I recommend doing a regular show like this just to get your adrenaline running, but on the practical side, I think we could be on to something useful.

NBCC will quietly explore the possibility of doing a show for a National Public Radio (NPR) market. There are lots of NCCs with local NPR contacts. You might think about how you could facilitate a local, regional, or national show.

For those of you who have ever considered a radio show, I would like to share our approach for the 13-week run. Susan Eubanks and Jim Dilda with other staff created a list of counseling topics that would be of interest during the 8–9 a.m. "drive time." Then, we matched NCC experts with the topics and asked them, through e-mail or telephone, if they would be interested in being part of the project. We were amazed at our rate of acceptance—100 percent. And we were really pleased with the quality of our guests' dialogue. It was a simple format: we asked each guest for 10 questions to be answered about his or her topic and a short biographical sketch. We did not complete all the questions in any of the shows, even though we did not take call-ins.

I admit I spread responsibility to assuage my butterflies. I co-hosted with J. Thomas Smith, a NCC/CCMHC in Houston who has many years of radio talk experience. The show aired in the Northeast. Greensboro, Houston, and our guests' location became the "virtual studio."

If you have radio, television, or newspaper expertise, let us know. Perhaps we can create a new avenue for publicizing certified counselors. □

NBCC FAX INFORMATION LINE MENU

To receive information from the NBCC Fax Information Line, call 1-800-324-NBCC (6222).

1001 Menu of Publications

General Information

- 1002 Code of Ethics
- 1003 Consumer Rights and Responsibilities
- 1004 "Dedicated to Helping you—What is a National Certified Counselor?"
- 1005 Order Form—Plaque, pins, NBCC Code of Ethics
- 1006 Standards for the Ethical Practice of WebCounseling

Certification

- 2001 Certification Information and Application Request Form
 - 2002 CACREP Programs List
 - 2003 State Licensure List
- ##### Testing
- 3001 National Test Dates and Sites
 - 3002 Preparation Guide Order Form—National Counselor Examination (NCE) for Licensure and Certification
 - 3003 Preparation Guide Order Form—National Clinical Mental Health Counseling Examination (NCMHCE)
 - 3004 NCMHCE Additional Information for Examinees

Continuing Education

- 4001 Approved Home Study Programs

NBCC Approved CE Providers

- 4002 **Region 1**—Connecticut, Maine, New Jersey, New York, Vermont, Delaware, Massachusetts, New Hampshire, Rhode Island
- 4003 **Region 2**—District of Columbia, Florida, Georgia, Maryland, North Carolina, Pennsylvania, South Carolina, Virginia
- 4004 **Region 3**—Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Tennessee, West Virginia

- 4005 **Region 4**—Illinois, Indiana, Iowa, Michigan, Minnesota, Missouri, Nebraska, Ohio, Wisconsin
- 4006 **Region 5**—Colorado, Idaho, Kansas, Montana, Nevada, North Dakota, South Dakota, Utah, Wyoming
- 4007 **Region 6**—Alaska, Arizona, California, Hawaii, New Mexico, Oklahoma, Oregon, Texas, Washington
- 4008 **Region 7**—Canada, Puerto Rico, United Kingdom, U.S. Virgin Islands

Continuing Education Calendar

- 5001 **New England**—Maine, Rhode Island, New Hampshire, Massachusetts, Vermont
- 5002 **Northeast**—New York, Connecticut
- 5003 **Eastern Seaboard**—New Jersey, Delaware, Maryland
- 5004 **Mid-Atlantic**—Virginia, Pennsylvania, Washington DC
- 5005 **Southeast**—North Carolina, South Carolina, Georgia, Florida
- 5006 **South**—Kentucky, Tennessee, West Virginia, Arkansas
- 5007 **Deep South**—Mississippi, Louisiana, Alabama
- 5008 **Great Lakes**—Ohio, Michigan, Minnesota, Illinois, Indiana, Wisconsin
- 5009 **Midwest**—Missouri, Kansas, Nebraska, Iowa
- 5010 **West**—Colorado, Nevada, Utah, South Dakota, North Dakota, Idaho, Montana, Wyoming
- 5011 **Southwest**—Oklahoma, Texas, New Mexico, Arizona
- 5012 **Pacific**—Washington, Oregon, California, Alaska, Hawaii
- 5013 **Non-U.S.**—Puerto Rico, Canada, U.S. Virgin Islands

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ACCREDITED BY THE NATIONAL COMMISSION FOR CERTIFYING AGENCIES

NBCC BOARD APPROVES POLICY CHANGES TO CONTINUING EDUCATION REQUIREMENTS

In response to a request from the Recertification Department, the NBCC Board has approved the following policy changes to continuing education requirements:

- 1 NCCs may now submit a maximum of 20 contact hours in a five-year period for activities that do not appear to meet the 10 approved content areas but which aid counselors in their direct service to clients or in their professional activities. Examples of such activities would include computer training and foreign language courses. Required documentation **must** include a verification of attendance, a description of the activity from the sponsor, and a written statement by the counselor describing how the activity improved his or her professional practice in the direct service to clients. These documents should be put in your NBCC Continuing Education File along with a copy of this article.
- 2 The first of the 10 approved content areas, Counseling Theory, will have language added to read as follows: "Counseling Theory and Practice: basic theories, principles, and techniques of counseling, including clinical diagnosis and treatment using the DSM IV, and their application to professional counseling settings." Please add a copy of this article to your NBCC Continuing Education File. □

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NBCC TO ESTABLISH AN APPROVED CLINICAL SUPERVISOR CREDENTIAL. SEE PAGE 1.