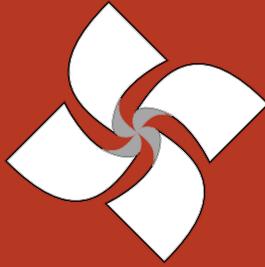


THE NATIONAL CERTIFIED COUNSELOR



Volume 16, Number 2
Fall 1999

National Board for Certified Counselors

NBCC AGREES TO TALKS WITH NCDA

By Tom Clawson

After the June decision to retire the application for the National Certified Career Counselor (NCCC) (see *The National Certified Counselor* summer 1999 article, "Specialties and Academies Update") we received more than 50 communications about that board motion. NCCCs were the most vocal, with a few NCCs and prospective applicants also commenting. The National Career Development Association (NCDA) officially protested the NBCC® action orally. The *ACA Counseling Today (CT)* ran a lead article (August 1999) regarding the issue. NBCC chose not to respond to the *CT* article as *The National Career Counselor* is the forum reaching all NCCs. What follows may provide some new information for many.

NBCC was surprised at NCDA's reaction to the retirement for several reasons. First, since NCDA's National Council for Credentialing Career Counselors (NCCCC) asked us to take over the NCCC in 1985, there has been a

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CCE GOES INTERNATIONAL

The Center for Credentialing and Education (CCE), one of NBCC's affiliates, is proud to announce the international expansion of the Career Development Facilitator (CDF), a paraprofessional credential that began its growth in the United States.

Requirements for the credential include a combination of education and experience and specific training in 12 CDF competency areas. The original U.S. CDF curriculum and competency areas were designed under support from the National Occupational Information and Coordinating Committee. Approved International CDF curriculums must provide training in the 12 competency areas with added country specific labor market information.

Due to the drastic economic changes in Japan causing the loss of jobs of thousands of workers, the need for career assistance has become paramount. Recruit Co. LTD, a placement and advertising firm in Tokyo, took

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NBCC AGREES TO TALKS WITH NCDA

From Page 1

dearth of communication or promotion of the NCCC by NCDA. In my 10 years with NBCC, I remember no initiation of written communication from any NCDA leader. NBCC has communicated with NCDA by letter and, moreover, by paying for a board position elected from NCDA nomination. Further, NBCC paid for NCDA's representative to the NCCC Specialty Academy. The purpose of these positions was to provide liaison from and to NCDA.

In August 1998, all NBCC Specialty Academies met to discuss NBCC's increasing and long-term concerns over the health and future of each specialty. The Career Specialty Academy, with the NCDA representative in atten-

dance, met for two days to discuss ways to increase applications. This was necessary to continue the specialty. Yet, in the 10 months to follow, not one communication about the NCCC and its health came from NCDA. For NBCC, this was no change from the usual.

When the notice of retirement was given, NCDA claimed it was a surprise. If in fact NCDA's liaison communication and general interest regarding the NCCC were not effective, then its surprise is understandable. But, it is unfair to suggest that NBCC was operating in secrecy.

Of the many complaints of the NBCC decision, the most common follow in italics:

■ *There was no NCCC representation on the NBCC Board.* NBCC created the Specialty Academies to represent the issues relating to each specialty. Academies were made up of an association representative and another specialist plus an NBCC director. All NBCC board members are advocates for specialties as noted by the historic support financially and with board specialty representative positions.

■ *NCCCs were not polled.* NBCC is not an association. We do not vote in referendum in an organization which sets standards based upon research of actual practice. The board's final decision was philosophical and financial, not based upon the popular feelings of 862 of 30,000 certificants.

■ *NBCC did not warn future applicants.* The application period was 14 years. With about 20 applications a year, it was simply impossible to communicate with

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people "thinking about applying."

■ *NBCC took away the certificate.* NBCC retired the application. The certificate is intact as long as NCCCs continue their NCC—and at no cost. NBCC continues to respond to the public regarding NCCCs.

■ *NCDA's leadership claimed NBCC disrupted its career ladder plan.* NBCC (and most NCDA members) was unaware of such a plan. Also, NBCC should represent the counseling profession and not foster the career ladder plan of NCDA. If the NCCC was important to NCDA's future goals, some communication was necessary.

■ *NCDA requests that NBCC continue the NCCC or give it to NCDA for its use.* NBCC spent several years coming to this equitable decision. NCDA was given ample time to negotiate

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with NBCC for a future change. NBCC immediately responded to NCDA's request to negotiate a solution that would better appeal to its membership.

■ *NBCC has hurt the graduate programs offering a concentration in career counseling.* It was certainly not the intent of retirement to hurt any graduate program. Unfortunately, for the few such graduate programs, NBCC has ended a certificate application possibility for a few students. At 20 applications per year, NBCC assumes this affects few students.

As of this writing, NCDA has met with NBCC in one face-to-face and one telephone meeting. NBCC has cooperated with each request from NCDA so far, and we are awaiting a proposal of exactly how NCDA would like to strategically support a new concept yet to be proposed. NBCC awaits creative, innovative solutions, but will not enter into another financially questionable situation.

Further, NBCC has over the years noted that regardless of the

national publicity of career counseling, no growth of either the NCCC or NCDA has occurred. We support career counseling; however, we must note that the public is not served when only 400 NCCCs actually take referrals. Many states have no active NCCCs. When such obstacles are surmounted, then NBCC could be in a position to reformulate any retired certificate.

The NBCC directors made a difficult decision about a venerable certificate which is dear to our oldest specialty interest organization—NCDA. The decision was well-discussed and long debated. The final decision was fair and creates a new era for closely monitoring our organization. We are proud that the vast majority of our 30,000 certificants are well-served by such decisions. The directors have afforded NCCCs years of service and will continue to do so at no charge. Yet the directors stand firm in not continuing an application system which would serve so few people. □

CCE GOES INTERNATIONAL

From Page 1

the lead in starting negotiations for the career development credential in Japan, now known as the *Global Career Development Facilitator–Japan* (G-CDF). Training of G-CDFs in Japan is expected to begin within the next couple of months.

A second country showed interest in CDF several months ago resulting in our second international credential, the *Global Career Development Facilitator–New Zealand*. Auckland Institute of Technology has a strong graduate curriculum in career development, which was approved by the CCE Advisory Council as meeting the training requirements for the New Zealand credential.

For more information about the Career Development Facilitator or its international growth, visit CCE's Web site at www.cce-global.org. □

EXPRESS REGISTRATION DEADLINE

If you are a counselor educator who has considered applying to be a National Certified Counselor (NCC), now is the time for action. You may qualify to apply for the NCC credential without having to take the National Counselor Examination for Licensure and Certification (NCE). This application process is called Express Registration.

Express Registration is a limited time offer that expires December 31, 1999.

To get an application or review requirements for the NCC, go to the Counselor Ed Connection at NBCC's Web site: www.nbcc.org/counselored/home.htm or call NBCC® at 336-547-0607.

DISCIPLINARY ACTIONS

The following NCCs were adjudicated by the NBCC® Ethics Hearing Committee for violating the NBCC Code of Ethics. Sanctions are listed after each name.

Thomas Wilson, #01728, Revoked for lack of cooperation during ethics investigation

John C. Sample, #39801, Probation 1 year

Jason M. Hosch, #41358, Probation 1 year

OTHER ACTIONS

Surrender of Certification:

Susan Dreyer, #23381, surrendered all NBCC certification and designations previously granted her, effective July, 15, 1999

SPECIALTIES REVISITED

In June 1999, the NBCC® Board of Directors voted to retire the NCCC specialty credential. (See *The National Certified Counselor* summer 1999 article, “Specialties and Academies Update.”) Since that time, we have heard from many NCCs with a variety of views. What follows is a review of ideas, history, and plans regarding specialties within NBCC.

NBCC entered the specialty arena with little available research on specialties. They take the form of specialty of practice (e.g., career), specialty of population (e.g., gerontological), and specialty of location (e.g., school). A strong commonality of specialties appears to be professionals’ identification with a subset of counseling. But, with NCCs we find that while there are strong areas of practice, the vast majority (26,000 of 30,000) chose to certify themselves singly as NCC general practitioners. That is a clear message to the directors that has never changed.

A BRIEF HISTORY

NBCC embarked upon specialties by acquiring the National Certified Career Counselor (NCCC) after responding to the National Council for Credentialing Career Counselors’ (NCCCC) request to NBCC. (The NCCC was created by the National Career Development Association (NCDA).) Board motions show this conversation and the subsequent absorption of the NCCC during 1984 and 1985. At that time, the seven-member NBCC Board added its first “specialty” seat “to represent the ideas of the 700-plus NCCCs.” This seemed innocuous enough at the time—to add a board seat for a specialty. The directors changed

the bylaws so that the total number of board seats could be 12, with six general practice, one public member, and a possible total of five specialty seats.

Adding the National Certified School Counselor (NCSC) and the National Certified Gerontological Counselor (NCGC) in 1991 thus added two more specialty seats. And, with the 1993 addition of the National Academy of Certified Clinical Mental Health Counselors’ credential, the Certified Clinical Mental Health Counselor (CCMHC), as well as the newly created Master Addictions Counselor (MAC), the NBCC Board reached its maximum 12 directors by 1994.

One NBCC Board discussion centered around what to do if a sixth specialty was formed. One specialty seat holder suggested that a specialty seat be rotated from the board to make room for a sixth specialty, and rotations should continue.

Later, board discussions began to surface around the unusual situation of 5/12ths of the seats theoretically representing 10–15 percent of the population. (In 1999, with 30,000 NCCs, 4,000 or 12 percent hold one of the specialty designations.) And, by July of 1999, the board had pared the total board number back to nine with two people representing seats for all specialties.

It is important to note that all board members, in fact, are required to represent all NCCs and all specialties. There is not a “lobby” for any specialty. On the contrary, one of the strengths of NBCC is the board advocacy of all NCCs, specialists, and professional

counselors.

ARE SPECIALTIES A CONCERN?

Certainly, specialty designations have been a positive concern of NBCC since our beginnings in 1982. They continue within our structure first because there are more than 4,000 of us who aspire to be specially designated. Specialties serve the purposes of professional identity, business advantage, personal attainment, and/or political influence for so many NCCs. NBCC has pioneered and supported these special interests as they form a dynamic mosaic of our profession. As part of protecting the organization, the board monitors what “extra” services it can offer while remaining strong and fiscally solvent. Moreover, the board continues to advocate for the public, too. Part of that advocacy is making sure that NCCCs and specialists can serve a large population.

Recently, after years of debate, fiscal review, trying to promote applications, and requests for advice from the American Counseling Association (ACA) specialty organizations, NBCC retired the application process for the NCGC and NCCC certificates. (See related story, “NBCC Agrees to Talks with NCDA,” in this issue.)

THE FACTS

The NBCC Board considered a plethora of facts that helped shape its decisions and plans regarding specialties. Here is a sample:

- Twelve percent of NCCs hold specialty certificates.
- All specialties lose money and are supported by NCCs.

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SPECIALTIES REVISITED

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- Until 1999, no specialty organization provided any financial support of NBCC specialties. (The American School Counselor Association (ASCA) currently offers many free services to NBCC.)
- Many states do not have any NCC specialists living within.
- NCCs (as well as professionals in other disciplines) have not embraced special status.
- Counselors have continued to choose the NCC general practice, but have not grown the specialty ranks.
- Continuing to advocate for NCCs and specialists is an ever-increasing financial burden.
- Specialty associations do not as a rule promote specialties.
- Potential specialists appear to need (or want) tangible rewards of specialty certification.
- Full staffing of specialty certificates would be too expensive for the few specialists.
- A five-year study of specialty applications shows decline.
- Each specialty must be individually studied for long-term plans.
- Enhanced national publicity has no effect upon specialty applications.

FUTURE PLANS

Retiring the NCGC and the NCCC keeps all certificants intact, but closes the costly application process. While they may return if major need is seen, the savings will go to try to bring the other specialties into fiscal evenness.

The MAC credential needs vi-

tality. The field has a small ACA divisional base, the International Association of Addictions Counselors (IAAOC), with 2,000 members. The National Association of Alcoholism and Drug Abuse Counselors (NAADAC) is most active nationally. NBCC aligned with NAADAC and the Commission on Rehabilitation Counselor Certification (CRCC) from the beginning to ensure soundness. Today NBCC is invigorating talks with NAADAC to gain advocacy and practice advantages through cooperation. While there are no plans to retire the MAC, there are plans to strengthen the stature of the MAC.

The CCMHC is the largest NBCC specialty and, in fact, predates the NCC. Recent internal maneuvers between the American Mental Health Counselor Association (AMHCA) and ACA have no doubt focused attention away from the certificate that AMHCA originally created in the late 1970s. Now, NBCC has requested AMHCA's attention to the diminishing numbers of CCMHCs. NBCC understands: the key link that the credential standards have meant to the development of "clinical" licensure in many states; the link of our "clinical" examination use in both certification and licensure; and that a mass of 1,600 specialty certificants can be a financial breakeven endeavor with philosophical and marketing support of AMHCA. NBCC continues its strong support of this certification.

The NCSC has another scenario working for its continuance. First, school counselors have the largest organization within the specialty community. ASCA's 12,000-plus membership is a formidable force. Second, with nearly 900 and

slowly rising numbers, there is no need to retire the specialty at this time.

More complicated and with far more professional impact is the, now 10-year, dialogue that NBCC and often ASCA have had with the National Board for Professional Teaching Standards (NBPTS). (See *The National Certified Counselor* summer 1999 article, "Mississippi School Counselors Lead the Way" and "Update on NBPTS Certification of School Counselors.") Currently, NBCC and ASCA are in ongoing negotiation with NBPTS leadership to incorporate the NCSC in some way into an eventual NBPTS certificate. NBPTS teacher certificants clearly are gaining financial incentives in state after state. NBCC will continue to urge ASCA to promote certification, and recent indications are that it is responding with ideas, energy, and financial advantages to NBCC.

PERSPECTIVE

NBCC challenges specialists to think about their need for recognition and the payoffs—personal, professional, and economic—of achieving a specialty certification. We want to hear more about clear advantages gained in employment, pay, access, and professional advancement.

NBCC, on the other hand, will continue to scrutinize both advantages and disadvantages to each specialty certificate, especially as it affects the larger group of NCCs. The board must carefully weigh the usefulness versus cost of each certificate. So, while no plans exist for future retirements, a much more cautious internal audit will be the future mode of operation. □

NCC NETWORK

Becki Boatwright, NCC, of Patrick, SC, has coauthored the book, *Getting Equipped To Stop Bullying: A Kid's Survival Kit for Understanding and Coping with Violence in the Schools*. The



Becki Boatwright

80-page book provides an understanding of the dynamics of bullying and discusses how to empower children to recognize and deal with bullies at a young age in order to alleviate the possible development of problems stemming from being bullied. The book is written in three parts: The first part is written story-style to be user friendly for children; the second

part focuses on activities for students; and the third part has practical ideas for adults to use while working with students.

Rhoda Olkin, Ph.D., NCC, of Walnut Creek, CA, is the author of a new book, *What Psychotherapists Should Know about Disability* (Guilford Press, August 1999). Endorsements are available on Guilford's Web site (www.guilford.com; click on Psychology; click on New books) from Derald Wing Sue, Ph.D., professor, California School of Professional Psychology; Morris Taggart, Ph.D., family therapist; Megan Kirshbaum, executive director of Through the Looking Glass; and Mark Nagler, Ph.D., professor and author of

Perspectives on Disability. There is also a table of contents and summary of contents. This is the first book by a major publishing house to be offered in alternate formats for readers with disabilities.

Robin Diller Torres, NCC, of Highland, NY, has published a book called *Community Psychology: A Commonsense Approach To Mental Health* (Prentice Hall). It was cowritten with John Scileppi and Elizabeth Teed. Exam copies can be requested via local Prentice Hall sales or online at the Prentice Hall Web site: www.prenhall.com. ISBN number: 0-13-0883341-X. Torres can be reached by e-mail at robin.torres@marist.edu. □

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The Research and Assessment Corporation for Counseling, Inc. (RACC) continues to receive donations in memory of deceased counselors. Contributions help promote the work of RACC.

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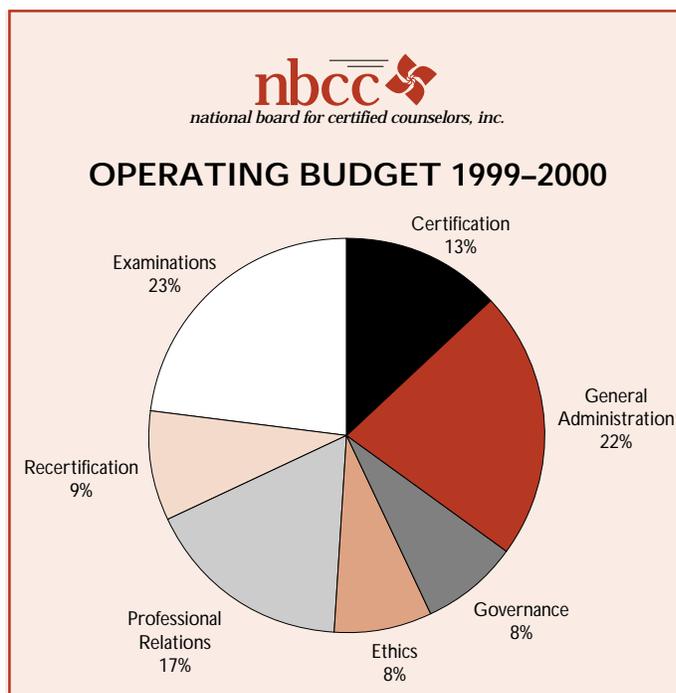
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The National Certified Counselor



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- Seton Hill College**, Greensburg, PA #4477
- Winston-Salem/Forsyth Schools**, Winston-Salem, NC, #5187, (Reinstated)
- Pacifica Graduate Institute**, Carpinteria, CA, #5436, (Reinstated)
- NC Foundation for Alcohol and Drug Studies**, Wilmington, NC, #5673 (Reinstated)
- Cross Roads Counseling Services**, Arab, AL, #5851
- The Renfrew Center**, Philadelphia, PA #5852
- Infectious Disease Research Institute**, Tampa, FL, #5853
- Savannah Family Institute**, Savannah, GA, #5854
- Marine Corps Community Services Counseling and Advocacy Program**, APO-AP, #5855
- North American Association of Masters in Psychology**, Norman, OK, #5856
- Kanawha Pastoral Counseling Center**, Charleston, WV, #5857
- The New York Psychosynthesis Institute**, New York, NY, #5858
- Europe Regional Medical Command (ERMC)**, APO-AE, #5859
- K.I.D.Z./ Inc.**, Lake Charles, LA, #5860
- Asheville BodyMind Clinic**, Asheville, NC, #5861
- Flagship Speakers and Services**, Pleasanton, TX, #5862
- Wisdom Associates**, Dothan, AL, #5863
- Dr. Conway Hunter**, Brunswick, GA #5864
- Continuing Education Partners**, Sarasota, FL, #5865
- Bethlehem Counseling Associates**, Bethlehem, PA, #5866
- Laban's Trainings**, Harrisburg, PA #5867
- Association for Comprehensive Energy Psychology**, Poway, CA #5868
- Jim Patterson, Ph.D.**, Mt. Vernon, WA #5869

- Marriage and Family Health Center**, Evergreen, CO, #5870
- The Career Assessment Center**, Erie, PA, #5871
- Berkshire Farm Center and Services for Youth**, Canaan, NY, #5872
- The Child Care Learning Center**, Bridgeton, MO, #5873
- Alabama Psychiatric Services**, Birmingham, AL #5874

PROVIDERS NOT RENEWING

- #5091 Federation Employment and Guidance Service
- #5111 Collegiate Conferences
- #5160 PAIRS International
- #5254 American Orthopsychiatric
- #5266 Family Therapy Institute of Provident
- #5286 Marion County WV School District
- #5302 Forest Institute of Professional Psychology
- #5358 Gaston County NC Schools
- #5366 East Lake Hospital
- #5378 Unisun Training Seminars
- #5407 Taylor Manor Hospital
- #5422 Hill Crest Hospital
- #5467 Pacific Gateway Hospital
- #5513 Southwest Institute for Group and Family Therapy
- #5515 Development Laboratories
- #5520 NCS Assessments
- #5524 Grace Fellowship International – Colorado
- #5534 Frederick Memorial Hospital
- #5535 Community Youth Network, Inc.
- #5559 Calcasieu Parrish School Board
- #5575 Family and Children's Agency
- #5576 Alfred Adler Institute of Fort Wayne
- #5622 Illinois Coalition Against Domestic Violence
- #5630 Harvard Health Plan
- #5638 Convening
- #5653 National Academy of Clinical Hypnosis
- #5654 The Stevens Center

- #5680 The Riverbend Center for Mental Health
- #5686 John C. Corrigan Mental Health Center
- #5692 New Mexico Suicide Intervention Project
- #5730 American Academy of Medical Hypnoanalysis
- #5735 Solution Focused Living Center
- #5740 Merit Behavioral Care
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- #5748 Valencia Community College
- #5756 Intermountain Associates
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- On Good Authority:**
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- On Good Authority:**
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- On Good Authority: Today's**
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- On Good Authority:**
Adolescence 6 hours
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Ethics 1 4 hours
- On Good Authority:**
Ethics 2 4 hours
- Essential Psychopharmacology**
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- Don't Get Mad, Get Even Tempered**
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- Subscription to: The Complete Practitioner** 1 hour/issue, 12 hours/vol.

From: PsychoEducational Resources, PO Box 2196, Keystone Heights, FL 32656-2196; (800) 892-9249

AACC Counsel Tapes from Christian Counseling Today 1 hour/tape
 From: AACC, PO Box 739, Forest, VA 24551; (800) 526-8673

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Addiction Based Treatment Planning	6 hours
Criteria Based Documentation	7 hours
Defense Mechanisms/Coping Strategies in Counseling	6 hours
Domestic Violence and Substance Abuse	15 hours
Drugs of Abuse	8 hours
Dual Diagnosis: Assessment Issues	6 hours

Dual Diagnosis: Personality Disorders	15 hours
Ethics Training	6 hours
Health Issues for Addiction Setting Employees	8 hours
HIV/AIDS Training	6 hours
Mental Status Assessment in Addiction Settings	8 hours
Psychopharmacology in Addiction Settings	15 hours
The Methadone Controversy	4 hours
Understanding Detoxification/Withdrawal	8 hours
Values Driven Addiction Supervision	6 hours

From: Laban's Addiction Specific Trainings, PO Box 126307, Harrisburg, PA 17112; (800) 795-5278.

Mental Health Counselors: Clinical Practice Companion 20 hours
From: American Mental Health Counselors Association, 801 N. Fairfax St., Suite 304, Alexandria, VA 22314; (703) 548-6002

Helping More People: Applying Current Consumer Research to Marketing Mental Health Services 6 hours
From: Mental Notes Applied Research for Practice, 6075 S. Quebec St., Suite 102, Englewood, CO 80111; (888) 690-7908, e-mail: info@helpingmorepeople.com, Web: www.helpingmorepeople.com

IMPORTANT REMINDER

When you experience a name change due to marriage or divorce, please notify us by fax at 336-547-0017. Name changes must be accompanied by a copy of your marriage certificate or divorce decree and an explanation of how you want your name to appear in our database. Also, when you change addresses, either home or business, please fax or phone us to give us the new information along with home and business phone numbers. We will be happy to make the changes needed if you will let us know.

STATE LICENSURE UPDATE

ALABAMA

New Address:

Dr. Walter Cox, Executive Officer
950 22nd Street, North,
Suite 670
Birmingham, AL 35203

ILLINOIS

The Illinois Licensure Board does not have an 800 number. The 800 number listed in the last issue is for the Illinois Counseling Association.

RECERTIFICATION NEWS

THE NEW EXPIRATION DATE AND BILLING SCHEDULE

Thank you to all NCCs who have been so patient with us while we are making changes in our system. It has been a bit like a tugboat turning the Titanic, but it is going well. We have now sent out bills and new certificates for people with July, August, September, October, and November birth months. Please let us know if your birth month passes and you do not receive a bill and new certificate.

INFORMATION FOR YOU ON THE WEB AND IN THE FAX INFORMATION LINE

Many NCCs call to ask for a list of Approved Home Study Programs, the list of Approved Continuing Education Providers, or for the Continuing Education Calendar. We will be glad to mail these to you, of course, but they are also available much more immediately on our Web site (see Continuing Education) or through our NBCC® Fax Information Line (1-800-324-6222, have your fax number ready and punch 1001 to get a list of all documents available). Lists in these locations are updated monthly so the information is always up-to-date. Please let us know if you need assistance using either of these sources.

ANNOUNCEMENT TO ALL CONTINUING EDUCATION PROVIDERS

Advertising in the NBCC newsletter or on our Web page is no longer restricted to NBCC Approved Continuing Education Providers. We will now accept advertisements from non-approved providers as well. The ads must be for the purpose of disseminating information about continuing education opportunities for counselors or products designed to enhance the counselor's professional practice. NBCC reserves the right to refuse any advertisement that does not meet our guidelines. Please contact Pam Leary in the Recertification Department at NBCC. □

1999 FELLOW DISCOVERS THE DEDICATION BEHIND NBCC

By Susan Adams

How can I even begin to verbalize my gratitude or what this unique opportunity as the 1999 NBCC-RACC-ACC Fellow has been like for me? Words fail me (which is quite unusual for me), but language such as wonderful, exciting, fantastic, or great all seem such flat descriptions when compared to this awesome experience.

As the 1999 Fellow, I was exposed to the intensive research and psychometric rigor that went into the development of the National Counselor Examination for Licensure and Certification (NCE) and the Certification for Professional Counselor Exam (CPCE). I did not fully comprehend the magnitude or the complexities involved in the on-going production of these testing materials. Through exposure to the administrative aspect of the counseling profession, I gained a better understanding of the complexities associated with certification and the strong sense of urgency associated with accountability in our counseling profession.

While I was in Greensboro, I primarily worked with the Testing Department conducting various psychometric analyses that are routinely performed on each national administration of the NCE and the CPCE. Whether performing item analyses, producing reports, analyzing the semiannual NCE for both CACREP and board eligible schools, or computing statistical information to be included in those reports, this hands-on experience provided a valuable opportunity for me to view the quality ad-

ministrative organization behind NBCC.

The second area of experience was the opportunity to meet with a variety of NBCC personnel to get a brief glimpse of how their jobs fit into the overall operation of the organization. One of the unique things I observed was the keen sense of professionalism throughout the staff. From the initial NBCC connection through the receptionist or mailroom, each



contact is processed expediently with professional courtesy.

The goal of each person on the staff is to provide quality service so that corporately the standard of excellence in the counseling profession can be maintained and raised. Pride, dedication, commitment, loyalty, unity—these are not buzz words, but descriptors of the personnel I have had the privilege to work with these few short weeks. Each has taken the time to tell me about his or her phase of the operation and to include me in tasks, as time permitted, so I could get a more complete understanding of NBCC.

The third experience I have had is the opportunity to work with Dr. Tom Clawson, who made time in his extremely busy schedule to

meet with me regularly. As my mentor, he discussed a variety of topics including the history of NBCC and its relationship to counseling, as well as some struggles the counseling profession is encountering. Clawson's commitment to a standard of excellence in the counseling field challenges me as I continue to develop professionally. He patiently answered my numerous questions and involved me in several of his related tasks. While here in Greensboro, I also had the opportunity to meet the NBCC Board of Directors which graciously serves out of dedication to our counseling profession.

It will be with mixed emotions that I leave to return to my doctoral studies and dissertation. I have learned a great deal through practical application. This experience has not just challenged me to find clarity in my own future counseling endeavors; it has filled me with a sense of pride in those three letters after my name because I recognize the standard of excellence contained in National Certified Counselor!

I have three regrets. The first is that I have to leave to travel back to Commerce, Texas. Secondly, I regret that my time here was so brief. The third is that I won't be able to apply again next year. It would be wonderful if every graduate student could have the opportunity I have experienced in Greensboro this summer, and I challenge each graduate student to apply. □

NCCs OF NOTE

Mary Alice Bruce, Ph.D., NCC, of Laramie, WY, received the F. L. Sievers Human Service Award for her work on developing the University of Wyoming's Counselor Education Department as "one that can compete with any university." According to Ph.D. student Kathleen Farstad, Bruce's "attention to quality instruction and instructors, selection of master's and doctoral students in the program, and her outreach to the Wyoming community and beyond have created the strong leadership the University of Wyoming needs. Dr. Bruce's appointment to the chair of CACREP [Council for the Accreditation of Counseling and Related Educational Programs] Board has put Wyoming in the forefront of counselor education accreditation."

Claire Connors Hesse, M.S., NCC, of New Orleans, LA, has been elected president of the Family Mediation Council of Louisiana, New Orleans Chapter. The council is a

statewide professional association composed of judges, lawyers, hearing officers, mental health professionals, and educators who share a common goal: to provide a more constructive method of dispute resolution than the traditional adversarial, litigation-based model. Hesse has been a member of the organization for 10 years and is a former vice president. She has been a faculty member of Loyola



Claire Connors Hesse

School of Law Continuing Legal Education Department for six years, training attorneys, counselors, and social workers in divorce mediation. In addition to mediation activities, she is a forensic counselor with the Jefferson Parish District Attorney's Pre-Trial Diversion Program for first-time offenders, and has a private practice specializing in individual counseling.

Linda Homeyer, Ph.D., NCC, ACS, of Canyon Lake, TX, was presented with the Nancy Guillory Award at the 7th Annual Texas Association for Play Therapy



Linda Homeyer

Conference. The Nancy Guillory Award is presented annually to a Texas mental health professional who has had a substantive impact on the lives of children and who has been instrumental in the promotion of play therapy. Homeyer developed the play therapy training program at Southwest Texas State University. She provides courses to master's students training to become school counselors, marriage and family therapists, licensed professional counselors, and social workers. She developed and provided the first distance learning class in play therapy in the nation.

Frank S. Karpati, NCC, NCCC, former NBCC director, of Hackensack, NJ, has been nominated as a candidate for the board director of the National Career

Development Association (NCDA) for 2001-04. He also has been nominated to serve on the State of New Jersey, Department of Education, Cross Content Workplace Readiness Advisory Board. The purpose of this committee is to prepare Core Curriculum Career Development Standards to facilitate the implementation of the assessment system at grades 4, 8, and 11-12 in order to measure students' growth and development readiness in the content area.

Karpati has been invited to contribute a chapter in the National Career Development Association Centennial Case Study publication edited by Jane Goodman, of Oakland University, and Spencer Niles, of the University of Missouri. He also has been selected by the National Occupational Information Coordinating Committee and the National Career Development Association as one of 50 counselors in the nation to complete training to become a senior trainer, and attain the Career Development Facilitator (CDF) designation.

He was awarded the First National Career Development Association Legislative Award at the 1999 NCDA World Conference in Portland, OR, for his consulting, test development, and lobbying efforts in passing the first Career Counseling Licensure Legislative Bill in the country (in New Jersey).

VISIT THE NBCC®
WEB SITE

Your Online Guide to NBCC
Information and Services at
<http://www.nbcc.org>

NCCs of Note

Alan Vandeventer, NCC, of Casper, WY, received the Richard Means Service Award for his service to junior high youth. He is a counselor at Casper, Wyoming's East Junior High. His principal, Mel Hamilton, describes Vandeventer as "the consummate professional and a major navigator in the lives of youth. He has been instrumental in unifying the counseling department." □

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!

Julie Ann Watson, #34482,
Albuquerque, NM

Martin Clifford Coy, #31911,
Frederick, MD

Terry Dean Kent, #34482,
Danbury, NC

Pamela J. Conte, #33979, Newport
News, VA

Richard "Mike" Mikulecky, #35724,
Lombard, IL

Helene Penza, #32615,
N. Providence, RI

Thomas Michael Pierino, #37732,
Getzville, NY

Kathleen F. Triebwasser, #28811,
Jacksonville, FL

Charles J. Longazel, #11495, Military,
Pacific

Thomas D. Carter, #34989,
Kernersville, NC

ELI LILLY'S CAREER CENTER HELPS EMPLOYEES

By DD Thornton, Professional Affairs Coordinator

At Eli Lilly and Company, Thomas S. Heady, NCC, NCCC, counsels company employees in a variety of capacities concerning their careers. Some employees come to the company's Career Center to seek their true potential. Others need assistance moving from one area of the company to another due to changes in the company's infrastructure. All of Lilly's employees have access to career information from the Lilly Career Center, a resource launched in 1993 and dedicated to achieving the best fit for each employee.

Heady started at the center six months after launch date. Of the staff of seven, Heady is the only NCCC. But his career counselor background brings a unique perspective to the process that a strictly human resources background does not offer.

"The focus of our efforts here in the Career Center is career counseling for what I'll call in-placement," Heady says. "My human resources experience with the organization, along with my interest in career counseling, has been a great combination for this job."

Being an NCCC gives him an added element of stature among the Lilly employees he counsels. "I find that in my Career Center role," he says, "most of my clients do not 1) realize there is such a credential, and 2) know what it means. However, once explained, they are pleased and appreciate the fact that I obtained it."

Common questions from employees include: "Can you help me see where I might have a better fit within the organization?" "It's been awhile since I interviewed so I want to enhance my personal marketing skills." "I'm trying to decide which track to take—the administration track or technical track."

"All conversations are considered confidential," says Heady. "Our job is to beef up employees with data about themselves."

Heady finds helping people realize their full potential the most rewarding aspect of his job at the Career Center. After a college mentor encouraged him to seek the M.S. in Counseling and Personnel Services at Purdue, he discovered that counseling—career counseling in particular—provided a lot of satisfaction.

A primary feature of the Lilly Career Center is a two-day career planning workshop. The company also features one-on-one career counseling. Approximately 110 company employees visit the center monthly. A newsletter is published twice a year for employees, and most services provided by the center are free.

NCCCs interested in developing a similar service at a company could try contacting human resources departments and offer assistance as either a full-time employee or consultant. Since career counselors focus more specifically on career development, they can bring an added dimension to the human resource department.

For insight into how Eli Lilly's Career Center operates, NCCCs can contact Heady at Eli Lilly and Company, Lilly Corporate Center, Indianapolis, IN 46285. Telephone: 317-276-2000. E-mail: tshedy@lilly.com. □

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