

NBCC NEWSNOTES

National Board for Certified Counselors

Volume 12, Number 2

Fall 1995

PROFESSIONAL COUNSELORS AND OUR PROFESSIONAL NETWORK

By Thomas Clawson, Executive Director

Recently the trend of big business and professional associations has been to seek cooperative alliances that benefit the interests of many involved. As I look at the actions of NBCC over the years, I can see the past and present board members understand that keeping counseling in a vacuum is no way to promote good professional practice to the public. Let me review some examples of the system of interprofessional as well as outside contacts, projects, and alliances that NBCC has created.

We take for granted some of the foresight of our past leaders. They crafted a merger with NVGA's (now National Career Development Association) certification board to create the first specialty credential (NCCC). Soon after, NBCC became independent from the American Counseling Association, which has allowed us to continue close relationships with ACA while enjoying freedom from its corporate structure. NBCC saw that, while we represent certified professional counselors, the credential itself needed monitoring. In 1987 the National Organization of Competency Assurance (NOCA) awarded accreditation to NBCC's cre-
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First All-Academies Meeting

Representing their various academies at the August meeting at NBCC's headquarters were (front row, left to right): Lynn Brueske (Clinical), Elly Waters (Gerontological), Janine Bernard (Gerontological), Virginia Mann (School), Dick Page (Addictions), Wyatt Kirk (School). Second row, left to right: Scott Hinkle (Clinical), Bill Kline (Clinical), John Bloom (Clinical), Richard Johnson (Gerontological), Jay Stevens (School), Sandy Barker (Addictions), Bob Pate (Career). For more information about the meeting, turn to page 7.

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National Board for Certified Counselors, Inc.
3 Terrace Way, Suite D
Greensboro, NC 27403-3660
910-547-0607
FAX 910-547-0017
Email nbcc@counselor.nbcc.org

VOLUNTARY AUDITS

The following NCCs have passed the Voluntary Audit by completing and documenting more than 130 hours of continuing education activities in the five-year certification cycle. These professionals have demonstrated their dedication to excellence, and NBCC salutes them. Congratulations!

David D. Dorfmeier, #21935
Manhattan, KS

Brenda L. Eshbach, #23288
Monroe, NC

Peter S. Herman, #23396, Salem, OR

Martha Bookout Hickey, #23501
Atkinson, NC

Sharon J. Hicks, #23376, Auburn, WA

William R. Kildall, #24102
Everett, WA

Phyllis A. Rogers, #15488
Gouldsboro, ME

John I. Shearer, #22755, Lebanon, PA

Maunsell W. Wilkinson, #16708
Beaumont, TX

National Board for Certified Counselors, Inc.
3 Terrace Way, Suite D
Greensboro, NC 27403-3660
910-547-0607 Fax 910-547-0017
Email nbcc@counselor.nbcc.org

NBCC NewsNotes is published quarterly in February, May, August, and November and is distributed without charge to NCCs by NBCC. Third class postage paid in Greensboro, North Carolina.

NBCC Chairperson
John W. Bloom

Executive Director
Thomas W. Clawson

NewsNotes Editor
Susan H. Eubanks

CE Calendar Coordinator
Elaine Wiggins

Please send address changes to NBCC NewsNotes,
3 Terrace Way, Suite D, Greensboro, NC 27403-3660.

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Examination Committee Meets

Counselors from all over the country participated in NBCC's examination committee meeting held in July at the Lenexa, KS, home office of NBCC's new examination contractors, Applied Measurement Professionals (AMP). Counselors reviewed items for the October 21 administration of the National Counselor Examination for Licensure and Certification (NCE). The examination team included (front row, from left) Jim Sampson, Patsy Rush (AMP), Betty Hall, Larry Loesch, Elizabeth Graham; (center row) Jim Wachsmuth, Nicholas Vacc, Shawn O'Brien, J. Thomas Smith, Richard Gibson, David Hurt, Donald Ward, Lawrence Fabrey (AMP); and (back row) John Bell, Robert Sheverbush, John Stone.



PROFESSIONAL COUNSELORS AND OUR PROFESSIONAL NETWORK

From Page 1

dentiaing process. Thus, our network with other professions who also certify has allowed us to gain new ideas and even be pioneers for the credentialing community.

NBCC merged with the Academy of Clinical Mental Health Counselors (ACMHC) in 1993 in another unifying move. After years of discussion, NBCC welcomed the CCMHC credential as the fourth specialty. Today, NBCC is working hard to further define specialty status and to refine methods for establishing new specialties. NBCC now has a joint committee working with CACREP to try to bring some agreement to specialty training and certification. We also plan future research with CACREP.

MAC: A STUDY IN COOPERATION

NBCC is embarking on an experiment that sets the stage as a model for interdisciplinary cooperation. We began this summer to survey master's level substance abuse counselors to create the first role analysis of that specialty. The uniqueness of this project is that NAADAC, CRCC, and ICRC have agreed to cooperate on the future of defining and certifying Master Addictions Counselors (MAC). This is the first time that more than one discipline has worked together to create a common credential.

As I write this note, I am preparing to attend a meeting at NIMH's Center of Mental Health Services in Rockville, MD. NBCC will be awarded a contract to manage a group of professions in the writing of protocol for Managed Care's use of non-core providers. (See the Winter issue of *NewsNotes* for a description of this important project.) Simply put, NBCC along with APA, NASW, ApA, and ANA will receive funds to develop the education tool for managed care use in deciding the future inclusion of mental health professionals in payor systems. NBCC will manage the contract for ACA, AAMFT, the International Association of Psychosocial Rehabilitation Services (IAPSRs), and the Council of Applied Master's Program in Psychology (CAMPP). Again, not only are we breaking new ground, it is clear that mental health professionals are seeing a new era of cooperation. □

COUNSELORS IN DEMAND

There were 433 requests for state listings of National Certified Career Counselors (NCCC) during the month of August. This large number of consumer requests is attributed in large part to a section in an article in the August issue of *Money* magazine entitled "The Eight Biggest Rip-offs in America...and How You Can Avoid Being a Victim." NBCC's career specialty certification was listed as one of the "remedies" in the section dealing with career consultants.

Along the same lines, the Department of Housing and Urban Development (HUD) recently requested the nationwide listing for NCCCs. The list will be used by HUD employees to make contacts with work outside the department. The District of Columbia area office has a career center to assist federal workers in dealing with downsizing as well as changes due to administration while most areas of the country do not. In an effort to establish a program for employee assistance, the NCCC listing will be used to help get the project off the ground.

If you are interested in applying for the NCCC credential, call the application request line at 800-398-5389 for a career application. □

NBCC FAX INFORMATION LINE MENU

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

Have ready your certificant ID number, the document number for the information you are interested in, and the phone number of a fax machine where you can receive documents.

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

Certification

- 2001 Certification Information and Application Request Form
- 2002 CACREP (Council for Accreditation of Counseling Related Educational Programs) 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 Forms—National Clinical Mental Health Counseling Examination (NCMHCE)

Continuing Education

- 4001 Approved Home Study Programs

Continuing Education Update

- 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-US**—Puerto Rico, Canada, US Virgin Islands

CCMHC BULLETIN BOARD

THE MERGER OF CLINICAL ACADEMY ENTERS THIRD YEAR

By Lynn Brueske, Chair, Clinical Academy

While the merger is a legal function, the NBCC Board agreed to allow the Clinical Academy three years to evaluate the viability of the joint process. Under the merger, the ACMHC became one of five present specialty academies and now functions as a standing committee of NBCC.

Five former members of ACMHC are now part of the seven member Clinical Academy. We have been able to view the process within NBCC with knowledge of the past. After two years of working as part of NBCC, we consider the new relationship positive.

This year (ending June 30, 1996) is the third year of that agreement. Should the Clinical Academy wish to become independent and operate from our previous resources, we must notify NBCC of that intent. Presently, our intent is to continue to strengthen our position through NBCC.

We would like to have your comments regarding our continuing as part of NBCC. Do you see advantages to the CCMHC and NCC under one corporate structure? How has the merger affected you? Please reply to Lynn Brueske, c/o NBCC, 3 Terrace Way, Suite D, Greensboro, NC 27403.

In the next few editions of *NewsNotes*, I will update you on the work we have accomplished and projects underway. □

NCCs of Note

NBCC is pleased to recognize the following National Certified Counselors' personal achievements.

Joy Weston Arnold, NCC, LPC, of Tupelo, MS, was named Clinical Mental Health Counselor of the Year for 1994 by the Mississippi Counseling Association at the group's annual conference in Jackson.

Jean Marie Fox, M.Ed., NCC, LPC, CCDC III, of Rapid City, SD, has been promoted to clinical supervisor at City/County Alcohol & Drug Programs, Pennington County Sheriff's Office, Rapid City, SD.

Louise E. Gibbs, NCC, NCGC, of New York, NY, received the Post-Masters Certificate Award in Gerontology from the Hunter College of the City University of New York School of Social Work-Brookdale Center on Aging. Twelve years ago she and other retired guidance counselors organized the Association of Concerned Counselors, Inc. They provided counseling services to young people in their communities. Gibbs hopes to develop an Intergenerational Institution in the Virgin Islands.

Marion Holtzer, NCC, of Chicago, IL, was invited to teach mediation in Russia by the Ambassador Program. Holtzer, who is considering this offer for the 1996 season, is retired from private practice. She formerly was assistant director of counseling in the Circuit Court of Cook County.

Rosemarie Scotti Hughes, Ph.D., NCC, NCSC, LPC, of Virginia Beach, VA. Hughes, dean of the School of Counseling and Human

Services at Regent University in Virginia Beach, has been appointed by the governor to two state boards: the Board of Professional Counselors and Marriage and Family Therapist and the Board of Health Professionals. She will serve a four-year term on both. She also is the current president of the Virginia Association for Ethics, Religion, and Values in Counseling, a division of the

Virginia Counselors Association, and a member of the editorial review board of the national journal, *Counseling and Values*.

Gerard Vernot, Ph.D., NCC, of Tallahassee, FL, has been elected treasurer of the Florida Mental Health Counselors Association. In addition to his duties as treasurer, Vernot is director of guidance at Macley School in Tallahassee. □

New Providers

NEW APPROVED CONTINUING EDUCATION PROVIDERS

LaSalle University, Philadelphia, PA, #4449

Palm Beach Atlantic College, West Palm Beach, FL, #4450

Dissociative Disorders Annual Training Series, Atlanta, GA, #5647

The Institute for Integral Development, Colorado Springs, CO, #5648

The Otis Bowen Center for Human Services/Brief Therapy Institute, Warsaw, IN, #5649

Walton-Brueske Counseling Group, Jacksonville, FL, #5650

Christian Society for the Healing of Dissociative Disorders, Bedford, TX, #5651

Healthcare Management Resources, Dothan, AL, #5652

National Academy of Clinical Hypnosis, Columbia, MD, #5653

The Stevens Center, Carlisle, PA, #5654

Health Ed, LLC, Eau Claire, WI, #5655

The Highlands Program, Atlanta, GA, #5656

The Institute for Continuing Education of Healthcare Professionals, Portland, OR, #5757

Interpersonal Communication Programs, Littleton, CO, #5658

Family Violence and Sexual Assault Institute, Tyler, TX, #5659

Institute for Integrative Psychotherapy, New York, NY, #5660

The Christie School, Marylhurst, OR, #5661

HealthAmerica's Behavioral Health Services Department, Wexford, PA, #5662

Hartford Family Institute, West Hartford, CT, #5663

Julian Rudolphi, Montgomery, AL, #6033

NEW APPROVED HOME STUDY PROGRAMS

Hatherleigh Co., New York:

"The Second Decade of AIDS" 25 hrs.

"In Session: The Therapeutic Alliance" 4 hrs.

"Directions in Child and Adolescent Therapy, Vol. 2" 10 hrs.

"Directions in Substance Abuse Counseling, Vol. 3" 10 hrs.

Affect+, Miami, FL:

"Cognitive Therapy for Personality Disorders" 5 hrs.

"Phototherapy Techniques" 25 hrs.

NCCC BULLETIN BOARD

By Michael Shahnasarian, Ph.D., NCC, NCCC

At the National Career Development Association (NCDA) conference in San Francisco in July, I had an opportunity to make a presentation on how to become a National Certified Career Counselor (NCCC). At the conference, I met several practicing NCCs who either had a special interest in career counseling or who found a growing portion of their practice was related to career development.

I suspect this is the case for many NCCs and hope you will en-

courage your NCC colleagues who have a special interest in career counseling to take the next step in their own career development: pursuing the NCCC credential. The stature and value of an NCCC is becoming more prominent to the public as certified career counselors increase their visibility.

At the June meeting of the NBCC Board of Directors, the board voted to proceed with a process to develop a new paraprofessional certification for career development practitioners. NBCC's new

Corporation for Credentialing and Education (CCE) will monitor this and any non-master's level certification.

Candidates for the proposed certification are: human resources professionals working in organizations, practitioners working in government-funded job service centers, and paraprofessionals working in career centers. The specific education, training, and experiential requirements necessary to be eligible to take the required certification examination have yet to be finalized.

The board was resolute in its recommendation that a) the title of the credential should clearly communicate its paraprofessional stature, and b) a level of ongoing supervision (preferably, under an NCCC) will be required. Stay tuned for more details.

WORK BEHAVIOR ANALYSIS

NBCC recently has completed a technical report entitled, "A Work Behavior Analysis of Career Counseling Among Certified Counselors." Career counseling appears to be both a distinctive specialty in counseling practice, as well as an integral component of the general practice of counseling. The assumption that good career counselors must possess good general counseling competencies was supported by data from this study.

The more educated and more experienced NCCs were found to engage more frequently in program management, supervision, and research/evaluation. This research has significant implications for standards for career counseling competencies and accreditation. □

NCSC BULLETIN BOARD

By Virginia Villarreal-Mann, NCC, NCSC

A new school year has just begun and already I find myself in fifth gear! One way I can tell there's not enough time in the day is that during the summer I watched CNN, the 5 p.m. local news, 5:30 network news, and the 10 p.m. late night news. (I married a history/TV-radio broadcasting major.) Now I'm lucky if I can catch the headlines on *Headline News!* It even affects the way I think.

Factoid #1: As of August 18, 1995, the official count of NCCs was 21,926.

Factoid #2: Nearly half of all NCC certificants are school counselors.

Factoid #3: There are currently 644 NCSCs.

It doesn't take a current events reporter to figure out that there is a huge number of school counselors that are not currently seeking specialty certification. Inquiring minds want to know, "Why?"

As school counselors, we often feel protected and removed from the world of private practice, third-party payments, and eligible expenses. However, we must not become complacent. We must guard against feeling that our jobs are safe or that we will be "taken care of." We must build a hedge that strengthens us as a profession and as a group of specialists who have the expertise and knowledge to work with a specific population, i.e. school-aged children.

The NCSC specialty credential attests to the educational knowledge, skills, and competencies of the specialist in school counseling. One of NBCC's purposes is to identify to the counseling profession and to the public those counselors who have met national professional school counselor standards. I salute the 644 NCSCs and challenge other school counselors who are NCCs to seek specialty certification. It's just as we tell our students: "It's not always easy to see the long-term benefits of decisions made today." □

NCC NETWORK

Gerald L. Gandy, Ph.D., NCC, CRC, of Richmond, VA, recently authored *Mental Health Rehabilitation: Disputing Irrational Beliefs* (Charles C. Thomas, Publisher). This book is designed for related counseling disciplines involved with mental and/or physical disabilities. Gandy is the author and editor of several textbooks and recently was selected for the 1996 Marquis *Who's Who in America* edition.



Gerald L. Gandy

Barbara S. Stott, M.Ed., NCC, LPC, of Charlottesville, VA, opened a private counseling practice in September. Areas of interest include cancer patients, their families, and friends; grief issues; survivors of domestic violence; career counseling; and self-esteem. Stott can be reached at 415 Lexington Avenue, Charlottesville, VA 22902, telephone 804-293-7031. □

■ ■ ■
NBCC will present
at the
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RECERTIFICATION BULLETIN BOARD

NEW WAY TO EARN CONTACT HOURS

Of the 100 total contact hours required for recertification, a maximum of 20 are allowed under the category "Publications and Presentations." In June, the NBCC Board of Directors voted to add both new course and new program development to this category. Previously this category was limited to publications and first-time presentations.

Now counselor educators may submit new course creation as official publication if the following criteria are met: 1) The course is graduate or undergraduate level in a regionally accredited institution and is newly developed to add to the institution catalog. 2) There are products from course development including a) new course proposal, b) syllabus and text selection, c) course description and d) any other supporting data. 3) The topic must relate to one of the 10 content areas listed in the NBCC Continuing Education folder. The development, not the delivery, is the continuing education (20 hours maximum).

Practitioners may submit new workshop or program development for continuing education credit. Examples of these include workshop presentations which require a short, referenced paper; outline; and handouts. New school, hospital, or agency inservice programs; hospital mental health team designs; or extensive community outreach systems may be submitted for up to 20 hours of continuing education credit. All such submissions must include documents, dated proposals, and supporting materials. The focus of these programs must relate to one of the 10 content areas listed in the CE folder.

CEUS AT LEISURE DISCONTINUES

California home study provider, CEUs at Leisure, has decided to discontinue its approved status with NBCC because of insufficient orders. NCCs should no longer order programs from CEUs at Leisure. For those of you who already have programs in progress, no contact hours earned after December 31, 1995 from CEUs at Leisure will be honored for recertification credit.

FOR NCCS WITH A JUNE 30, 1995 EXPIRATION DATE

If your expiration date was June 30, 1995 and you have not yet sent in your yellow recertification form and fee payment, you should do so immediately. NBCC will honor forms sent in before December 31, 1995. After that time you must apply for reinstatement, submit an extra fee, and undergo mandatory audit if you wish to reactivate your NCC status. Reminder: If your NCC status has lapsed, any specialty you hold is no longer active.

NONAPPROVED ACTIVITIES

NCCs are not restricted to taking only approved CE activities. Nonapproved activities are acceptable as long as they meet NBCC guidelines, which are explained in your CE folder. Most NCCs prefer to take approved activities, because there is no question of acceptance. Please check the guidelines before taking nonapproved activities. □

HAVE OUR LINES BEEN BUSY?

If you have had a problem getting through to NBCC by telephone during the last several months, there is a good reason. We were inundated with calls from counselors wishing to receive applications for the October examination. As you know, the NCC requirements changed on July 1, 1995. Counselors rushed to apply before the change took place.

The chart below compares the number of applications NBCC received in October 1994 and October 1995. We appreciate your patience and understanding as we work through this cycle of increased applications. □

Estimated Total Number of Applications			
Broken Down by Option	October 1994	October 1995	Growth Rate
Option B	247	769	211.34%
Option C	743	1,398	88.16%
Option E	647	1,301	101.08%
CACREP	236	429	81.78%
Board Eligible Special Administration	10	157	1470.00%
Option D	231	650	181.39%
TOTAL	2,114	4,704	122.52%

CHAMPUS CLAIMS ADDRESS CHANGES

Six states have a new mailing address for CHAMPUS claims, and a new toll-free telephone number, effective July 1, 1995.

For Minnesota, Wisconsin, Iowa, West Virginia, Kentucky, and Ohio, claims submitted on or after July 1 should be sent to: Palmetto Government Benefits Administrator, CHAMPUS Claims, P.O. Box 100598, Florence, SC 29501-0598. Also effective July 1, the new toll-free telephone number for the six states is 1-800-471-0704. □

NBCC CHANGE OF ADDRESS FORM

If you have moved, please let us know immediately. Fill out this form and mail to: NBCC, 3 Terrace Way, Suite D, Greensboro, NC 27403-3660.

NCC CERTIFICATE # _____

NAME _____

ADDRESS _____

HOME PHONE _____ WORK PHONE _____

JOINT ACADEMIES MEET

The first all-academies meeting was held at NBCC's headquarters in Greensboro, NC, in August. The purpose of gathering all the academies together was to establish common goals and plans for the specialty certifications. Previously, the academies met during the ACA Convention, a busy event.

At the joint meeting, representatives had time to share their plans of action and to meet with the NBCC staff. "I was delighted with the interaction that came from the joint meeting where academy representatives shared ideas about their specialties," said Elly Waters, chair of the Academies Committee of the board. "It allowed an opportunity for each academy to do some serious planning about services for their specialty."

If you have issues or concerns about your specialty, write to academy members listed below in care of NBCC, 3 Terrace Way, Suite D, Greensboro, NC 27403-2660.

- **Career:** Mike Shahnasarian, board member; Jane Walter, NCDA liaison.
- **Gerontological:** Elly Waters, board member; Richard Johnson, AADA liaison.
- **School:** Virginia Mann, board member; Jay Stevens, ASCA liaison.
- **Clinical Mental Health:** Jim Brown, board member; Lynn Brueske, academy chair; J. Thomas Smith, AMHCA liaison.
- **Addictions:** Dick Page, board member; Sandy Barker, IAAOC liaison.

NBCC

THOMAS W. CLAWSON, Ed.D., NCC, NCSC, LPC
EXECUTIVE DIRECTOR

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DSM-IV: GOOD PREPARATION

The American Psychological Association published the fourth edition of the *Diagnostic and Statistical Manual of Mental Disorders (DSM-IV)* in 1994. Since then workshops, seminars, and classes have been given nationwide to update helping professionals on the revisions made to the previous version of this manual (DSM-III-R). The National Board for Certified Counselors (NBCC) also has remained current by incorporating the revisions into the National Counselor Examination for Licensure and Certification (NCE) and the National Clinical Mental Health Counseling Examination (NCMHCE).

NBCC developed the NCMHCE as an evaluation component of its Certified Clinical Mental Health Counselor (CCMHC) credential. The NCMHCE was developed by mental health counselors for the purpose of evaluating professional counselors' understandings of and skills in working with actual counseling cases. One element of the NCMHCE assesses an examinee's ability to diagnose an individual after reading a counseling vignette (description). The DSM-IV is a useful tool in preparing for this part of the examination. Clinical treatment, evaluation, and professional practice also are evaluated on the NCMHCE.

In addition to being used for the CCMHC credential, the NCMHCE is used by many states in their counselor credentialing process. Massachusetts and Rhode Island use the NCMHCE. Either the NCE or NCMHCE is used in Illinois, Iowa, Montana, New Hampshire, New Mexico, and Washington. Vermont uses both the NCE and the NCMHCE. □

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AND
ALL ACADEMIES MEET