

THE NATIONAL CERTIFIED COUNSELOR



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National Board for Certified Counselors

WILL THERE BE TESTING IN INDIANA?

By Tom Clawson, Executive Director

On August 28, the Indiana State Board of Psychology released a list of 318 "psychological tests" which the board claims should be the eminent domain of only licensed psychologists. The list, available on the Web page of the National Fair Access Coalition on Testing (FACT), is replete with well-known, little known, and even out of print tests.

FACT, headquartered in NBCC offices and co-chaired by Tom Clawson, NBCC executive director, and Lorin Letendre, CEO of Consulting Psychologist Press, has protested this list with a letter to the governor, the attorney general, and the appropriate professional boards in Indiana. At its late August meeting, FACT alerted professional organizations of the situation. Dr. Bill King, a private practitioner in Indiana and a key figure in Indiana's recent licensure movement, has accumulated dozens of letters from individuals,

**NBCC HOLDS THE POSITION
THAT APPROPRIATE
TRAINING, NOT
PROFESSIONAL TITLE, IS THE
KEY TO USE OF
PSYCHOLOGICAL TESTING.**

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SPECIALTIES: A GROWING ISSUE

By Lynn E. Brueske, Chair, NBCC Academies Committee

The annual Academies meeting is a time for each Academy to review its accomplishments from the prior year and to develop an action plan for the upcoming year. The meeting is always hardworking, productive, and a great opportunity to meet other specialists and find out what they are doing. This year, the Academies meeting had a different agenda: a review of the overall concept of specialties, their viability, survivability, and accountability. The meeting was held at the NBCC office in Greensboro on July 31–August 1.

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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!

Maria Edert, #30389, Maisach, Germany
Howard P. Wright, Sr., #7805, Southport, ME



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WILL THERE BE TESTING IN INDIANA?

From Page 1

universities, and associations which have a stake in this audacious attempt by Indiana psychologists to claim practice tools from many professions. The American Counseling Association (ACA), the Association for Assessment in Counseling (AAC), the American Mental Health Counselors Association (AMHCA), and many counseling related organizations have formally protested the list.

NBCC'S VIEW

NBCC holds the position that appropriate training, not professional title, is the key to use of psychological testing. Ethical codes of mental health providers should limit any professional from practicing beyond expertise. Restriction of use of a tool that can be used in diagnosis will thus restrict treatment efficacy. While the Indiana Psychology Board cites "public protection," the board cites no abuse or damage incurred by professionals in any discipline.

NBCC will continue its significant time, energy, and dollar support of FACT. About one third of FACT's budget is derived from contributions from more than 25 mental health organizations. NBCC contributes the lion's share, mostly in time, space, computer, and volunteer contributions and the rest in expenditures.

Simply put, NBCC chooses its issues carefully and then acts strongly when needed.

NBCC'S UNIQUE RESPONSE

NBCC Chair Sandra Lopez-Baez and Executive Director Tom Clawson have a combined 27 years experience teaching graduate testing courses. Both have clinical practice experience, and both were appalled at the Indiana Psychology Board's Law #868IAC 2-1-1.

Noting that the response of associations, including FACT, were insightful, they also noted that the Indiana Psychology Board was acting on law, not just expressing an opinion. Thus, NBCC's response must be critical not only of the idea of capturing the market for testing, but also specific in identifying why each of the 318 tests must remain available to properly trained counselors.

With the help of a review of some 50 tests by doctoral students in an assessment class taught by Dr. J. Scott Hinkle of the University of North Carolina at Greensboro, Lopez-Baez and Clawson began the process of challenging each of the tests. The final 50-page report was sent to Indiana Governor Frank O'Bannon, before the end of the 60-day challenge period. NBCC created the only complete challenge to the rule.

THE FUTURE

The probability of the challenge ending this situation is low. However, the resolve of NBCC to support the rights of its 395 certificants in Indiana and to protect the public's right to choice in quality care will remain undaunted. Stay tuned. □

SPECIALTIES: A GROWING ISSUE

From Page 1

The Academies and their members are as follows:

- **Addictions**—Charles F. Gressard; Patricia G. Von Steen, appointed by IAAOC (International Association of Addictions and Offender Counselors); Sandra Lopez-Baez (for Robert H. Pate, Jr.)
- **Career**—Carl McDaniels; Lee J. Richmond, appointed by NCDA (National Career Development Association); Lynn E. Brueske
- **Clinical Mental Health**—Steven L. Jordan, appointed by AMHCA (American Mental Health Counselor Association); William King; Estela M. Pledge
- **Gerontological**—Richard P. Johnson, appointed by AADA (Association for Adult Development and Aging); Barbara R. Keene; Richard Page
- **School**—Sue Hofstrand, appointed by ASCA (American School Counselor Association); Wyatt Kirk; Barbara Potts

Staff included Tom Clawson, Susan Eubanks, Mary Frazier, Patty Cates, Lori Uhle, and Jim Dilda.

The focus of the meeting centered around the fact that the Academies are not growing markedly in their applications for specialist designation. There are currently (November 1998) about 4,100 specialty certificants out of 28,600 NCCs. In 1996, there were 499 new applicants for the specialty designations. In 1997, there were 429 new specialty applicants, and through October 1998, there were 126 new specialty applicants.

The Academies Committee wondered why these numbers are not increasing dramatically in this day of specialization in health practice. In many nonmental health professions, specialization is the norm. Specialization is the apex of the profession. It makes the statement that one has achieved a higher standard and is recognized within one's profession and community as having a greater commitment to career and clientele. So why is the counseling profession

SPECIALIZATION MAKES THE STATEMENT THAT ONE HAS ACHIEVED A HIGHER STANDARD AND IS RECOGNIZED WITHIN ONE'S PROFESSION AND COMMUNITY AS HAVING A GREATER COMMITMENT TO CAREER AND CLIENTELE.

not following national and international trends? Is it not as motivated as other professions? Are there not financial incentives to differentiate oneself from the pack? Or has licensure of professional counselors impacted the need for specialty credentials?

Two distinct conclusions emerged. The first was professional identity and the promotion of areas of focus or concentration beginning in graduate studies and continuing on throughout one's professional career. It was suggested that CACREP and other counselor education programs could be encouraged to promote credentialing with faculty and educate students about credentialing as part of their pro-

fessional development. National professional associations will also be asked to promote credentialing, generalist and specialist (for that association).

The second conclusion was that perhaps counselors do not think of themselves as specialists, even though they are. The committee began to look at ourselves as representatives of the counseling profession: how we, individually, describe ourselves as counselors, where we work, with whom we work, and in what domains of counseling we are interested. Perhaps one is a counselor in private practice doing general practice and has specific knowledge and understanding of gerontological issues. Perhaps one is a counselor, working with students in a secondary school. Perhaps one is a counselor working in an agency with a caseload of people with addictions, or career issues, or personality disorders... Perhaps mental health specialists are specialists based on their client population, the setting in which they work, or their particular area of interest. Perhaps a specialist is not one thing, but many things and can come in many different configurations.

At the November NBCC Board of Directors meeting, it was decided to review the entire issue of specialty credentialing, in light of the current trends. Based on the recommendations of the Academies Committee, NBCC has begun gathering information on current areas of practice of NBCC certificants. The board will use this information and the Academies recommendations to examine the role and function of the NBCC specialties. □

RACC INITIATES SURVEYS TO PROVIDE INFORMATION TO CERTIFICANTS

By Sandra B. Barker
Chair-Elect, RACC Board of Advisors

Beginning with the June 1998 NCC billing notices, RACC (Research and Assessment Corporation for Counseling, Inc.) initiated a collaborative effort to collect relevant information from certificants and, in turn, to provide a summary of that information through the newsletter and other sources. RACC is an affiliate of NBCC and was established to promote and conduct research on assessment and research practices ongoing in counseling. For the purposes of the survey summarized in this article, we chose to use available space on the billing form to minimize mailing and handling costs.

Our first objective was to find out who we are as NCCs. Therefore, the initial survey focused on demographics not currently available in the NBCC database. This information will also be used to respond to queries about NCCs from insurance companies and government agencies. *Information will not be provided to marketing companies or others interested in using individual profiles to sell merchandise.*

Future surveys included in billing notices will focus on how NCCs are dealing with challenging issues. Survey results will be summarized in subsequent newsletters and billing notices. A future billing will contain a survey focusing on how NCCs deal with violence in their setting (school, community agency, private practice setting, etc.).

Based on the existing information in the NBCC database and responses to our June 1998 survey, the following profile of NCCs emerged.

AGE

From our total population of 28,647 certificants, gender data reveal that 74 percent (n = 21,199) are females and 26 percent (n = 7,448) are males. Age distribution is shown in the following table:

AGE OF NCCS		
Age Range	Number of NCCs (N=28,647)	Percentage of NCCs
79+	0	0%
69-78	573	2%
59-68	3,724	13%
49-58	10,026	35%
39-48	8,594	30%
29-38	4,870	17%
19-28	859	3%

EDUCATION

The remaining information presented is based on responses to the June 1998 survey sent to 9,013 certificants. Responses to the survey were received from 20 percent (n = 1,817) of those receiving bills; however, not everyone responded to each question. Responses on **highest educational degree** were received from 71 percent (n = 1,291) certificants. Eighty-one percent (n = 1,049) indicated they had obtained a master's degree, 12 percent (n = 161) a doctorate, 4 percent (n = 51) a specialist degree, and 2 percent (n = 30) indicated other degrees. The table below shows the **primary and secondary areas of practice focus** (note percentages are rounded). A total of 860 responded to this question.

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EDUCATION				
Practice Area	Primary Focus		Secondary Focus	
	N Responses	% Responses	N Responses	% Responses
General	216	25%	58	14%
Career	48	6%	11	3%
Clinical	183	21%	71	17%
Gerontological	11	1%	7	2%
Marriage & Family	51	6%	118	29%
Substance Abuse	44	5%	49	12%
Elementary School	85	10%	6	1%
Middle School	31	4%	25	6%
High School	57	7%	5	1%
Other	134	16%	59	14%

RACC SURVEY PROVIDES INFORMATION TO CERTIFICANTS

From Page 4

THIRD PARTY PAYMENT

Regarding **third party payment**, 18 percent (n = 323) of the certificants responding indicated they receive third party payment.

OTHER CERTIFICATIONS

Certificants were also asked about other **certifications** they hold. Respondents to this question (54 percent, n = 980) indicated certifications by several organizations (see the table below). Most "Other" responses were CRC.

OTHER CERTIFICATIONS		
Certified by	N Responding	% Responding
state license or credential	629	64%
AAMFT	42	4%
AMA	1	0%
APA	24	2%
NAADAC	23	2%
NASW	5	1%
Other	256	26%

SALARY

The final question requested certificants' **annual salary**. Sixty-two percent (n = 1,118) responded. The table below shows the annual salary ranges reported.

The results of this survey provide us with an initial glimpse of who we are as NCCs. Although these findings represent only 20 percent of those billed in June

1998, we urge all to respond to future surveys so that we can continue to provide feedback on important issues facing counselors.

Perhaps you have suggestions for other questions you think we should be asking our NCC certificants. If so, please send them to RACC, 3 Terrace Way, Suite D, Greensboro, NC 27403-3660. □

ANNUAL SALARY		
Salary Range	N Responding	% Responding
\$10,000 or less	82	7%
\$10,000-\$20,000	63	6%
\$20,000-\$30,000	241	22%
\$30,000-\$40,000	328	29%
\$40,000-\$50,000	211	19%
\$50,000-\$60,000	93	8%
\$60,000-\$70,000	52	5%
\$70,000-\$80,000	19	2%
\$80,000 or more	29	3%

A CALL TO ALL CAREER COUNSELORS!

Exciting things continue to happen in the area of career counseling. Most recently, the National Certified Career Counselor (NCCC) credential was in the spotlight on the Internet as a result of a partnership between NBCC and *USA Today*. Each week, an NCCC offers career advice in the "Ask A Counselor" column (www.usatoday.com/careers/ask/ask.htm) on the *USA Today* Career Center.

The format of the "Ask A Counselor" column is Question & Answer and features a picture and short biography of the NCCC of the week. The column debuted

September 1 with a Q&A from Dr. Mike Shahnasarian, Ph.D., NCC, NCCC. Shahnasarian, founder and president of Career Consultants of America, Inc. in Tampa, FL, responded to questions on a variety of topics including finding a job past age 50, job satisfaction vs. salary, hot careers for the future, and headhunters.

Other early columnists included Dr. Bonnie Truax, Ed.D., NCC, NCCC; Dr. Lee Richmond, Ph.D., NCC, NCCC; and Dr. Carl McDaniel, Ed.D., NCC, NCCC.

During the month of September, the Career Center received

250-300 questions from people visiting the site. Visitors submit their questions by clicking on the "Ask Your Question" link, which takes them to an online form. These questions are then submitted to the NCCCs on call.

About seven to 10 questions are answered in each column. Questions are also archived by subject, resulting in an expansive database of career advice from NCCCs.

This interactive site, launched in September, attracts a cross-section of the public by providing a variety of career tools at the click

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CCMHC BULLETIN BOARD

COUNSELORS CELEBRATE LANDMARK VICTORY!

CONGRESS PASSES BILL THAT MAKES PROFESSIONAL COUNSELORS “CORE PROVIDERS”

An arduous six-year legislative battle ended victoriously for counselors recently after Congress passed S. 1754, the Health Professions Education and Partnerships Act. The bill marks the first time in the profession’s history that professional counselors have been included in federal law.

The bill, which reauthorizes the education and training programs of the U.S. Public Health Service Act (PHSA), makes graduate students in counseling eligible to participate in grant programs available through the Center for Mental Health Services. Previously, counseling students were the only mental health practitioners who had been excluded from participating in these programs. Counselor participation in PHSA programs will increase the possibility for mental health counselors to be included as providers in other federal programs such as Medicare, CHAMPUS, and Federal Employee Health Benefits Plan.

The legislation also guarantees that the Health Resources and Services Administration (HRSA) will recognize professional counselors as “core mental health professionals,” which makes counselors eligible to participate in the National Health Service Corps (NHSC) scholarship and loan repayment program. NHSC, which is administered by HRSA, was established to ensure that an adequate supply of health professionals—including mental health professionals—work in areas designated as health professional shortage areas. To receive a scholarship, students must agree to serve in agencies in these designated areas. Prior to S. 1754, professional counselors had been excluded from participating in this program.

In addition, S. 1754 includes schools with counseling programs in its definition of graduate programs in behavioral and mental health. Now counselor educator programs will be eligible for a variety of education and training programs, such as HRSA’s Geriatric Education Centers program, which provides grants to improve training for geriatric health professionals.

Counselor educator programs will also be eligible for grants that encourage and assist students from disadvantaged backgrounds to pursue health profession careers.

This is an incredible victory for us. The passage of S. 1754 has been a principal goal of the American Mental Health Counselors Association (AMHCA) and its Public Policy and Legislation Committee since 1991.

AMHCA’s efforts nearly came to fruition during the last two legislative sessions. When the new Congress took over in 1997, AMHCA staff and leaders began working with Senators First and Kennedy to secure reintroduction of the provisions that passed with S. 1754.

John Nestor and Warren Throckmorton, both AMHCA past presidents, and Marion Turowski, AMHCA president-elect, were instrumental in the work done on behalf of counselors in this bill. AMHCA’s leaders and members also played a key role in lobbying for the provisions which relate to counselors. Participants phoned, wrote, and visited their representatives and senators to rally support for this bill.

“Needless to say, we are thrilled,” said Bob Bakko, AMHCA’s president. “To see everyone’s efforts result in a victory for professional counseling is wonderful. This bill is a good first step toward gaining the recognition that our profession deserves.” □

NCC NETWORK

Lee J. Richmond, Ph.D., NCC, NCCC, of Baltimore, MD, with Deborah Bloch has authored a new book, *SoulWork*. Published by Davies Black, Consulting Psychologists Press, Palo Alto, CA, the book is available through Amazon.com or bookstores.

Franzelle “Mikel” Carmon, NCC, of La Veta, CO, hosts a talk show, “The Mikel Carmon Show: Healing Relationship with Self and Others.” Carmon also has published a *Dayplanner: CreateSenergy 1999 Conscious Living & Healing into the Millennium*. For more information, call 719-746-2938. □

RACC MEMORIAL HONORS THOSE DEDICATED TO THE COUNSELING PROFESSION

The Research and Assessment Corporation for Counseling, Inc. (RACC) continues to receive donations in memory of deceased counselors. Contributions to help promote the work of RACC have been received in memory of: **Sue Mihalik** by John Lucas; **Geanine Lybrand** by Ralph E. Covington, Jr.; **Doris Sams** by Marlene Spencer; and **Mary Gehrke McAllister** by Susan Eubanks. Their names will be inscribed on a plaque 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 counselors so honored are inscribed on a plaque in the RACC office and are published in *The National Certified Counselor*. Use the form below, indicating that this is a memorial gift. If you provide the name and address of surviving family members, RACC will notify them that you have made a gift in memory of their loved one.

RACC DONOR FORM

NCC CERTIFICATE # _____

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

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

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CONTINUING EDUCATION PROVIDER UPDATE

NEW APPROVED PROVIDERS

- Family Therapy Institute-Midwest,**
Lawrence, KS, #5806
- LPC Association-NC,** Raleigh, NC
#5807
- East Alabama Mental Health,**
Opelika, AL, #5808
- The Recovery Centers of Phoebe
Putney Memorial Hospital,**
Albany, GA, #5809
- Covenant Counseling and Education,**
Birmingham, AL, #5810
- Synapse,** Tacoma, WA, #5811
- ACFE/American Psychotherapy
Association,** Springfield, MO, #5812
- Massachusetts Society for the
Prevention of Cruelty to Children,**
Boston, MA, #5813
- Howard County Public Schools,**
Ellicott City, MD, #5814
- Psycho-Legal Associates,**
Huntington Beach, CA, #5815
- St. Vincent's Hospital,** Birmingham, AL
#5816
- Pinehaven,** Mt. Gretna, PA, #5817
- Study Credit, Inc.,** Charlotte, NC
#5818
- Career Development Alliance,**
Finksburg, MD, #5819

- Talbert House,** Cincinnati, OH, #5820
- Counseling and Clinical Psychology,
Columbia University,**
New York, NY, #5821
- US International University,**
San Diego, CA, #4469
- University of Colorado,**
Colorado Springs, CA, #4470

REINSTATED PROVIDERS

- Winston-Salem/Forsyth County
Schools,** Winston-Salem, NC, #5187

NEW APPROVED HOME STUDY PROGRAMS

- "Memory Quest" 11 hours
- "Narrative Therapy" 8 hours
- Subscription to *The Advocate* (the
newsletter of the American
Mental Health Counselors
Association)**
Order from: AMHCA
801 North Fairfax St., Suite 304
Alexandria, VA 22314
Phone: (703) 548-6002
- Continuing education credit managed by:
Journal Learning International
PO Box 1189
Clackamas, OR 97015
Phone: (503) 725-4741

"After 50: Second Careers"
..... 20 hours
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Agoura Hills, CA 91301
Phone: (818) 706-1671

"Solution Focused Brief Therapy"
..... 20 hours
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Tampa, FL 33688-3476
Phone: (813)948-8887

"The Way of the Journal" ... 9 hours
**"Journal to the Self:
Audio Workshop" 11 hours**
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Book and Tape" 8 hours**
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Arvada, CO 80001
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Phone: (404) 320-0195

CORRECTION

The phone number for
Trance*Sand*Dance Press's home study
program, "Sand Play: The Sacred Healing,"
is (888) 575-7263.

RECERTIFICATION NEWS

NCCS WITH A DECEMBER 31, 1998 EXPIRATION DATE

You will soon be receiving your blue recertification form in the mail. If you have not received your form by December 15, please contact the Recertification Department to verify your address.

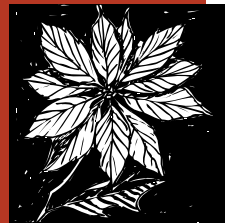
NCCS WITH A JUNE 30, 1999 EXPIRATION DATE

Your yellow recertification form will arrive in May. Please be sure that you have documentation for 100 hours of continuing education activities that meet NBCC guidelines. Address questions to the Recertification Department.

USING THE CONTACT HOUR VERIFICATION FORM

Many NCCs have requested the NBCC Contact Hour Verification Form since the publication of the last newsletter. This form is designed for you to use when you are planning to attend or have attended a continuing education event where a certificate of attendance was not offered or where there was a charge for the certificate. The form can be printed from the Web at www.nbcc.org/documents.htm or call our Fax Information Line and request document #4111. Copies should be made once you have the form. Completed copies should be filed in your NBCC Continuing Education File along with any other continuing education document. □

**NBCC
Wishes
You a
Happy and
Safe
Holiday**



Our offices will be closed
from noon on December 24
to January 4.

*Also please note that our staff will
be in training December 21-23,
and may be difficult to reach.*

NEARLY 1,500 COUNSELING STUDENTS TOOK THE NCE LAST APRIL WHILE STILL IN SCHOOL

The Special Administration of the NCE for Graduate Students allows qualified counseling students to take the NCE for the National Certified Counselor (NCC) credential during their final year of graduate study, with their coursework fresh in their minds. Other advantages include a lower fee than regular applicants and completing part of the state credentialing process (in states which use the NCE for licensure). Many programs cite the Special Administration as an incentive for recruiting new students. NBCC also sends an aggregate score report to each participating program. These schools participated in the April 18, 1998 Special Administrations. If your school has not participated and you would like to offer this service to your students, contact NBCC's Special Administrations Coordinator for more information at 336-547-0607 or nbcc@nbcc.org.

Counselor Ed Connection: www.nbcc.org/counselor-ed/home.htm

NBCC/CACREP Special Administration

Auburn University, Auburn University, AL
 The University of Alabama, Tuscaloosa, AL
 Arizona State University, Tempe, AZ
 The University of Phoenix, Phoenix, AZ
 The University of Phoenix/Tucson Campus, Tucson, AZ
 San Francisco State University, San Francisco, CA
 Adams State College, Alamosa, CO
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 The University of Northern Colorado, Greeley, CO
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 Western Illinois University, Macomb, IL
 Purdue University, West Lafayette, IN
 Emporia State University, Emporia, KS
 Pittsburg State University, Pittsburg, KS
 Northeast Louisiana University, Monroe, LA
 Northwestern State University, Natchitoches, LA
 The University of New Orleans Lakefront, New Orleans, LA
 The University of Southern Maine, Gorham, ME
 Loyola College in Maryland (Pastoral), Columbia, MD

Loyola College in Maryland (School Counseling), Baltimore, MD
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 Shippensburg University, Shippensburg, PA
 The University of Pittsburgh, Pittsburgh, PA
 The University of Scranton, Scranton, PA
 South Dakota State University, Brookings, SD
 South Dakota State University, Rapid City, Rapid City, SD
 The University of South Dakota, Vermillion, SD
 The University of Tennessee/Knoxville, Knoxville, TN
 Vanderbilt University, Nashville, TN
 The University of North Texas, Denton, TX
 The University of Vermont, Burlington, VT

Old Dominion University, Norfolk, VA
 The University of Virginia, Charlottesville, VA
 Eastern Washington University, Cheney, WA
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 West Virginia University, Morgantown, WV
 The University of Wisconsin Oshkosh, Oshkosh, WI
 The University of Wyoming, Laramie, WY

NBCC/Board Eligible Special Administration

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 The University of North Alabama, Florence, AL
 Northern Arizona University, Flagstaff, AZ
 The University of San Diego, San Diego, CA
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 The University of Colorado-Colorado Springs, Colorado Springs, CO
 The University of Denver, Denver, CO
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 Southeast Missouri State University, Cape Girardeau, MO
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 Alfred University, Alfred, NY
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 Campbell University, Buies Creek, NC
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	NBCC: Working for You—Benefits of Being an NCC	\$5.00/25	
	NBCC Code of Ethics	\$5.00/25	
	Books & Prep Guides		
	Preparation Guide for the National Counselor Examination for Licensure and Certification (NCE)	\$24.95	
	National Clinical Mental Health Counseling Self-Assessment Examination	\$34.95	
	NBCC's <i>Work Behavior Analysis of Professional Counselors</i>	\$24.95	
	<i>Counselor Preparation 1996–1998, Programs, Faculty, Trends</i>	\$80.00	
	Applications		
	State Counselor Licensure List	No charge	
	General Practice (NCC) Information Brochure	No charge	
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	NBCC Lapel Pin (cloisonne and suitable for non-NCCs)	\$8.50	
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	NBCC Display Plaque (complete engraving information below)*	\$29.95	
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NCSC BULLETIN BOARD

By Sue Hofstrand
Chair, School Counselor Academy

The School Counselor Academy of the National Board for Certified Counselors met in August in Greensboro with the other Academies and NBCC staff to discuss the future direction of the specialty certifications. School Counselor

Academy members present were Wyatt Kirk, board representative; Barbara Potts, appointed member; and Sue Hofstrand, ASCA liaison, who was selected as chair for this year.

There was much discussion regarding the slow growth of the school counselor specialty com-

pared to the cost factor of maintaining the specialties. The School Counselor Academy strongly recommended that the National Certified School Counselor (NCSC) remain and that all parties need to promote its value and visibility. With several states promoting school counselor credentialing, others trying to promote the NCSC credential as comparable to National Board for Teacher Certification (NBTC), and discussions currently being held with NBTC to link NBCC with that certification, it was felt that this is not the time to eliminate the specialty.

The School Counselor Academy will work toward raising the number of current NCCs who also become NCSC through increased involvement and promotion with professional organization conferences and publications.

It is incumbent on all school counseling professionals to exhibit their competencies by adding the NCSC designation to their NCC credential. Please contact NBCC and make it your priority to exhibit the specialty credential. Numbers can have an impact on national and state standards. Standards should be set by counseling professionals and reflect the special skills and competencies that are unique to the profession of school counseling; they should not be arbitrary standards set by others who would judge what skills are essential to counseling. □

NCCs OF NOTE

John Paul Eddy, Ph.D., NCC, of Denton, TX, received the National Notable Achievement Award at the national conference of the National Association of Counselors and Educators in Government (ACEG) of the American Counseling Association held in Indianapolis. This is the highest award of ACEG. Eddy was cited by the Awards Committee for his lifelong work in higher education professional activities in private agencies and in governmental institutions since 1954. His work in international education, student affairs education, counselor education, wellness education, refugee education, diversity education, multicultural education, and drug education were mentioned.

Ellen M. Gibba, NCC, of Clifton, NJ, was presented with the Dr. Charles Tabler Distinguished Service Award by the New Jersey Counseling Association at its 1998 conference. The award recognized Gibba's outstanding contributions to the field of counseling as an employment counselor for the New Jersey State Employment Services and as past president and awards chair of the New Jersey Employment Counseling Association.

Michial Murnock, NCC, of Erie, PA, has become executive director of the International Institute in Erie. The institute specializes in refugee family resettlement, trauma recovery, and immigration land childcare.

Fred Richards, NCC, of Carrollton, GA, received the George P. Podein Counselor of the Year Award at the annual convention of the Licensed Professional Counselor Association of Georgia. Richards was recognized for his years of service to the association (including his contributions as a member of the board of directors and as editor to the association's newsletter), his contributions to the field of counseling, and his public service in Carrollton. He was praised for his work with members of the Georgia General Assembly to establish the Composite Board of Licensed Professional Counselors, Social Workers and Marriage and Family Therapists. □



Fred Richards

THE COMPLETE NBCC
APPROVED PROVIDER LIST IS
UPDATED MONTHLY ON THE
WEB AT [www.nbcc.org/
providers/home.htm](http://www.nbcc.org/providers/home.htm)

SUMMER FELLOWSHIP ANNOUNCED

The Association for Assessment in Counseling (AAC), NBCC, and its affiliate, the Research and Assessment Corporation for Counseling (RACC), have established an eight-week, full-time summer fellowship program for research and professional development in counseling. Providing a stipend of \$4,000 and travel expenses, the fellowship will take place at NBCC headquarters in Greensboro, NC, from early June through early August in 1999.

The award is open to any student who has completed at least one year of full-time graduate study toward a terminal degree in a counseling or counselor education program. Inquiries, requests for application forms, and submissions should be sent to: The Summer Fellowship Program, NBCC, 3 Terrace Way, Suite D, Greensboro, NC 27403-3660. Applications also may be printed from the NBCC Web site at <http://www.nbcc.org>.

Applicants must submit a curriculum vita, transcripts from all undergraduate and graduate institutions attended, names of two recommending counselors who hold NCC certification or state licensure, and a two-page statement of personal and professional goals. Applicants will be considered based on scholarship, research experience, motivation for professional development, and other factors. □

STATE LICENSURE UPDATE

CALIFORNIA REGISTRY OF CAREER COUNSELORS

Dean Porter, Associate Director of Professional Counselors
CA Registry of Professional Counselors & Paraprofessionals
2555 East Chapman Avenue, Suite 201
Fullerton, CA 92831
Phone: (714) 284-8857
Fax: (714) 871-5132

FLORIDA

Kim Finch-Kareem, Administrator
Department of Health
Division of Medical Quality Assurance
2020 Capital Circle, S.E.
Bin# CO-8
Tallahassee, FL 32399-3250
Phone: (850) 488-0595
Fax: (850) 921-5389
Web site: www.dohlws.doh.state.fl.us

ILLINOIS

Mary Wright, Board Liaison
Illinois Department of Professional Regulations
320 W. Washington Street, 3rd Floor
Springfield, IL 62786
Phone:
(217) 782-0458 for existing applications
(217) 782-8556 for information and new applications
Fax: (217) 782-7645

MARYLAND

Aileen Taylor, Administrator
Maryland Department of Health & Mental Hygiene
Board of Professional Counselors
Metro Executive Center, 3rd Floor
4201 Patterson Avenue
Baltimore, MD 21215-2299
Phone: (410) 764-4732
Fax: (410) 764-5987

MASSACHUSETTS

Jodi Bornstein, Administrative Assistant
Board Allied Mental Health & Human Services Professions
100 Cambridge Street, 15th Floor
Boston, MA 02202
Phone: (617) 727-3080

NEW JERSEY

Lois Johnson, Executive Director
New Jersey Division of Consumer Affairs
State Board of Marriage & Family Therapy Examiners
Professional Counselor Examiners Committee
P.O. Box 45007
Newark, NJ 07101
Phone: (973) 504-6415
Fax: (973) 648-3536

NEW MEXICO

Juanita M. Uhl, Administrator
New Mexico Therapy Practice Board
Regulation & Licensing Department
2055 Pacheco Street, Suite 300
P.O. Box 25101
Santa Fe, NM 87505
Phone: (505) 476-7100
Fax: (505) 476-7094

TEXAS

John L. Luther, Executive Secretary
Texas State Board of Examiners of Professional Counselors
1100 West 49th Street
Austin, TX 78756-3138
Phone: (512) 834-6658
Fax: (512) 834-6789

WASHINGTON

Tonya Stauffer, Program Manager
Health Professional Quality Assurance Division
Health Professions Section Two
1300 S.E. Quince Street
Olympia, WA 98504-7869
Phone: *Counselor Registration*
(360) 236-4900
Mental Health Certification
(360) 236-4901
Fax: (360) 753-0739
e-mail: tgs030@hubidoh.wa.gov

WISCONSIN

Dr. Kimberly Nania, Bureau Director
Wisconsin Department of Regulation Licensing
P.O. Box 8935
Madison, WI 53708
Phone: (608) 266-2112
Fax: (608) 267-0644
Web site: badger.state.wi.us/agencies/drl/Regulation/html/

A CALL TO CAREER COUNSELORS!

From Page 4

of a mouse. Included is breaking career news, career books, surveys, and salary calculators.

USA Today also has a partnership with CareerBuilder.com, which provides a job search and posting function as well as a trademarked Personal Search Agent. This feature allows people to sign up and have information e-mailed to them about jobs that match their requirements.

All these features make the Career Center attractive to those seeking career information—the same people who could use the assistance of an NCCC. By stopping in at this site, visitors see firsthand how an NCCC can help with career decisions. Only career counselors who hold the NCCC credential host the “Ask A Counselor” column.

The Career Center has a link off the main *USA Today* home page (www.usatoday.com) and has been highlighted in the Best Bets column on the home page. There is also a link to NBCC’s Web site (www.nbcc.org), where people can request a list of NCCCs in their area for no charge.

Early statistics show the Career Center Web site is receiving approximately 8,000 hits per day. Of those 8,000, the “Ask A Counselor” page is getting about 600 hits and 250 unique visitors per day. On a peak day in September hits were as high as 2,771—a nice exposure for the National Certified Career Counselor credential!

This development, along with all the other national exposure for NCCCs in publications such as *Money*, *Fortune*, *Cosmopolitan*, *The*

Wall Street Journal, and the *Chicago Tribune*, leads us to the question: Why are there only 881 NCCCs out of 29,000 NCCs?

All NCCCs used by the *USA Today* Career Center are submitted

through NBCC. If you are an NCCC interested in making a contribution to the column, please contact Susan Eubanks via e-mail at eubanks@nbcc.org. □

NBCC SEEKS NOMINATIONS FOR A VARIETY OF POSITIONS

The Nomination Committee of the NBCC Board of Directors is seeking nominations for positions on the NBCC board, four academies, the Center for Credentialing & Education, Inc. (CCE), and the Research and Assessment Corporation for Counseling, Inc. (RACC). These positions will be open July 1, 1999.

The board openings are for two general director and one specialty director positions on the NBCC Board of Directors. Board members normally serve three-year terms and may be reelected to a second three-year term. Open general positions must be filled by counselors holding the National Certified Counselor (NCC) credential; the open specialty position must be filled by a counselor holding the NCC and a specialty credential.

Academies for each specialty credential are composed of three members: an NBCC board appointed seat, an appointee from the related association, and an NBCC board member not holding that particular specialty credential. Board appointed academy positions are open for the following Academies: career, gerontological, school, and addictions. These academy members serve for a three-year term.

CCE’s open position is for a general advisor position, while the RACC open position is for a counselor with a background in testing. These positions must be filled by NCCs and are for a term of five years.

NBCC is an organization that values differences in background, perspective, beliefs, and traditions in order to assist a diverse constituency in offering exemplary and viable counseling services. To encourage the exchange of ideas, we seek NCC applicants with as many experiential backgrounds as possible. All expenses for attendance at official meetings are reimbursed.

All interested NCCs are encouraged to apply. Additional information will be provided in the nomination packet. Individuals who wish to make nominations of other persons or self-nominations for any of the open positions may obtain a nomination packet by writing, calling, or faxing a request to NBCC at the following address: NBCC Nomination Packet, 3 Terrace Way, Suite D, Greensboro, NC 27403-3360; telephone 336-547-0607; fax 336-547-0017. You also may receive this packet through our Fax on Demand by dialing 800-324-6222 for document number 6001 or printing it from our Web site. Completed nomination packets must be received no later than March 1, 1999, to be considered. □

HOW TO USE THE NCC LOGO

Last June, the NBCC Board of Directors approved a new logo for the NCC credential. This logo is a certification mark specially designed for use by NCCs in advertising and promotional materials to help them distinguish themselves and their achievements as a National Certified Counselor. NCCs can use this mark in newspaper ads, yellow page advertisements, informational materials, business cards, and articles recognizing them for achievement. This mark is available to NCCs either in color or black/white, on diskette, or hard-copy form free of charge. To obtain a copy of this logo, please contact NBCC at 336-547-0607.

This mark can only be used by fully certified NCCs in good standing. Applicants, examinees, and Board Eligible NCCs may not use this logo until they achieve full certification as an NCC. NCCs who are suspended, allow their NCC to lapse, or voluntarily relinquish or otherwise lose their certification (either temporarily or permanently) must cease use of this and all other

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.

Barbara J. Ralph, # 29428, Suspended
Stephen E. Walker, # 15623, Probation

OTHER ACTIONS

Surrender of Certification:

Heather L. Thompson, #45119, surrendered all NBCC certifications and designations previously granted her, effective September 16, 1998.



NCC logos immediately.


NCCs must make sure that any materials, which include the certification mark, places this mark close to their name, so the credential is associated with the NCC and not with the practice itself or other partners/employees of the practice. NBCC marks, including this certification mark, may not be altered in any manner whatsoever.

NCCs may not use this logo on promotional items (T-shirts, pens, posters, etc.) that are either given away or offered for sale. NCCs cannot use this mark in a manner that would restrict its use by other NCCs. This logo also cannot be incorporated into any other logo or mark, including letterhead mastheads.

If you have any question about the proper use of this or any other mark owned by NBCC, or you witness an improper use of this logo, please contact NBCC. Below are examples of the proper use of this mark. □

Yellow Pages/Newspaper Advertisement Example

John/Jane Doe, M.S., (Ph.D., Ed.D., Ed.S., etc.)



Specializing in the counseling of
(This language can be customized to meet the needs of the practice of the NCC.)

[Practice Name]

1234 Sunny Street
Anywhere, NC 23456-9876
For appointments or other information: (555) 444-1234
(This language can be customized to meet the needs of the practice of the NCC.)


Business Card Example

[Practice Name]

[Practice Logo And/Or Mission Statement]

3434 Main Street
Anywhere, NC 23434-5343
(333) 555-1234
(333) 555-6789 (facsimile)

John/Jane Doe, M.S., (Ph.D., etc.)
Counselor



AAC COMPLETES NATIONAL SURVEY

By Gerald A. Juhnke, Ed.D., NCC, MAC, Associate Professor/Department of Counselor Education and Development, University of North Carolina at Greensboro, and Sondra L. Smith, Ph.D., NCC, Assistant Professor/Educational Leadership, Research, and Counseling, Louisiana State University

The Assessment Training in Mental Health Counseling Committee of the Association for Assessment in Counseling (AAC) conducted a national survey of 750 randomly selected Certified Clinical Mental Health Counselors (CCMHCs). Total usable responses were 277 (approximately 37 percent).

Survey results suggest CCMHCs use a broad variety of general personality assessment instruments such as the Millon Clinical Multiaxial Inventory (MCMI), the Minnesota Multiphasic Personality Inventory II (MMPI-II), and the California Psychological Inventory-Revised (CPI-R) as well as specialty instruments related to substance abuse and depression assessments.

The following 15 assessment instruments were reported as being used by survey respondents:

1. Beck Depression Inventory (BDI)
2. Substance Abuse Subtle-Screening Inventory (SASSI)
3. Beck Hopelessness Scale (BHS)
4. Michigan Alcoholism Screening Test (MAST)
5. Minnesota Multiphasic Personality Inventory II (MMPI-II)
6. Millon Clinical Multiaxial Inventory (MCMI)
7. Millon Adolescent Personality Inventory (MAPI)

8. Myers-Briggs Type Indicator (MBTI)
9. House-Tree-Person (HTP)
10. Wechsler Intelligence Scale for Children III (WISC-III)
11. California Psychological Inventory-Revised (CPI-R)
12. Eating Disorder Inventory (EDI)
13. Alcohol Use Inventory (AUI)
14. Wechsler Adult Intelligence Scale II (WAIS-II)
15. Family Environment Scale (FAM)

Survey respondents were also asked to rank in order the five most frequently used instruments in their practices. Twenty-five percent of respondents (n=69) indicated that the MMPI-II was the most frequently used instrument within their practices, and 48 percent of respondents (n=131) indicated that the MMPI-II was one of the five most frequently used instruments in their practices.

Respondents further indicated that formal graduate school education should train counselors who wish to become CCMHCs in the following 10 instruments:

1. Beck Depression Inventory (BDI)
2. Minnesota Multiphasic Personality Inventory II (MMPI-II)
3. Substance Abuse Subtle-Screening Inventory (SASSI)
4. Millon Clinical Multiaxial Inventory (MCMI)
5. Millon Adolescent Personality Inventory (MAPI)

6. Wechsler Intelligence Scale for Children III (WISC-III)
7. Michigan Alcoholism Screening Test (MAST)
8. Wechsler Adult Intelligence Scale II (WAIS -II)
9. Beck Hopelessness Scale (BHS)
10. House-Tree-Person (HTP)

AAC Assessment Training in Mental Health Counseling Committee members involved in the survey included Dr. Gerald A. Juhnke (The University of North Carolina at Greensboro), past chair; Dr. Sondra Smith (Louisiana State University); Dr. William Kline (Idaho State University); and Dr. Valerie Schwiebert (Western Carolina University).

Dr. Dale Pietrzak of Kent State University became chair of the committee in June. Juhnke is now chairing AAC's Committee on Assessment Training in Addictions which is currently surveying Master Addictions Counselors (MACs) to determine frequently used assessment instruments within the specialty area of addictions. □



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The National Board for Certified Counselors, Inc. (NBCC) values diversity. There are no barriers to certification on the basis of gender, race, creed, age, sexual orientation, or national origin.



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NCC FACTS AND FINDINGS

By Wendy Charkow

Research about counselors is an extremely important part of the counseling profession. We need to know who counselors are, what they do, with whom they work, settings in which they practice, and "what counselors are all about." Without this data, we cannot expect the public to understand and respect the profession of counseling.

NBCC is doing its part to provide this type of information about our NCC population through publishing this column of research findings in our newsletter.

For example, did you know that there are currently 28,678 NCCs? Figuring in current numbers and expected trends, we predict that this number will increase to 34,000 by the end of the year 2000. Of our 28,678 NCCs, approximately 72 percent are women and 27 percent are men. Approximately 90 percent are Caucasian, 5 percent are African American, 2 percent are Hispanic, 1 percent identify with "Other," 1 percent are Asian American, and .05 percent are Native American.

Numbers may not add up exactly, as it is optional for NCCs to provide NBCC with gender and race information. Of course, these numbers are continually changing, because the NCC population is a dynamic and growing group. Next issue we will present data related to NCE performance and various demographic groups. If you have questions about this data, or ideas related to future research studies, please contact Wendy Charkow at NBCC at 336- 547-0607. □

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