



# THE NATIONAL CERTIFIED COUNSELOR

THE OFFICIAL NEWSLETTER OF THE NATIONAL BOARD FOR CERTIFIED COUNSELORS

## NBCC Seeks Board Nominations

*Editor's note: NBCC has begun its annual solicitation for nominations to its Boards of Directors. The following article by President and CEO Dr. Thomas Clawson explains the process and, more importantly, its importance to the counseling profession. Instructions for nominating candidates follow this article on Page 3.*

**By Dr. Thomas Clawson**

Every year we advertise upcoming vacancies on the Boards of NBCC and Affiliates, and Center for Credentialing and Education (CCE). Although the process is straightforward, it deserves elaboration because of its vital role to NBCC and the counseling profession.

All the Boards have membership that is made up of National Certified Counselors (NCCs) and public members who have staggered term endings. Our operations require staggering terms so there is not a time when the majority of members leaves a board. So, every year you will see notices that each Board has one or more openings occurring at the beginning of our fiscal year (July 1).

The announcements generally specify that people apply for any or all positions (see "NBCC Seeks Nominations for Two Board Positions" on page 3). If an applicant is interested in one position, applying for that position alone is helpful to the nominating committee. That committee, a sub-committee of the NBCC Board, studies the needs of the Boards and chooses a long list of possible candidates. As

*continued on page 3*

## NBCC Planning Special Presence, NCC Reception at ACA Conference

Next year's ACA conference will be just 90 minutes down Interstate 85 from NBCC headquarters in Greensboro, NC.

Given the close proximity to Charlotte, NBCC will have an enhanced presence to showcase its activities and to highlight the stature and accomplishments of certified counselors. An enlarged booth in the exhibit hall will offer extensive information on NBCC activities while also creating the opportunity to answer questions or just say hello.

NBCC also plans to host a reception honoring all NCCs at the conference. The event, scheduled for Sunday, March 22, from 5 p.m. to 7 p.m., will be an opportunity to enjoy refreshments and mingle with other NCCs from across the country. As details are finalized, you will receive additional information about the reception.

**CIRCLE MARCH 22**

**That's the date  
for NBCC's  
reception for  
NCCs at ACA.**

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**NBCC leaders meet with Queen Ashi Sangay Choden Wangchuck of Bhutan. See page 2 for full story.**

# NBCC Honors Bhutan Queen; Counseling Initiatives Announced

Leaders of the National Board for Certified Counselors and Affiliates (NBCC) traveled to Bhutan to present a special award to Queen Ashi Sangay Choden Wangchuck in recognition of her advocacy for mental health care in the Asian kingdom.

Presented at a Sept. 21 ceremony in the capital city of Thimphu, the award for Excellence in Mental Health Awareness acknowledged Her Majesty's dedication and innovation in recognizing and taking action to prevent mental health problems in the lives of women, girls and all the people of Bhutan. Much of Her Majesty's effort involves RENEW (Respect, Educate, Nurture and Empower Women), an organization she founded and leads as president. Presenting the award were NBCC Board Chair Dr. Kurt Kraus, Past Chair Dr. Linda Foster, and NBCC President and CEO Dr. Thomas Clawson.

Dr. Kraus noted the unprecedented attention that Bhutan's leaders, particularly Her Majesty, are giving to the profession of counseling.

"Never have we seen a country whose leaders, policy makers, and mental health professionals understand and support counseling as a means of help for so many people," Dr. Kraus said. Commenting on Her Majesty's extraordinary efforts on behalf of women, Dr. Foster said, "Her Majesty's dedication to the empowerment of women serves as a wonderful model for women in leadership positions."

Bhutan's first NCC is Tshering Dolkar, who works at the RENEW counseling center in Thimphu. Her Majesty gave Ms. Dolkar a special bronze NCC certificate honoring her extraordinary efforts to qualify for the most prestigious credential in counseling.

During the presentation ceremony, Dr. Clawson announced three NBCC-proposed initiatives in Bhutan.

One will train trainers for NBCC's Mental Health Facilitator (MHF) program, which was developed in coordination with the World Health Organization. Under RENEW's auspices, MHF trainers will teach basic mental health concepts and helping skills tailored to the needs and customs of Bhutan. The training is designed for workers in a wide range of helping

professions. It covers both simple intervention methods and how to make referrals to appropriate professional services.

Second, Dr. Clawson offered NBCC's extensive professional resources to help the Ministry of Education and the Royal University of Bhutan to create a degree program in counseling. NBCC works closely with nearly 400 U.S. universities that offer advanced degrees in counseling. The third proposal envisions NBCC facilitating exchanges of counseling professors as well as internships for students in Bhutanese schools and clinics.

Dr. Clawson said NBCC's commitment to partnerships in Bhutan was sparked by Ms. Dolkar's "years of hard work, patience, and insistence on achieving NCC status."



*Bhutan's Queen Ashi Sangay Choden Wangchuck receives NBCC award from Board Chair Dr. Kurt Kraus, Past Chair Dr. Linda Foster and President and CEO Dr. Thomas Clawson.*

Moreover," he added, "Her Majesty is an inspiring leader who embraces the need for counseling in her passionate works. She is opening doors to counseling in Bhutan like no other leader we have met."

## First NCC in Kingdom of Bhutan

In 2001, when Tshering Dolkar met and talked with Dr. Thomas Clawson, NBCC president and CEO, at the International Association for Counseling Conference in Transition in Lonovla, India, both had a similar vision. Ms. Dolkar wanted to become the first National Certified Counselor (NCC) in her home country of Bhutan, and Dr. Clawson wanted to help her achieve that goal. They both were more than pleased and proud when Ms. Dolkar was awarded a bronze NCC certificate by Her Majesty Queen Ashi Sangay Choden Wangchuck in a moving ceremony on September 21, 2008, in Thimphu, the capital of Bhutan.

Tshering Dolkar was born in Phuensholing in southern Bhutan but was schooled in northern Bhutan at Punakha High School. She went on to earn a bachelor's degree as well as a master's degree in education before teaching high school for three years. She was then chosen by the government to receive a scholarship allowing her to enroll in the master's program in counseling at the University of New Brunswick in Canada. Following the completion of her studies, she worked for and became head of the Department of Youth and Guidance and Counseling under the Bhutanese Ministry of Education.

With this background, it is easy to see why Her Majesty the Queen supports Ms. Dolkar to develop and establish counseling programs in the Queen's organization, Respect, Educate, Nurture, and Empower Women (RENEW) which works for the empowerment of disadvantaged women and girls in Bhutan. Her Majesty is the founder and president.

Ms. Dolkar is a wonderful example of an empowered woman. Nothing stopped her during the last seven years while she was taking post-graduate coursework and working full-time for RENEW. Dr. Clawson said of her at the ceremony, "Her energy and desire for excellence inspired me to collaborate with her to achieve something nobody had done: to become a National Certified Counselor in the United States while completing her training from Bhutan. Her work, patience, and insistence have brought us here today."

Tshering Dolkar has joined more than 42,000 counselors in the U.S. and around the world who hold the NCC credential. NBCC looks forward to working with Her Majesty the Queen and Ms. Dolkar to expand the role of counseling in the Kingdom of Bhutan.

# Seeking a Board Position

from page 1

the process evolves, a short list of candidates is chosen for interviews and later voting by the NBCC Board.

Over the years, we have made observations that may assist applicants. While these are informal observations, they may answer some questions about the process and encourage NCC's to apply.

- Almost all new Board members do not know sitting Board members—in short, with NBCC it is not “who you know.”
- Quality and knowledge is of greater importance than geography of practice.
- Although holding a doctorate in Counseling has no effect on election, most applicants have doctorates.
- NBCC seeks diversity of practice, experience, leadership, and employment as well as valuing differences in background.
- The Nominations Committee honors application requirements and deadlines; for example, checking whether candidate credentials are up to date; it does not accept late applications.

- The NBCC Board elects members of its affiliate boards.
- Since meetings occur in Greensboro as well as other locations around the country and world, applicants should be experienced travelers.
- Most of NBCC's work occurs in the actual Board meetings, but there is a time requirement for some travel and work at other times.
- NBCC and Affiliates pays travel expenses related to corporate business, but not compensation for work.
- All Boards are policy boards. The staff of NBCC and Affiliates carries out the policy.
- No applicant who holds a policy-making board position in a counseling organization in the United States can be elected if the term of office overlaps with the NBCC and Affiliates term.

This is a brief synopsis of applicant information. Why not nominate another NCC, nominate yourself, or act as a reference? NBCC looks forward to hearing from you.

## NBCC SEEKS NOMINATIONS FOR TWO BOARD POSITIONS

The Nominations Committee of the NBCC Board of Directors is seeking nominations for one position on the NBCC Board and one position the Board for the Center for Credentialing & Education, Inc. (CCE). Both positions will be filled July 1, 2009.

NBCC Board members are elected to serve three-year terms and may be re-elected to a second three-year term. The open position must be filled by an individual holding the National Certified Counselor (NCC) credential.

The CCE Board position must also be filled by an NCC and is for a term of five years. Please go to the NBCC Web site ([www.nbcc.org](http://www.nbcc.org)) and read about the duties, meeting times, and other important information about being a Board member.

NBCC and Affiliates 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, Greensboro, NC 27403-3360; telephone 336-547-0607; fax 336-547-0017. You may also receive this packet by printing it from our Web site. Completed nomination packets must be received no later than **January 30, 2009**, to be considered.

## Mental Health Observances

### October

Let's Talk Month

- 5-11 Mental Illness Awareness Week
- 8 Stop America's Violence Everywhere Today
- 10 World Mental Health Day
- 10 National Depression Screening Day
- 20-24 National Health Education Week

### November

National Family Caregivers Month

National Alzheimer's Disease Awareness Month

National Hospice Palliative Care Month

22 National Survivors of Suicide Day

### December

1 World AIDS Day

# New NBCC and Board Members Elected; Promotions at NBCC International

New members have joined NBCC boards of directors, and NBCC International has announced two staff promotions as part of a divisional reorganization.

Kevin Gallagher of Burlington, VT, has been elected to the NBCC Board of Directors. Prior to his election to a three-year term, Gallagher served for two years (2006-2008) on the Board of Directors for the Center for Credentialing and Education, Inc. (CCE), an NBCC affiliate. NBCC President and CEO, Dr. Thomas Clawson, said, "With both a financial and clinical background, Kevin Gallagher brings important assets to his board work with us. His interest in policy and policymaking will be invaluable in this new role."



*Gallagher*

Dr. Brandon Hunt of University Park, PA, has been elected to the NBCC Board of Directors. In welcoming Dr. Hunt to her three-year term, Dr. Clawson said, "Dr. Hunt has dedicated her professional life to training counselors. As a result, standards and quality have always been important to her. She understands what credentialing bodies contribute to a profession."



*Hunt*

Dr. Thomas Lovett of Florence, AL, is returning to the Board of Directors of CCE and will start his five-year term as secretary. During a previous term on the CCE Board from 1996 to 2003, he served as its president and past president. "Dr. Lovett's visioning talents combined with his strong moral fiber once again make an ideal fit for the entrepreneurial arm of NBCC," Dr.



*Lovett*

Clawson said. "There is no question that he is committed to CCE and its role in promoting counseling around the globe."

Meanwhile, NBCC International has named two associate vice presidents.

Dr. Andreea Szilagy and Wendi Schweiger were promoted in recognition of their accomplishments and as part of a reorganization of NBCC International staff responsibilities along regional lines. Dr. Szilagy remains manager of NBCC-I's European activities. She will concentrate on European issues and direct the many country offices established. Schweiger, formerly holding the title of NBCC-I director, is now responsible for all issues arising in Africa and Latin America.



*Szilagy*



*Schweiger*

Executive Vice President Ted Iliff will continue his overall responsibility for all NBCC International affairs as well as directed activities of the National Board for Certified Counselors. Regionally, he will handle all Asia issues as well as general global issues, including relations with international organizations such as UNESCO.

Dr. Clawson will continue his direct involvement in corporate activities and program development in Europe as well as his active interest in globalizing counseling.

Dr. Daniel Paredes, formerly International Coordinator with special responsibility for programs in Latin America, has accepted a teaching position in counselor preparation at the University of North Carolina at Greensboro.

For more details, go to [www.nbcc.org](http://www.nbcc.org) and look under In the News.

## NBCC Foundation Update

### Foundation Growing

The NBCC Foundation is in a phase of evolution and growth. A distinguished group of leaders has been appointed to the Foundation Board of Trustees, including Dr. Wayne Lanning (Chair), Dr. William Byxbee (Vice-Chair), Dr. Carol Hightower Parker (Secretary-Treasurer), Ms. Harriet Mayor Fulbright (Public Trustee), Dr. Brenda Freeman (Trustee), Dr. Linda Foster (NBCC Past Chair) serves as liaison from the NBCC Board to the Foundation. Additionally, a new vice president of NBCC, David Bergman, J.D., will have direct staff responsibilities to the Foundation.

In February 2008, the Board of Trustees held a joint meeting with the NBCC Board of Directors. The meeting included training for trustees on their roles by the renowned fundraising expert, Dr. Jerold Panas. Dr. Panas, a leader in charitable giving, spent a day teaching board members and staff how to make the foundation successful. Trustees also discussed priorities and plans for the future, receiving a new charge from the NBCC Board. The Foundation Board will be meeting again in November 2008 to build on the progress made since February.

The Foundation has been active on the program front, providing a \$10,000 grant to the NBCC International to help fund Mental Health Facilitator training in Malawi. The Mental Health Facilitator program focuses on improving access to community-based mental health care in foreign countries. The grant made possible the first MHF "training of trainers" course at the Guidance Counseling and Youth Development Centre for Africa in Lilongwe in February 2008.

The Foundation has also been active raising money for future programs. In Fiscal Year 2008, the Foundation raised \$27,000 in individual contributions from NBCC certificants.

- ✦ The Education and Vocational Guidance Practitioner (EVGP) certification was one of the topics presented at the International Association for Educational and Vocational Guidance (IAEVG) conference in Buenos Aires, Argentina, from September 18-20. The conference theme was The Role of Guidance in Achieving Social Ecology and Ecological Economy. The EVGP application is available in French, German, Spanish and English. CCE manages the EVGP certification process for IAEVG.
- ✦ CCE was represented at the Council on Licensure, Enforcement and Regulation (CLEAR) conference in Anchorage, Alaska, from September 25-27. Interdisciplinary policy development, test considerations for English as a second language, regulatory excellence, and ethics were prominent topics.
- ✦ CCE President Lynn Hall presented the first Human Services-Board Certified Practitioner (HS-BCP) certificates at the National Organization for Human Services Conference in Tucson, Arizona, on October 22-25. After the presentation, the inaugural certificants and the new certification program were honored at a reception sponsored by the University of Phoenix.
- ✦ CCE is a supporting sponsor for the International Career Development Conference/ California Career Conference. The conference will be in Los Angeles November 5-9. This year's theme is "Honoring the Past, Shaping the Future."
- ✦ CCE will be attending the National Organization for Competency Assurance (NOCA) conference November 19-22. The theme of the conference is "Spanning the Credentialing Industry - Education, Innovation, Advocacy." CCE staff will present

on best practices for international credentialing programs and will conduct a workshop on utilizing the media in a marketing plan.

- ✦ CCE announced the names of the first programs to be recognized with the Center of Career Development Excellence (CoE) accreditation. Michigan State AFL-CIO Human Resources Development, Inc. (MI-HRDI) of Lansing and the YMCA of Greater Pittsburgh's Career and Workforce Development Center~East (CWDC~E), were presented with certificates at the National Career Development Association Conference.
- ✦ CCE will accept applications for the Thinking for a Change (T4C) credential in late 2008 or early 2009. The T4C is an evidence-based cognitive behavior program that has been the training tool for thousands of correctional staff working directly with offender groups since its founding in 1997. The T4C curriculum is offered through a 32-hour training course consisting of two-hour group sessions usually taking place twice weekly over several weeks. The curriculum is based in problem-solving, cognitive restructuring, and social skills interventions.
- ✦ The Global Career Development Facilitator (GCDF) is experiencing significant growth in Romania where 120 new GCDFs are likely to be certified by the end of 2008. The GCDF training program in Romania includes 120 training hours, evaluation, supervision, continuing education and ethical support. The training is based on a national curriculum, developed by a Romanian team of experts in accord with local and European labor market needs.
- ✦ CCE-Europe (CCE-EU) is now operational as a non-profit organization registered in Switzerland. CCE-EU works with academic institutions, professional organizations, government

agencies, nongovernmental organizations, and private enterprises to develop professional credentialing in Europe. Current CCE-EU programs include the GCDF, the International Certified Supervision Professional (ICSP) and the Mental Health Facilitator (MHF).

## NBCC-I Bylaws Revised

The NBCC Board of Directors has approved a significant revision of NBCC International's bylaws.

At its Oct. 11 meeting in Greensboro, the Board approved a staff recommendation to change the NBCC International Board into the NBCC International Advisory Committee. The NBCC Board will oversee the council's activities and approve members based on nominations by Board or staff members. The head of NBCC International, currently Executive Vice President Ted Iliff, will serve as council chairman.

This means that members no longer are burdened with legal fiduciary responsibilities and can serve as advisors in a less structured arrangement than under the previous bylaws.

The new guidelines loosen the membership number of the council to a range of four to eight. While membership will still be patterned after World Health Organization regions, the council seats will not be allocated strictly according to those six regions. Former members of NBCC Boards can also be members, but that representation is no longer mandated as it was in the past.

The current NBCC-I Board members were asked to remain on the Advisory Council at least until the end of their terms.

One original member, however, resigned just before the changes were formally announced. Dr. Huda Ayyash Abdo of Beirut, Lebanon said her decision was based on personal and professional reasons, as well as the uncertain political conditions in her country.

# NBCC Board of Directors Amends the NBCC Ethics Case Procedures

**Dr. Holly J. Hartwig Moorhead, NBCC Ethics Officer**

As part of a regular review of NBCC ethics policies, the NBCC Board of Directors approved several revisions to the NBCC Ethics Case Procedures in June 2008. The NBCC Board of Directors last amended the Case Procedures in October 2005.

The NBCC Ethics Case Procedures explains the policies and procedures that NBCC follows when reviewing and resolving ethics matters. As such, this document contains important information with which all certified counselors should be familiar.

Several of the changes are substantive. An example of one of these changes is the inclusion of requirements identified in Ethics Case Procedures Section L.6. This provision states that, if the NBCC Board of Directors Ethics Appeals Committee determines that an appeal of a Final Decision and Order issued by either the NBCC Ethics Officer or the Ethics Hearing Committee does not meet the appeal requirements or otherwise warrant further formal review consistent with the Case Procedures requirements, the Committee will reject the appeal. Such determinations are not subject to further appeal.

All certified counselors are strongly encouraged to download a free copy of the revised Ethics Case Procedures by visiting the NBCC Web site at: [www.nbcc.org/ethics2](http://www.nbcc.org/ethics2). Additionally, certified counselors should carefully review the document to ensure that they understand their ethical responsibilities as described in the NBCC Code of Ethics Section A.16.

## Disciplinary Actions

The following NCCs were disciplined by NBCC pursuant to the NBCC Ethics Case Procedures. These matters represent final decisions by the NBCC Ethics Officer, Ethics Hearing Committee, or Board Ethics Appeals Committee, in accordance with the NBCC Code of Ethics and Ethics Case Procedures.

Badger, Michelle N., #68771, New Jersey, Public Reprimand for NBCC Code of Ethics Sections A.13, A.16 and C.b, and NBCC Ethics Case Procedures Section A.7.

Bernardo, Michelle R., #69181, New Jersey, Public Reprimand for NBCC Code of Ethics Sections A.13 and A.16, and NBCC Ethics Case Procedures Section A.7.

Frisbie, Susan J., #23401, Nevada, Public Reprimand for Violations of NBCC Code of Ethics Sections A.3, A.13, B.1, and B.4; One (1) Year Certification Suspension.

Fallon, Sue, #78931, New Jersey, Public Reprimand for Violations of NBCC Code of Ethics Sections A.13 and A.16, and NBCC Ethics Case Procedures Section A.7.

Johnson, Evelyn L., #48328, Washington, Public Reprimand for Violations of NBCC Code of Ethics Sections A.7 and A.9.

Luster, Debra, #52654, Arizona, Public Reprimand for Violations of NBCC Code of Ethics Sections A.2, A.9, and F.1.

Oakley, Marikathryn, #56880, Wisconsin, Public Reprimand for Violations of NBCC Code of Ethics Section A.13, A.16, and B.9, and NBCC Ethics Case Procedures Section A.7; One (1) Year Certification Probation.

Rogers, Jennifer J., #208494, Michigan, Public Reprimand for Violations of NBCC Code of Ethics Sections A.8, A.10, A.13, and A.15; One (1) Year Certification Suspension.

Shaitelman, Amy M., #70924, Pennsylvania, Public Reprimand for NBCC Code of Ethics Sections A.13 and A.16, and NBCC Ethics Case Procedures Section A.7.

Wanamaker, Tammy L., #17910, Texas, Public Reprimand for Violations of NBCC Code of Ethics Section A.16, and NBCC Ethics Case Procedures Section A.7.

Woodfork, Jessica L., #44525, West Virginia, Public Reprimand for Violations of NBCC Code of Ethics Sections A.16 and B.5, and NBCC Ethics Case Procedures Section A.7; One (1) Year Certification Probation.

## Certification Actions

Dispenza, Cyd, #64914, Massachusetts, Certification Relinquished.

Applicants have been declared ineligible for NBCC certification for violations of NBCC policies, including NBCC Code of Ethics Sections A.8, A.9, A.10, A.13, A.16, A.17, B.9, G.1, and G.3, and NBCC Ethics Case Procedures Sections A.7 and A.10

*Editor's note: This section is intended to let NCCs inform their peers of important professional accomplishments and developments in their careers. If you have an item for NCC Network, please submit it to [newsletter@nbcc.org](mailto:newsletter@nbcc.org). For updated formatting and content guidelines, please go to [www.nbcc.org/newsletter/guidelines](http://www.nbcc.org/newsletter/guidelines).*

**Darius Norton Cooper, NCC**, of Atlanta, GA, was awarded Doctor of Philosophy from the School of Human Service with a specialization in Professional Counseling from Capella University on May 31, 2007. His dissertation titled *Treatment Success: An Evaluation of the Effectiveness of the Therapeutic Community in One Hospitalization Setting* was considered as one of the first major studies to examine the therapeutic community in a short-term setting.

Dr. Cooper is currently a professor at American InterContinental University and Kaplan University, Schools of Criminal Justice Programs, a family therapist for Ridgeview Institute, and Founder and Director of Reality and Resolution Professional Counseling Services, Inc.

**Michael C. Lazarchick, NCC, NCCC**, of Weymouth, NJ, was awarded a Professional Achievement Award from the State of New Jersey on May 5th, 2008. Dr. Lazarchick continually pursues continuing education to enhance his personal professional growth and to enable innovation and outstanding practices from his staff at the Atlantic County One Stop Career Center.

**Angelo Pezzote, NCC**, of New York, NY, recently published *Straight Acting - Gay Men, Masculinity and Finding True Love* (Kensington Books) in which he draws upon personal and professional education and experience as a gay psychotherapist and advice columnist specializing in gender and sexuality. Looking through the lens of masculinity, he examines how cultural norms for American males and anti-gay sentiment breed traumatic internalized homonegativity in gay men, oppressing them and their relationships. He also provides a basis for change by empowering readers to form new conceptions of masculinity which allow for true intimacy. While his focus is on gay men, this book can be useful to anyone in a relationship with a man. It can be ordered through Amazon.com or found at gay book stores, Barnes and Noble, and Borders.

**Thomas R. Winkel, NCC**, of Phoenix, AZ, recently co-authored *Transformation from Tragedy: Stories of Hope, Faith & Community After the Tsunami*. This full-color book uses both stories and images to chronicle his experiences providing trauma counseling to survivors of the Southeast Asia tsunami in Indonesia. For clinicians, it provides a look into the positive effect of using Western mental health concepts cross-culturally in a disaster setting. For clients, it is a story of hope for overcoming life's traumas and tragedies. The book features a foreword by former United States President George H.W. Bush. Twenty percent of book sales goes to continuing rebuilding efforts in Indonesia. The book and more information are available from WordPoint Publishing at [www.TransformationBook.com](http://www.TransformationBook.com).

### NBCC Honors Dr. Ken Hoyt

Dr. Ken Hoyt, a leading figure in career counseling, died Aug. 27 in Urbandale, Iowa. Dr. Hoyt was both a pioneer and a pillar of the career development/career education movement in America. He not only had a long and distinguished career in academia but also served as the Director of the Office of Career Education under the U.S. Department of Education. Dr. Hoyt served as president of the National Career Development Association from 1992 to 1993 and served NCDA with years of leadership.

WASHINGTON – A bipartisan group of House and Senate members wants the Veterans Administration to explain delays in implementation of a law requiring the credentialing and employment of mental health counselors by that agency. NBCC spearheaded the effort to build interest and support for the letter.

The 2006 legislation (PL109-461) was intended to help the VA meet a growing demand for mental health services to veterans. In a letter dated Oct. 7 to VA Secretary James Peake, two senators and four congressmen raised questions about his agency's implementation of the law, citing "the delays and seeming misdirection it has taken."

The law ordered the VA to create a new job classification specifically for mental health counselors within the list of professions approved by the federal Office of Personnel Management. The letter accused the VA of resisting the will of Congress while preserving "the status quo, which has resulted in counselors not being able to provide clinical services to our veterans."

"We want to see the VA move expeditiously to implement the law and begin employing counselors in independent clinical positions," the letter said. "We believe the employment of mental health counselors will be a positive step towards ensuring our nation's bravest are provided the care that they so justly deserve."

The letter was signed by Sen. Ron Wyden (D-OR), Sen. Gordon Smith (R-OR), Rep. Patrick Kennedy (D-RI), Rep. Jim Ramstad (R-MN), Rep. Zachary Space (D-OH), and Rep. David Hobson (R-OH).

NBCC has been active in drawing attention to the VA's response to the law.

A year ago, Kristi McCaskill, NBCC's counseling advocacy coordinator, testified before a House subcommittee on the VA's inaction regarding the law. Since then, NBCC has been working closely with members of Congress to ensure that the VA understands the intent of Congress and implements the law accordingly.

# MARK YOUR CALENDAR NOW!



## ACA 2009 Conference & Exposition

Co-sponsored by North Carolina Counseling Association

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**March 19-23, 2009**

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- ✓ **Attachment-Focused Family Therapy** (9 credits)



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# GCDF Helps to Lure Students to Sofia University in Bulgaria

*Editor's note: This item appeared recently in The Sofia Echo (sophiaecho.com), an English-language publication in the Bulgarian capital. It is one example of the many news items that appear on a regular basis in international media covering activities of NBCC and its affiliates.*

**By Svetlana Guineva**

At a news conference on September 16, Sofia University's pedagogy department presented new bachelor's and master's degree programmes that it is developing.

In collaboration with the Center for Credentialing and Education's Global Career Development Facilitator (GCDF), the department is aiming to boost its new student admissions on the backdrop of recent reports that young people are shying away from educational disciplines.

The department dean Ivailo Tepavicharov announced the launching of a new bachelor's programme called education in a non-formal setting, which, by his own words, would prepare personnel adequately to continue in the realm of life-long education.

Another novelty for the department was a master's degree featuring qualification and re-direction of the workforce, whose essence, in reality, was career consulting. The programme will train people in professional orientation and personnel management. Those who do not wish to apply for the master's degree will be able to take the same academic modules in a one-year continuing education course.

GCDF – Bulgaria's director Gergana Rakovska explained that by going through the programme's training, students would learn practical skills like teaching people how to apply for jobs, assisting in the career orientation process, providing research skills and how to analyse the labour market, among others.

Rakovska said that since the Bulgarian office of GCDF opened in 2005, more than 1000 people had been trained, and most of them had found job at various public institutions as human resources specialists. The director also said that the foundation was seeking co-operation with high schools for the establishment of career centres there to assist young people with their career choices and area of study.

GCDF was founded in the United States in 1997 and offers standardisation and acceptance of career orientation certificates that match the professional requirements of the 40 countries in which it operates.

## CACREP Standards Announced

At its July 2008 board meeting, the Council for Accreditation of Counseling and Related Educational Program (CACREP) adopted new standards for entry-level and doctoral-level training programs across the United States and Canada. These standards will take effect on July 1, 2009. The current standards were adopted in 2001.

Carol Bobby, CACREP's executive director, described the changes as far-reaching. "I am extremely proud of the work of the Standards Revision Committee and the Board in conducting an open, transparent revision process and in developing a high-quality final product," she said.

As anticipated, the revised standards emphasize student learning outcomes. Now program areas must develop comprehensive assessment plans for measuring and evaluating student outcomes. In the wake of No Child Left Behind, many other fields have adopted similar evidence-based educational practices. The CACREP core, which encompasses eight areas of curricular experience, was largely untouched with the exception of three important additions. Standards for emergency preparedness were added along with language describing training for suicide prevention and intervention. Diversity standards have been infused throughout the core and in the program area standards. Finally, training in addiction counseling is now incorporated in the common core.

The issue of faculty qualifications was perhaps the most controversial in the revision process. Starting in 2009, new hires for "core" faculty positions in counselor preparation programs must hold a doctorate in counselor education or have been employed as fulltime faculty members in a counselor education program for at least one year before July 2013. The 2001 standards permitted core faculty to have doctorates in counseling *or related fields*. "The change is not meant to denigrate other degrees, but rather to say that if our profession is to strengthen, then professional counselors must play a significant role

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# Update on Advocacy Efforts for Counseling

NBCC actively promotes the counseling profession on the national and state levels. NBCC offers guidance and support to leaders and individuals on specific state initiatives and also provides targeted outreach on critical advocacy issues. NBCC also assumes a lead position on testing issues through the Fair Access Coalition on Testing (FACT). This article provides recent highlights of state advocacy efforts.

**California**—While the effort to provide licensure for professional counselors in the State of California failed in 2008, many battles were won, paving the way for eventual victory. The year began with the licensure bill (AB 1486) facing reconsideration in the Senate Committee on Business, Professions and Economic Development. The bill had passed two Committees and the full Assembly in 2007, but faced strong opposition when it reached the Senate.

Opposition came from the American Association for Marriage and Family Therapy, its California division, and the California Psychological Association. NBCC worked collaboratively with the California Coalition for Counselor Licensure (CCCL) to combat misinformation and promote the legislation. NBCC contributed financially to state lobbyists, as well as provided strategic guidance and grassroots support.

The CCCL worked diligently to get the legislation through the Assembly and redoubled its efforts to counteract the opposition in the Senate. After effective outreach and education, many Senators on the B., P. & E.D. Committee modified their votes and the bill passed the committee on June 19. It then was referred to the Committee on Appropriations. While there was momentum for the bill, the number of legislative days was limited. The bill author, Assemblyman Charles

Calderon, fought hard to shepherd the legislation through the Senate before the session ended. Unfortunately, the session ended and the bill died in committee. NBCC will be working closely with the CCCL in 2009 to get a new licensure bill introduced and passed.

**Kentucky**—NBCC and FACT were contacted by counselors from the State of Kentucky about proposed legislation to restrict the administration of certain psychological tests to psychologists. At the same time, the state Board of Psychology began issuing cease and desist letters to counselors who were administering certain instruments. NBCC staff joined the Kentucky Counseling Association to combat this legislation and regulatory enforcement. After some active lobbying and grassroots outreach, the bill failed to pass the legislature. As a consequence of the failed legislation, the Attorney General's office suspended enforcement of the cease and desist letters.

**Nevada**—NBCC has been tracking the development of regulations following the passage of counselor licensure legislation in 2007, and recently, the Nevada State Board of Examiners for Marriage and Family Therapists and Clinical Professional Counselors announced that applications for clinical professional counselors were available at [http://marriage.state.nv.us/Forms/CPC\\_Application.pdf](http://marriage.state.nv.us/Forms/CPC_Application.pdf).

The 2007 licensure law enumerated several requirements, including completion of graduate coursework, postgraduate experience, supervision, and a national counselor examination. The legislation provided two options to satisfy the examination requirement:

- the National Counselor Examination for Licensure and Certification and evidence satisfactory to the Board of at

least 3 years of work experience in mental health counseling; or

- the National Clinical Mental Health Counseling Examination.

However, the law includes a provision that the examination requirement will become the National Clinical Mental Health Counseling Examination beginning January 1, 2010.

For more information about requirements, please contact the Nevada State Board of Examiners for Marriage and Family Therapists and Clinical Professional Counselors.

NBCC also promoted counselor issues in Hawaii, Maryland, Minnesota, Missouri, Montana, West Virginia and Wisconsin in 2008.

## GOT NEWS?

If you would like to submit an item for NCC Network, refer to the guidelines and deadlines on our Web site:  
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Ruby Lee Wilson, my mother

## Recertification: Don't Miss the Date

About three months before your certification expiration date, NBCC will mail you a green recertification form. It will look like your annual bill. Along with the recertification form will be an instruction sheet. NBCC mails the recertification forms far in advance so that everyone has ample time to return the form, fee payment, and any required documentation well before their expiration dates. Since forms are mailed so far in advance of the expiration date, there is no grace period. The sooner you respond, the sooner you will receive your new certificate and prevent your national certification from expiring.

## Looking for Home Study CE? Check the NBCC Web site.

Over the last 15 years, the opportunity to earn continuing education credit from home has significantly increased. There is a wide variety of options available in many forms and formats. Online home study, for example, is increasing in popularity. This allows the student to read or view the material, take a quiz, and print out a certificate from a home computer. However, some counselors prefer the "book and quiz" type of home study because the books are actually ones they would have added to their professional libraries and, through the sponsoring organization, they can also earn CE credit. Regardless of the method, CE credit that is earned through home study should always be counted as clock hours. For example, if the certificate says "six CE credits earned," six clock hours should be counted toward the 100 hours needed to recertify. Visit the Home Study list today on our Web site at [www.nbcc.org/listhomestudy](http://www.nbcc.org/listhomestudy).

## Looking for Live Trainings?

The CE calendar on the NBCC Web site ([www.nbcc.org/calendar](http://www.nbcc.org/calendar)) lists live events and trainings, offered by NBCC Approved CE Providers, during the upcoming four-month period. Calendar items are listed by region and state.

## Voluntary Audits

Gloria F. Dansby-Giles, Madison, MS  
 Percival Dyer, Baker, LA  
 Janice B. Footlik, Evanston, IL  
 Amy K. Gardner, Fairview, NC  
 Lori G. Harris, Bethel, AK  
 M. Susann Hill-Mangan, Yuma, AZ  
 Vivian G. Hudson, Cranbury, NJ  
 Joan R. Kertay, Prospect Heights, IL  
 Hollis J. Nemiroff, Yardley, PA  
 Julianne I. North, Reading, MI  
 Ruth A. Pfaehler, Grosse Pointe, MI  
 James Redding, Columbus, GA  
 Susan M. Stuntzner, Beatrice, NE  
 Robert J. Tambone, Annandale, VA  
 Wanda D. Tyler, Meriden, CT  
 Regina M. Verlangieri, Oxford, MS  
 Barbara J. Wilson, Baltimore, MD  
 Patricia M. Wittenborn, Valdosta, GA

## Newly Approved CE Providers

Assn for the Treatment of Sexual Abusers  
 Beaverton, OR #6365

Behavioral Healthcare Consulting and  
 Leadership Dynamics Group  
 Baltimore, MD #6348

Bowie State Univ/Univ of MD Univ  
 College--Asia  
 FPO, AP #4535

Bureau of Autism Services, PA Dept. of  
 Public Welfare  
 Philadelphia, PA #6374

Calvert Hospice  
 Prince Frederick, MO #6364

CE-NOW.com  
 New River, AZ #6347

Corporate Univ of Providence  
 Providence Service Corp.  
 Lexington, VA #6350

Dancing Moose Productions  
 Denton, TX #6354

Empower Innovations  
 Guilford, CT #975

Flashceus.com  
 San Antonio, TX #6353

Georgia Southern Univ  
 Statesboro, GA #4533

Gerry Grossman Seminars  
 Los Angeles, CA #6362

Good Samaritan Society, Univ Spec.Ctr  
 Minneapolis, MN #976

Greenbriar Treatment Cntr, Training and  
 Publications  
 Wexford, PA #6352

Kansas City Metro Music Therapists  
 Kansas City, MO #977

Lighthouse Education, Inc.  
 Ft. Worth, TX #6351

MAPS-MD  
 Baltimore, MD #6355

Multicultural Family Institute  
 Highland Park, NJ #6362

National Fibromyalgia Assn  
 Anaheim, CA #6360

Psychological Studies Institute  
 Atlanta, GA #4534

Rancho Bosque  
 Tucson, AZ #6359

RENEW: Cntr for Personal Recovery,  
 Inc.  
 Walton, KY #6373

Summit Professional Education  
 Franklin, TN #6357

Tennessee Licensed Profession  
 Counselors Assn (TLPCA)  
 Nashville, TN #6376

The Learning Space (TLS)  
 Washington, DC #6377

Training Institute--S.W. Behav.Health  
 Phoenix, AZ #6368

Trauma Resource Institute  
 Claremont, CA #6349

Western AK Couns. & Guidance Cntr  
 Ft. Smith, AR #6369

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## CACREP Standards

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in the training of future counselors,” Bobby explained. A transition period for this change is included in the standards document.

In other developments, Community Counseling and Mental Health Counseling were merged into one area: Clinical Mental Health Counseling. The new area will require a minimum of 54 semester hours of coursework. A transition period for this change has been provided. Addiction Counseling was added as a 60 hour program area, and Gerontological Counseling was removed.

Dr. Thomas Clawson, president and CEO of NBCC and Affiliates, complimented CACREP on its

thoroughness in accomplishing an immense task. “The changes incorporated in this set of revisions are transformative and over time will reverberate literally around the globe. Our profession has taken a giant step forward.”

CACREP will conduct informational workshops about the changes at all of the ACES regional conferences this fall, at ACA in the spring, and at the ACES National Conference in fall 2009. In April 2009, institutions may register for a workshop titled *How to Write a CACREP Self Study*. To review the 2009 CACREP standards, go to [www.cacrep.org](http://www.cacrep.org). Inquiries should be directed to [cacrep@cacrep.org](mailto:cacrep@cacrep.org).

## Important Notice

This will be the last edition of The NCC to be printed on paper and mailed to recipients. Due to soaring costs for printing and mail delivery, we have decided to make this newsletter an electronic publication. You will be notified when the newsletter is published early next year and how to access it. Please make sure NBCC has your current e-mail address to assure you receive timely notification about this newsletter.

Send any updated e-mail address to [nbcc@nbcc.org](mailto:nbcc@nbcc.org).



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