

# THE NCC

THE NATIONAL CERTIFIED COUNSELOR



Volume 24, Number 1  
Winter 2008

## NBCC TESTIFIES REGARDING MENTAL HEALTH CARE AND THE VA

More than a year after the passage of PL 109-461, a law recognizing licensed mental health counselors as mental health specialists in the Department of Veterans Affairs (VA), NBCC remains concerned about the lack of counselors in the VA. Professional counselors continue to report that they have been denied employment by the VA solely based on their counselor status.

In October, NBCC's counseling advocacy coordinator, Kristi McCaskill, testified before the House Committee on Veterans' Affairs' Subcommittee on Health, which oversees policy regarding the VA. The invitation to testify during a hearing called "Health Care Professionals—Recruitment and Retention" followed ongoing advocacy efforts by NBCC to apprise legislators of professional counselors' concerns. Ms. McCaskill discussed the growing mental health needs of our nation's veterans and stressed the importance of creating a formal job classification for counselors so they can be employed by the VA in compliance with federal requirements.

A job classification specifically designed for professional counselors is necessary to secure approval for job postings. With licensed counselors employed at comparable levels as other mental health employees within the VA, equitable employment practices will finally have been achieved. Ultimately, the most important goal is to provide our veterans with quality mental health care in this time of unprecedented need. By removing the barriers which prevent counselors from competing for positions, the question of who is hired for a particular position becomes less important than who is qualified.

A copy of Ms. McCaskill's full testimony is available on the NBCC Web site ([www.nbcc.org](http://www.nbcc.org)) and on the committee's Web site ([www.veterans.house.gov](http://www.veterans.house.gov)).

**DURING TESTIMONY, NBCC PROVIDED DETAILED INFORMATION ABOUT THE GROWING MENTAL HEALTH NEEDS OF OUR NATION'S VETERANS AND STRESSED THE IMPORTANCE OF CREATING A FORMAL JOB CLASSIFICATION FOR COUNSELORS SO THEY CAN BE EMPLOYED BY THE VA IN COMPLIANCE WITH FEDERAL REQUIREMENTS.**

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## Mental Health Observances

### January 2008

20–26 Healthy Weight Week

### February 2008

4–8 National School Counseling Week

10–16 Children of Alcoholics Week

11–17 Random Acts of Kindness Week

24–March 1 Eating Disorders Awareness Week

### March 2008

14–29 Brain Awareness Week

Chronic Fatigue Syndrome Awareness Month

### April 2008

7 World Health Day

13–19 National Crime Victims Rights Week

Counseling Awareness Month

Alcohol Awareness Month

Autism Awareness Month

Child Abuse Prevention Month

Sources: [http://atra-tr.org/promotions/Health%20Observances%20\(2\).doc](http://atra-tr.org/promotions/Health%20Observances%20(2).doc); [http://www.umw.edu/fitness\\_center/national\\_health\\_observance/default.php](http://www.umw.edu/fitness_center/national_health_observance/default.php); <http://brown-ielocks.com/month2.html>.

## DECONSTRUCTING THE INSURANCE CONUNDRUM

In recent years, the number of insurance plans covering mental health services delivered by licensed professional counselors has increased. Even some of the bigger government-sponsored health programs now offer coverage. Many managed care companies and union benefit funds also pay for the professional services of licensed mental health professionals. As a consequence, EAPs, PPOs, HMOs, and URs are replacing the once-familiar fee-for-service payment system for these services.

Counseling practitioners are well aware that managed care is here to stay. The reality is that managed care organizations are driven by the need to keep their client companies happy; client companies, in turn, are driven to keep their employees happy and productive.

Today, counselors beginning a private practice apply to individual managed care companies for approval. Once the maze of paperwork and bureaucracy has been successfully negotiated, a provider number is issued. Some counselors have had success entering through the back door of this process—utilizing the client, the client's employer, and the state counseling association as ad hoc advocates for obtaining approval for reimbursement of services already rendered.

It's not unusual now to find that treatment plans require an approval process, hospitalization requires preauthorization, and case management is an even greater priority. When all is said and done, insurance companies must control and contain the fast-growing costs of health care, including those of mental health care.

Counselors receiving third-party payments, by necessity, have become skilled in understanding management care systems. They have learned to excel in developing specific treatment plans, articulating the rationale for those plans, and concretely describing patient progress for health care plan decision makers. Over time, the counseling field has adapted to the change—placing greater importance on brief, time-limited therapies. Residential or inpatient treatment plans are utilized less frequently, and group practices have become more common than individual practices. Across the spectrum of mental health services, there has been an increase in pharmacological interventions and a much greater reliance on outpatient services, but most insurance companies still do not cover distance counseling.

Despite these modern trends, estimates are that nearly two of three Americans with mental health issues are under-served or never-served. Cost and lack of insurance are two of the leading causes. Access to mental health care in the United States is uneven and not on par with access to care for physical ailments. Although 43 states have passed legislation providing some level of mental health parity within their borders, these laws do not extend to the health plans of most large employers and unions. Lobbyists from the major counseling professional associations have been working diligently on passage of federal legislation to improve parity. The NBCC Web site will continue to feature periodic updates on this matter.

**NEARLY TWO OF THREE AMERICANS WITH MENTAL HEALTH ISSUES ARE UNDER-SERVED OR NEVER-SERVED. ACCESS TO MENTAL HEALTH CARE IN THE UNITED STATES IS UNEVEN AND NOT ON PAR WITH ACCESS TO CARE FOR PHYSICAL AILMENTS.**



NATIONAL BOARD FOR  
CERTIFIED COUNSELORS™

The National Certified Counselor is published three times per year: Spring/Fall/Winter. It is distributed without charge to NCCs by NBCC®.

Third class postage paid in Greensboro, North Carolina.

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TED ILIFF

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## NBCC SPEAKS UP FOR COUNSELING AT UNESCO GENERAL CONFERENCE

NBCC has used its official status with the United Nations Educational, Scientific and Cultural Organization (UNESCO) to advocate for counseling as a part of the agency's education policies and programs.

Executive Vice President Ted Iliff represented NBCC at the biennial General Conference held at UNESCO headquarters in October. NBCC was invited to participate in the conference because of its status as a nongovernmental organization (NGO) partner in official relations.

While attending the Education Commission's strategy and planning meetings, Mr. Iliff noted that UNESCO documents and state-

ments concerning its keystone "Education for All" (EFA) initiative spoke of a holistic approach to fostering education. However, they made almost no reference to any form of guidance or counseling.

During the commission's debate on EFA, Mr. Iliff raised the issue of counseling's benefits to the more than 60 national delegations attending the session.

"Counseling is a set of skills that can be taught at various levels of complexity to fit a school's cultural, social, and economic environment," Mr. Iliff said.

"Training in counseling skills can help teachers and other school personnel identify signs of stress, trauma, depression, addiction,

abuse, and many other mental health problems that threaten a child's development. Add career or vocational counseling, and you enter into the realm of sustainable development."

Mr. Iliff quoted from a UNESCO report on EFA progress that cited concerns about gender inequality, poor attendance, and high dropout rates, among others. He said counselors can help educators deal with all those problems.

UNESCO's new assistant director-general for education, Nicholas Burnett, later told Mr. Iliff that he welcomed the comments about the value of counseling and would consider those points as he formulates policies related to EFA goals.

## MENTAL HEALTH FACILITATORS TAKE OFF

The pilot program for the Mental Health Facilitator (MHF) credential was successfully completed in October and resulted in 34 participants receiving their MHF certification. The week-long curriculum was completed at the Universidad Ibero Americana, and the class consisted of people from across Mexico in various professions and careers.

Some of the class participants have already made plans to assist the Red Cross in relief work following the catastrophic floods that recently ravaged the Mexican state of Tabasco. They have connected with a federal program to help victims and to debrief the full-time psychologists on hand.

NBCC International (NBCC-I) has been editing and making improvements to the curriculum based on the experience and feedback from the first class. Upon completion, another team of instructors will "train trainers" at the Centre for Guidance, Counselling and Youth Development for Africa in Malawi. Approximately 20 people from Malawi and neighboring countries are expected to attend. Following the program, these newly certified MHF instructors will begin training numerous MHFs in their local areas in order to reach "never-served" populations.

The next MHF instructor training program will take place in Penang, Malaysia at the Universiti Sains Malaysia (USM). NBCC-I has contracted to maintain and administer the MHF program in Malaysia.



**Thirty-four participants completed the week-long MHF curriculum at the Universidad Ibero Americana and received their MHF certification. The class consisted of people from across Mexico in various professions and careers.**

## PART ONE

### THE FAIR ACCESS COALITION ON TESTING (FACT): A HISTORY OF ADVOCACY

The Fair Access Coalition on Testing (FACT) is a multi-disciplinary, nonprofit organization of professionals developed to protect, support, and educate individuals and organizations about the administration and interpretation of assessment instruments, including psychological tests. As an action-oriented group, FACT not only monitors fair access to testing throughout the United States, but also has the ability to create coalitions from member organizations as well as advocate and testify for professionals whose rights to testing have been endangered. FACT also has developed Model Testing Practices to provide guidelines for good practices in testing.

#### FACT History

FACT was formed in 1996 through the efforts of the Association of Test Publishers (ATP), the National Board for Certified Counselors (NBCC), and the American Counseling Association (ACA). Dr. Thomas Clawson, president and CEO of NBCC, and Mr. Lorin Letendre, then CEO of Consulting Psychologists Press, Inc. and president of ATP, became the co-founding chairs. Since its inception, FACT has been strongly supported by the NBCC Board of Directors and has been housed and primarily funded by NBCC. The FACT Board of Directors reflects the multi-disciplinary nature of this organization and is comprised of representatives of organizations dedicated to fair access. The complete list of FACT board members can be found at [www.fairaccess.org](http://www.fairaccess.org).

[org/aboutfact/steeringcommittee](http://www.fairaccess.org/aboutfact/steeringcommittee).

FACT's activities have included a variety of advocacy efforts. Following are brief histories of state advocacy and updates including fair access situations as well as other issues for counselors.

#### California

In 1995, after the California Board of Psychology adopted the position that only licensed psychologists could administer the Myers-Briggs Type Indicator, FACT organized a California coalition—CAL-FACT—to challenge the board's decision. As a result, the psychology board voted to take no position. In addition, and as a direct result of CAL-FACT's advocacy, the California Education Code was changed to allow test users access to psychological tests if qualified by a test publisher/distributor.

#### Florida

In 1995, the Florida Psychological Association (FPA) proposed legislation that would prohibit anyone other than a licensed psychologist from performing psychological testing, assessments, or evaluations. FACT provided support to the Florida Mental Health Counselors Association, and the proposal was withdrawn. The FPA attempted to restrict testing two more times: in 1999 and 2000. Both attempts were defeated through the efforts of Florida's mental health counselors.

#### Indiana

In 1997, Indiana legislators passed a law allowing its state psychology board to create a Restricted Test

List (RTL)—a list of instruments denied to all mental health professions except psychologists and professionals supervised by them. Four distinct RTLs were proposed under this law. FACT advocacy, including specific NBCC intervention, was the driving force against implementing the RTLs. In addition, a coalition comprised of representatives from both state and national organizations advocated against the RTLs. Through constant vigilance and advocacy, the language allowing the creation of the RTL was repealed, taking effect on July 1, 2007.

#### Maryland

In 1999, the Board of Professional Counselors and the Board of Examiners of Psychologists were given a mandate to agree on and draft regulations regarding the specialized psychological training needed by counselors to administer and interpret tests. Despite multiple attempts, the boards have not been able to agree on these requirements. Legislation has been introduced to resolve this impasse several times, but none so far has passed in the Maryland legislature. FACT has responded with support for various bills through letters, testimony, and many conference calls. It will continue to monitor this situation.

The next issue of the *National Certified Counselor* will include part two of FACT's history of advocacy and will focus on FACT's work with individual professionals.

## FROM THE ETHICS DEPARTMENT

### WHAT DO ALL THOSE LETTERS MEAN?

Holly J. Hartwig Moorhead, PhD, NCC, LPC,  
NBCC Ethics Officer

The NBCC Ethics Department routinely receives inquiries, often from NCCs, who are not clear about the differences among credentials or certifications, licenses, and professional memberships. To clarify, here is a brief primer about the differences among these topics.

**Educational Credentials:** Only degrees that are specific to the profession should be listed on counseling-related materials. For example, Jane Doe holds a master's degree in school counseling and a doctoral degree in women's studies; however, only the school counseling master's degree should be listed on her counseling business cards. It is misleading and unethical for Ms. Doe to list a doctoral degree that does not pertain to counseling.

**Professional Certifications:** NBCC issues the National Certified Counselor (NCC) credential. The NCC, or any other NBCC credential, is a voluntary national certification. Certified counselors demonstrate to the profession and to the public that they have met strict standards of education, training, and practice—criteria that are often more rigorous than state licensure standards. Certification

also indicates that NCCs abide by the NBCC *Code of Ethics*. The benefits of obtaining certification include: advertising counselors' expertise as they have met standards for voluntary certification; being regulated by a professional body instead of a governmental entity; and holding a national versus a state-specific distinction. Additionally, in some states, elements of certification are prerequisites for state licensure. It is important to note that the NCC is a *national certification* that is not connected to specific state licensure laws. The NCC is not a license to practice.

**Licenses:** Counselor licensure is denoted by numerous terms in different states—e.g., Licensed Professional Counselor (LPC), Professional Clinical Counselor (PCC), Licensed Mental Health Counselor (LMHC), etc. However, all state licenses are granted by individual state agencies and regulated by state laws. Each state determines the criteria for obtaining and keeping the license, the laws and regulations that govern the scope of practice for licensees, and the ethical guidelines to which licensees must adhere. NCCs holding state licensure should recognize that, in addition to NBCC, they

should adhere to the ethical guidelines of both their certification and licensure bodies and consult with their state licensure boards regarding potential legal and ethical issues that may be relevant to specific state laws. The NBCC Ethics Department administers the NBCC *Code of Ethics* (available online at [www.nbcc.org/ethics2](http://www.nbcc.org/ethics2)), but it cannot, and does not, regulate or interpret individual states' ethical codes.

**Professional Memberships:** Counselors may choose to join one or more professional counseling organizations. For example, counselors who wish to join the American Counseling Association (ACA) pay a fee to become members. ACA membership does not imply certification or licensure. Conversely, counselors are not *members* of NBCC or state licensure boards; rather, counselors are *certified* by NBCC and they are *licensed* through state licensure boards. Therefore, ACA membership should clearly be marked as such on business cards and not represented as a certification or license for practice.

**Incorrect listing:**

Jane Doe, MA, NCC, LPC, ACA

**Correct listing:**

Jane Doe, MA, NCC, LPC

Member of the American  
Counseling Association

Additionally, NCCs who are members of ACA need to recognize that NBCC and ACA have separate codes of ethics and that

#### Ethics Tip

Malpractice insurance should be purchased with the utmost care to ensure a clear understanding of what is, and is not, covered. Counselors may purchase malpractice insurance from various providers, including NBCC's Insurance Center ([nbcc.lockton-ins.com/pl](http://nbcc.lockton-ins.com/pl)). Note: The NBCC Ethics Department does not oversee malpractice insurance policies; therefore, NCCs who purchase insurance coverage through the NBCC Insurance Center or any other provider should correspond directly with the policy underwriter regarding issues of potential liability. NBCC insurance has been a Lloyds of London product since 2002.

## From the Ethics Department

From Page 5

both codes must be followed. While the NBCC Ethics Department administers the NBCC *Code of Ethics*, it cannot, and does not, regulate or interpret ACA's ethical code.

Being a professional counselor requires considerable clinical expertise and attention to managing professional issues. Understanding the differences among certification, licensure, and memberships is essential to maintaining professional competency. Every counselor has an ethical duty to appropriately use and clearly define the meanings of the acronyms following his or her name on a business card or résumé.

### For Retired or Semi-retired NCCs Only

If you have had a change in employment, you may qualify to change your certification status to "retired" or "reduced practice" and still be able to use your NCC designation. Contact NBCC or check our Web site for information or to obtain the appropriate forms: [www.nbcc.org/status](http://www.nbcc.org/status).

Remember, in order to change your certification status, NBCC must have a signed Status Change Request form on file. Should you decide to discontinue your certification, you must submit the Request to Relinquish form, also available on the Web site. Nonpayment of fees alone will not discontinue certification or cease annual charges.

If you have questions, please contact NBCC at [recertification@nbcc.org](mailto:recertification@nbcc.org).

## LICENSED COUNSELORS AND CALIFORNIA RPCs APPLY FOR THE NCC IN RECORD NUMBERS

Since NBCC first began offering an abbreviated application (Option D) for the National Certified Counselor (NCC) credential, there has been a steady stream of applicants. This option is available to counselors who are fully licensed by their state professional counselor licensure board. Until 2005, the number of applicants who took advantage of this option averaged between 200 and 300 each year. In the last 12 months, however, those numbers have increased threefold. Today, most Option D applicants are able to apply on an exam-exempt basis. So what has caused such a drastic increase?

### California Registered Professional Counselors (RPCs) and Puerto Rico LPCs May Now Apply

In 2005, once Puerto Rico established licensure, eligibility to apply for the NCC credential under Option D immediately followed. By 2006, California RPCs were approved for eligibility. The addition of these two populations increased the number of prospective applicants each year.

### Low Cost Application

Fully licensed counselors and California RPCs can apply for the NCC under Option D for only \$25, as long as they have passed a qualifying examination as specified in the application.

### Increased Number of Pre-NBCC Examinations Accepted

Currently, the NCE or the NCMHCE examinations are used by all states offering licensure for counselors. However, prior to using these NBCC exams, some state licensure boards used other tests. As a result, counselors who passed the former Florida, Ohio, Texas, and Virginia examinations for state licensure may now apply for the NCC under Option D, making eligibility for the exam exempt NCC credential easier than ever before.

The NCC applications for licensed counselors, California RPCs, and Puerto Rico LPCs can be found on the NBCC Web site: [www.nbcc.org/art\\_apps](http://www.nbcc.org/art_apps). Contact the NBCC Certification Department at [certification@nbcc.org](mailto:certification@nbcc.org) with any questions. Please note that only professional counselor or licensure and California RPC credentials qualify. State licensure as a school counselor, marriage and family therapist, or addictions counselor does not qualify for the NCC Option D application.



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## COUNSELING CONFERENCES ABROAD

NBCC International (NBCC-I) continues to assist with the organization of two international conferences.

### Istanbul, Turkey (April 25–27, 2008)

#### Counseling in International Perspective: Global Demands and Local Needs

Bahcesehir University, the principal coordinator of the conference, has confirmed keynote speakers from Botswana, Lebanon, Romania, Turkey, and the United States. Several NBCC-affiliated individuals are included on the roster of speakers. These include Linda Foster, NBCC Board chair; Sylvia Fernandez, NBCC-I Board chair; Huda Ayyash-Abdo, NBCC-I Board member; Dan-Bush Bhusumane, NBCC-I Board member; Tuncay Ergene, NBCC-I Board member; Thomas Clawson, NBCC president and CEO; Andreea Szilagyi, director of NBCC International–Europe; and Kristi McCaskill, NBCC counseling advocacy coordinator. For more information, visit the official conference Web site: [www.icc2008ist.org](http://www.icc2008ist.org).



### Florence, Italy (May 31–June 1, 2008)

#### The Development of the Counseling Profession in Italy and the United States: A Bilateral Counseling Conference

Jointly sponsored by Old Dominion University (ODU), the Federazione delle Associazioni Italiane di Psicoterapia (FAIP), the Comitato Italiano Counseling (CIC), and NBCC-I, this conference is intended to strengthen professional relationships between counselors in Italy and the United States.

A conference Web page ([www.nbccinternational.org/italyconference](http://www.nbccinternational.org/italyconference)) has been launched and includes registration information as well as information about the organizers. Though registration is now open, availability is very limited as both the Italian and U.S. sponsors have agreed to a limit of 100 participants from each country. Interested NCCs are encouraged to register and secure lodging as soon as possible.

Speakers include National Certified Counselors who currently serve on an NBCC-related board or have done so in the past. Speakers currently serving on a board include James Benshoff (NBCC) and Sandra Lopez-Baez (NBCC-I). Past board members speaking at the conference include Janine Bernard (NBCC) and Harold Hackney (CCE). NBCC Chair Linda Foster will open the conference, and NBCC President and CEO Thomas Clawson will deliver one of the two keynote sessions.

ODU is also hosting a two-week counselor institute in Tuscany immediately prior to the conference. Information about this program is available at [education.odu.edu/pcl/italy\\_conf/](http://education.odu.edu/pcl/italy_conf/).



## 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. NBCC salutes them!

**Lawrence W. Emery, Jr.**  
Williamsport, PA

**Robert Eschenauer,**  
Bayville, NY

**Craig M. Givens,**  
West Palm Beach, FL

**Rosemary Horsley,**  
Newtown, PA

**Francis X. Kowalski,**  
Pompton Plains, NJ

**Elizabeth A. Lemaire-Jenkins,**  
Winooski, VT

**Adalesa Meek,**  
Mesa, AZ

**David J. Mumford,**  
Sierra Vista, AZ

**Robin L. Redman,**  
Wilmington, DE

**Jody L. K. Richmond,**  
Richmond, IN

**Eric A. Sleith,**  
Louisville, KY

**Walter Lee Swingler,**  
Gardena, CA

**Dawn M. Weber,**  
Cumberland, ME

**John P. Viterito,**  
Monmouth Junction, NJ

**Heather T. Zeng,**  
Freemont, CA

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- David Simon, MD**, Medical Director of the Chopra Center
- Fred Gallo, PhD**, Author of six books on Energy Psychology
- Richard Bartlett, DC ND**, Developer of Matrix Energetics
- Anodea Judith, PhD**, Author of *Eastern Body Western Mind*

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San Diego Jan 22-25 ▪ Portland Jun 24-27

Check [www.capt.org/NBCC/](http://www.capt.org/NBCC/) for more times, locations, and details.

## ADVANCED TRAINING

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Dallas Jun 12-13 ▪ Gainesville, FL Aug 7-8

### Using Type in Career Counseling

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Check [www.capt.org/NBCC/](http://www.capt.org/NBCC/) for more times, locations, and details.

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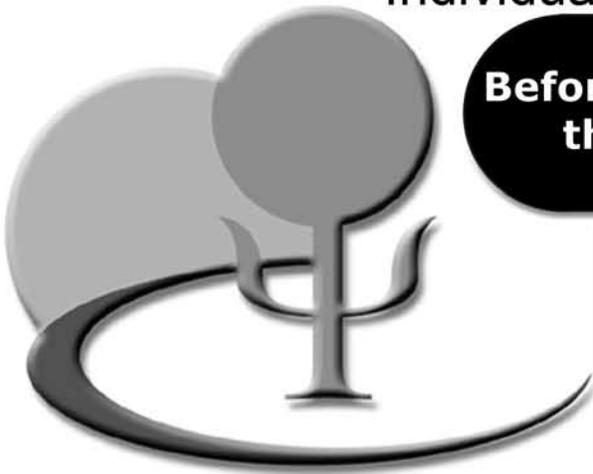
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|-----------|------------------|-----------|-----------------|
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| 3/6-3/7   | Los Angeles, CA  | 4/24-4/25 | Des Plaines, IL |
| 3/6-3/7   | Miami Shores, FL | 5/1-5/2   | Lyndhurst, NJ   |
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**Find out more about personal professional liability plans by visiting the NBCC Insurance Center at [www.nbcc-lockton.ins.com](http://www.nbcc-lockton.ins.com).**



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## CCE UPDATE

*The Center for Credentialing and Education, Inc. (CCE) is an affiliate of the National Board for Certified Counselors, Inc. CCE is a management services company specializing in credential development, association and board management services, test development, application review, measurement services, and the administration of specialty credentials, including the Global Career Development Facilitator (GCDF), Approved Clinical Supervisor (ACS), Distance Credentialed Counselor (DCC), and Distance Credentialed Facilitator (DCF).*

■ GCDF–Korea training and certification approved. The Global Career Development Facilitator (GCDF) training and certification program continues to grow internationally. It has expanded to 10 countries, with more than 10,000 certifications granted worldwide. In September 2007, Dr. Woong-tae Kim and his staff at the Career Building System Co., Ltd. (CBSC) received full approval for a GCDF–Korea training curriculum. In November, CBSC was granted CCE authorization to begin GCDF–Korea training and certification. As with all GCDF training curricula, the Korea-specific version includes training in general helping skills and instruction in the use of locally relevant career guidance and facilitation resources. Opportunities for the growth of the GCDF–Korea program are promising, as the demand for career guidance services has increased in Korea since the late 1990s.

■ CCE launches CART. The Center for Assessment Research and Technology (CART) offers customized psychometric support services, software product deployment, and testing and measurement consultancy services to new and existing credentialing programs. CART has contracted with Language Learning Solutions to carry out psychometric and statistical data analysis services.

■ NCCs may qualify for the Approved Clinical Supervisor (ACS) certification via the alternate entry option available to experienced clinical supervisors and counselor educators. For eligibility information, visit the CCE Web site: [www.cce-global.org](http://www.cce-global.org).

■ CCE's new Center of Career Development Excellence (CoE™) accreditation continues to take shape. Six individuals completed High Performance Career Development (HPCD™) Facilitator and/or Auditor training in Sacramento, CA, in November. HPCD Facilitators and Auditors will assist career and workforce development centers as they work toward accreditation. The training was offered jointly through the National Career Development Association (NCDA) and the Workforce Development Professionals Network (WDPN). The CoE will identify career development programs with proven quality standards and outstanding organizational performance. An advisory board for the

program will be established early in 2008. Contact WDPN at 412- 269-9376, ext. 2 ([www.wdpn.net](http://www.wdpn.net)) or [www.cce-global.org](http://www.cce-global.org) for additional information regarding the CoE accreditation.

■ The National Institute of Corrections (NIC), the authors of the Thinking for a Change (T4C) curriculum, and CCE are designing a credentialing process for those who teach the T4C training method. Since 1997, thousands of correctional staff members have been trained to utilize the T4C to facilitate offender groups as interest in this evidence-based, cognitive behavioral program continues to grow. The curriculum's core includes components on problem solving, cognitive restructuring, and social skills interventions. It is appropriate for a wide range of offender groups and has been implemented in all phases of the juvenile and criminal justice systems. The curriculum authors are Drs. Jack Bush, Barry Glick, and Juliana Taymans. More information on the T4C curriculum is available at [www.nicic.org](http://www.nicic.org). The application process is expected to be ready by fall 2008.

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To learn more about CCE's management services, visit [www.cce-global.org](http://www.cce-global.org) or call 336-482-2856.

## CE PROVIDER UPDATE

### Newly Approved CE Providers

- 3-C Institute for Social Development**, Cary, NC, #6332
- Argosy University Dallas**, Dallas, TX, #4527
- Bully Safe Schools**, Ft. Wayne, IN, #6328
- CE-Classes.Com**, Weston, FL, #6328
- Center for Psychology**, Rogers, AR, #6320
- Clear View Psychological Services**, Roswell, GA, #6322
- Clinical Addiction Research and Education Unit**, Boston University School of Medicine, Boston, MA, #6321
- ContinuingEdCourses.Net, Inc.**, Poway, CA, #6323
- Family Intervention Services**, South Orange, NJ, #6325
- Foundations for Successful Relationships**, Denver, CO, #6333
- Gordon-Conwell Theological Seminary—Charlotte**, Charlotte, NC, #4525
- Lindsey Wilson College**, Columbia, KY, #4528
- Living Hope Texarkana**, Texarkana, AR, #6315
- Massachusetts Council on Compulsive Gambling**, Boston MA, #6331
- North Carolina School Counselors Association**, Boone, NC, #6314
- Organic CEUs**, Sarasota, FL, #6324

## CERTIFICATION ACTIONS

The following NCCs were disciplined by NBCC pursuant to the NBCC Ethics Case Procedures. The following information represents final ethics case decisions.

- Michael R. Cunha**, #40104, Washington, Certification Relinquished
- Valerie Chapman-Gale**, #611, Arizona, Certification Relinquished

More information on the NBCC Code of Ethics or NBCC Ethics Case Procedures is available at [www.nbcc.org/ethics2](http://www.nbcc.org/ethics2).

- Portland Dialectical Behavior Therapy**, Portland, OR, #6326
- Rape and Sexual Abuse Center**, Nashville, TN, #6317
- Smith Farm Center for Healing and the Arts**, Washington, DC, #6327
- Southwest Prevention Center—University of Oklahoma**, Norman OK, #6329
- Troy University—Florida Region**, Tampa, FL, #4526

### CE Providers Not Renewing

*Of the 524 Continuing Education Providers scheduled to renew in 2007, 90 percent sent in their form and fee. The CE providers below did not renew in 2007 and so are no longer NBCC-approved or authorized to offer NBCC-approved CE hours for their training.*

- Alabama Coalition Against Rape**, Montgomery, AL, #6183
- All Faiths Receiving Home**, Albuquerque, NM, #5178
- Association of Behavioral and Cognitive Therapies**, New York, NY, #5797
- Behavioral Healthcare Center at Phoebe Putney Memorial Hospital**, Albany, GA, #5809
- Behavioral Health Training Center**, Denver, CO, #5944
- Blue Ridge AHEC**, Rome, GA, #6180
- Care Center, Inc.**, Little Rock, AR, #6254
- Caregivers Project**, Waunakee, WI, #5374
- Catholic Charities Diocese of Metuchen**, Edison, NJ, #6111
- Clyde Lewis, MHR, JD**, Oklahoma City, OK, #6222
- Educational Gerontology**, Eureka, AR, #6139
- Family Therapy Practice Center**, Washington, DC, #5798
- Family Counseling Center of Tuscaloosa County**, Tuscaloosa, AL, #6190
- FLLAC Educational Collaborative**, Shirley, MA, #6170
- Foundations Associates**, Nashville, TN, #5954
- Gestalt Associates for Psychotherapy**, New York, NY, #6169
- Gestalt Institute of Cleveland**, Cleveland, OH, #5273
- Greater Lakes Memorial Healthcare**, Lakewood, WA, #5991
- Guided Self Healing Training Institute**, Lexington, MA, #6158
- Harrisburg Area Community College**, Harrisburg, PA, #5177
- ICARE, Inc.**, Guffey, CO, #5579
- Inflexion, Inc.**, Newton, MA, #5623
- Intimate Life Ministries**, Austin, TX, #5666
- Institute for Health Professionals of Portland**, Portland, OR, #5657
- Janette Brown**, Seattle, WA, #6213
- Jason A. Seidel, PsyD, PC**, Denver, CO, #6134
- Jefferson Center for Mental Health/International Trauma Consultants**, Arvada, CO, #6107
- Jefferson Parrish Public Schools**, Jefferson, LA, #5165
- Journey Into Wholeness, Inc.**, Balsam Grove, NC, #5677
- Lynn Damiano**, Olympia, WA, #6070
- Mountain States Counselors Alliance**, Ridgeley, WV, #6267
- National Multicultural Institute**, Washington, DC, #5198
- NetStudyCEU**, Tallahassee, FL, #6172
- North Carolina Association for Play Therapy**, Jacksonville, NC, #6137
- North American Association of Masters in Psychology**, Norman, OK, #5856
- Otto Kroeger Associates**, Fairfax, VA, #5214
- Professional CEU.COM**, Deland, FL, #5960
- Psychological Services of Oklahoma**, Eufaula, OK, #6241
- Robertson Research Center**, Saginaw, MI, #6177
- Sage Institute for Family Development**, Boynton Beach, FL, #6149
- St. Luke Institute**, Silver Spring, MD, #5194
- Tucker Educational Group**, Kirkland, AZ, #6097
- University of Rochester Medical Center**, Rochester, NY, #6050
- Walton-Brueske Counseling Group**, Jacksonville, FL, #5650

To find all NBCC Continuing Education providers, go to [www.nbcc.org/cemap](http://www.nbcc.org/cemap).

## NCC NETWORK

■ **Vince Arnold, NCC, LPC**, of Hubert, NC, recently retired from the U.S. Navy with 25 years of active duty service. He was awarded the Legion of Merit medal for outstanding service while serving with 2d Marine Logistics Group, II MEF from September 2005–August 2007, and for service in Iraq. Upon retirement, Captain Arnold accepted a position as head of the Regional Deployment Health Clinic in Camp Lejeune, NC, where he directs a team of clinicians tasked with ensuring service members are properly medically screened prior to deployment, identifying deployment related occupational/environmental exposures, and ensuring follow-up care for the health conditions that may have occurred during deployment.

■ **Sheri Bauman, NCC, MAC**, of Las Cruces, NM, recently published *Essential Topics for the Helping Professional* (AB Longman). Designed for counseling students and professionals, the book provides an overview of eight critical issues (sexual abuse, eating disorders, self-mutilation, suicide, substance abuse, grief and loss, sexual minority concerns, and trauma and violence) commonly encountered by counselors. Each chapter includes sections on prevalence, developmental issues and patterns, assessment strategies, treatment options, counselor issues (with a special note for school counselors), issues of diversity, ethical concerns, and additional resources. Authentic case studies and exercises to extend learning are included in each chapter. Dr. Bauman's chapter on "Suicide Prevention, Intervention,

and Postvention" is in the *Handbook of School Counseling*, (Mahwah, NJ: Erlbaum), which was released in December 2007.

■ **Bill Brown, NCC, NCSC, LPCC**, an elementary school counselor from Fremont, OH, recently published an article titled "Living Skills Support Groups: A Group for At-Risk Elementary Students," in the summer 2007 *Advocate*, a journal and official publication of the Ohio School Counselors Association. The article is available from [brownb@fremont.k12.oh.us](mailto:brownb@fremont.k12.oh.us).

■ **Patrick F. Cioni, NCC, LPC**, of Scranton, PA, has been published in the September 2007 issue of the *Journal of Religion and Health*. His article, "Forgiveness, Cognitive Restructuring, and Object Transformation," addresses the healing effects of forgiveness. The forgiveness process has specific application as a therapeutic procedure for mental health issues such as chronic anger, depression, and some anxiety disorders. It is also available online at [www.springerlink.com](http://www.springerlink.com).

■ **Michael Howard, NCC, CC-MHC, MAC, LMHC, LPC**, of Jacksonville, NC, recently published the article "Utilization of EMDR in the Treatment of Sexual Addiction: A Case Study" with co-author Ruth Cox. The article, which appears in *Addiction and Compulsivity: The Journal of Treatment and Prevention*, explores the use of EMDR in treating both the trauma and relapse prevention aspects of sexual addiction. In addition, Mr. Howard recently published "Escaping the Pain:

Examining the Use of Sexually Compulsive Behavior to Avoid the Traumatic Memories of Combat" in *Sexual Addiction and Compulsivity: The Journal of Treatment and Prevention*. It explores the self-medicating use of pornography and sexually compulsive behavior following combat deployment.

■ **John Mabey, NCC**, of Minneapolis, MN, recently presented with colleagues at the 2007 NACADA Region 6 Conference. The presentation, "Student Expectations: Matching the Dream with Reality," was awarded the Best of the Region. It explored student expectations from pre-college, college, and graduate perspectives, as well as therapeutic techniques in working with these students toward successful outcomes. Mr. Mabey also presented at the NACADA National Conference.

■ **Kathryn J. Miller, NCC, NCCC, LPC**, of San Antonio, TX, recently collaborated with the Association for Advanced Training in the Behavioral Sciences to publish a new licensure and certification test preparation program for alcohol and other drug abuse counseling. This program can be ordered through [www.aatbs.com](http://www.aatbs.com).

■ **Matthew R. Shupp, NCC**, of West Chester, PA, acting director of student life at Community College of Philadelphia, received the 2007 Pennsylvania College Personnel Association (PCPA) Grady and Mary Roberts Graduate Writing Award at the 2007 PCPA conference in Monroeville, PA. Shupp's

## NCC NETWORK

paper, “Synergistic Supervision: An Analysis of One Key to Retaining Entry-Level Student Affairs Professionals” was part of his doctoral dissertation and explores key elements that entry-level, higher education administrators find necessary in a successful and productive supervisory experience. He also received the 2007 PCPA Outstanding New Professional Award. This award is given to a new professional in higher education who has provided significant contribution to PCPA and the field of higher education.



### NBCC Consultant Named Distinguished Professor at Florida State University

Dr. James (Jim) P. Sampson, Jr., has been named the Mode L. Stone Distinguished Professor at Florida State University. Dr. Sampson is recognized nationally and internationally for his work in applications of technology in the counseling profession, particularly related to career development and counseling. He has been a continuing consultant for NBCC since 1985 and has directed many projects in the career testing area and represented NBCC in many venues. Currently, Dr. Sampson serves as the NBCC liaison to the International Standards Organization (ISO) as it prepares testing standards for global use.

## GOT TESTS? A PRIMER ON THE 16PF

The National Board for Certified Counselors and the Institute for Personality and Ability Testing, Inc. (IPAT), developer and publisher of assessments and interpretive reports, recently combined efforts to develop the Personal Career Development Profile (PCDP-PC *Plus*) and the PsychEval Personality Questionnaire (PEPQ-PC). These testing instruments are designed especially for professional counselors and are offered at a discounted rate to NCCs.

The instruments are administered and scored on a secure and confidential Web site. Once complete, the overseeing counselor receives a narrative report—generally within five minutes. These reports are specifically generated for professional counselors.

Both the PCDP-PC *Plus* and the PEPQ-PC reports derive from the *16 Personality Factors (16PF)*, a model based on a universal personality theory assisting the counselor with better understanding and prediction of human behavior. It stresses the importance of adequately sampling the entire domain of normal personality for job-related assessment as well as mental health issues. In addition to these reports, the *Basic Interpretive Report*, the *Human Resource Development Report*, the *Leadership Coaching Report*, the *Talent Management Guide*, as well as customized assessment reports are also available.

The *16PF* is comprised of 185 items in a multiple-choice format, taking most people about 30–45 minutes to complete. Simple STEN scores ranging from 1 to 10 (extremely low to extremely high)

make test interpretations easy and understandable. For counselors working internationally, a partial listing of translations for the *16PF* includes Afrikaans, Chinese (multiple versions), Czech, Danish, Dutch, Filipino, French, German, Greek, Italian, Japanese, Norwegian, Portuguese, Slovak, Spanish (multiple versions), Swedish, and Turkish.

Years of work on the *16PF* resulted in the identification of 16 fundamental building blocks of personality. For example, two of the personality factors are *warmth* and *emotional stability*. Assessment information regarding warmth includes such traits as “cold vs. warm-hearted” and “overly serious vs. laughs readily.” Likewise, emotional stability traits include “easily frustrated vs. emotionally mature” and “tends to give up under pressure vs. adjusts to demands.”

Career counselors focusing on talent management can utilize the *16PF* reports to identify individual and team development as well as career development opportunities. Mapping client-specific 360 results and performance criteria to *16PF* reports are beneficial in understanding relevant job-related personality traits and applications to action planning.

Detailed information about the PCDP-PC *Plus* and the PEPQ-PC can be found at [www.nbcc.org/ipat](http://www.nbcc.org/ipat).

**CAREER COUNSELORS FOCUSING ON TALENT MANAGEMENT CAN UTILIZE THE 16PF REPORTS TO IDENTIFY INDIVIDUAL AND TEAM DEVELOPMENT AS WELL AS CAREER DEVELOPMENT OPPORTUNITIES.**

## NCC CORNER

### NCCs Can Earn CE Hours for Leadership Activities

NCCs serving in the following capacities may claim 20 hours of continuing education credit in a single five-year certification cycle: officer of state or national counseling organization; editor of professional counseling journal; member of state counseling licensure/certification board; member of a national counselor certification board; member of a national ethics disciplinary review committee rendering licenses, certification, or professional membership; active member of a counseling committee producing a substantial written product; chair of a major counseling conference or convention; other leadership positions with justifiable professional learning experiences. The leadership positions must be held for at least one year after the initial date of certification. A letter from the organization specifying the dates and type of service is required for documentation. If you are not sure if your leadership experience will qualify for CE credit, please e-mail the recertification department at [recertification@nbcc.org](mailto:recertification@nbcc.org).

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## CHINA CONFERENCE UNDERSCORES INTEREST IN CAREER DEVELOPMENT

NBCC and CCE, along with the Global Career Development Facilitator program, played central roles in a recent global conference on career development sponsored in part by the Chinese government.

The conference in Beijing, “China International Forum of Career Planning and GCDF Global Summit,” was organized by the China Association for International Exchange of Personnel (CAIEP), a government-supported agency, and Beisen Career Development Consultation Service, the GCDF training provider in China. The National Career Development Association (NCDA) also had a sponsoring role.

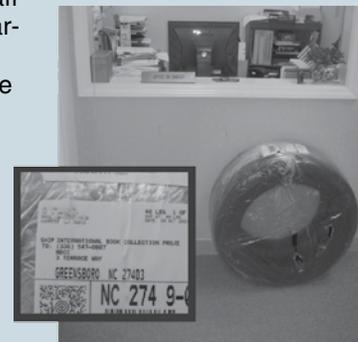
Among the presenters were NBCC President Dr. Thomas Clawson, Executive Vice President Ted Illiff, and Florida State University professor and NBCC consultant Dr. James Sampson. Introductory remarks were also made by NBCC Board Chair-elect Dr. Kurt Kraus and CCE Board President Dr. Richard Percy. Other speakers included NCDA Past President Dr. Barry Chung, NCDA President-elect Dr. Judith Hoppin, and Dr. Norman Gysbers of the University of Missouri.

Chinese officials at the two-day conference and at separate meetings with NBCC, CCE, and NCDA representatives, stressed the importance of career planning and guidance in China’s dynamic and rapidly evolving economy. They identified GCDF as the primary career development training program for China and asked NBCC to submit a comprehensive proposal on ways to promote counseling and related activities in China. NBCC and NCDA have signed agreements with CAIEP as consulting organizations for counseling and career development in China.

Beisen executives said more than 200 career professionals attended the conference, indicating an interest that could make the summit a regular event.

### An Unusual Donation

NBCC is increasingly benefiting from the generosity of donors supporting outreach activities in the United States and around the world. But one recent donation (shown here) had the staff scratching their heads at NBCC headquarters in Greensboro, NC. Yes, it’s a brand new Michelin tire. After duly pondering the potential use of such a gift, NBCC contacted the donor and the mystery was solved. Janice Whitney of Marrero, LA, actually meant to donate books to NBCC International. But the shipper mixed up some labels, leading to the unorthodox delivery. Corrections were quickly made, and Ms. Whitney’s book donation and the tire eventually reached their intended destinations. Our thanks to her for the books and the lighter moment she inadvertently gave the NBCC staff.



## RECENT DONORS TO THE NBCC FOUNDATION

NBCC would like to thank the following people for generously supporting the newly formed NBCC Foundation.\* As its premiere projects, the NBCC Foundation Board has designated counseling services for the underserved as well as international support for counseling partnerships.

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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.**



**Two NBCC credentials—the NCC and the MAC—are accredited by the National Commission for Certifying Agencies.**

## NBCC JAMAICA ESTABLISHED

The Jamaica Association of Guidance Counsellors in Education (JAGCE) and the National Board for Certified Counselors (NBCC) have formalized an agreement to establish NBCC Jamaica. NBCC Jamaica will establish and maintain a counselor certification program that will include the NCC-Jamaica.

Dr. Linda Foster, NBCC board chair, and Dr. Thomas Clawson, NBCC president and CEO, participated in the recent JAGCE conference, in which the first NCC-Jamaica certificates were awarded.

“NBCC is proud to collaborate with the Jamaica Association of Guidance Counsellors in Education,” Dr. Foster stated. “Through this partnership and alliance, standards of certification have been established and tailored to the specific needs and situations of the people of Jamaica. We commend the association and its members for their hard work to complete the first professional job analysis of counselors in Jamaica, leading to the development of the professional counselor standards.”

Currently, 449 counselors have achieved Level One Registration in the new Jamaica counselor credentialing system. They are on their way to achieving the highest level of certification in the country, Level Three, for which they will be awarded the National Certified Counselor-Jamaica (NCC-Jamaica). As NCC-Jamaica certificants, they will join the ranks of more than 42,000 NCCs worldwide.



**Dr. Linda Foster and Dr. Thomas Clawson participated in the recent JAGCE conference, in which the first NCC-Jamaica certificates were awarded.**



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