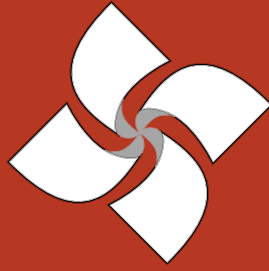


# THE NATIONAL CERTIFIED COUNSELOR



Volume 16, Number 1  
Summer 1999

National Board for Certified Counselors

## MISSISSIPPI SCHOOL COUNSELORS LEAD THE WAY

By Susan H. Eubanks, M.Ed., NCC, NCSC, LPC  
Associate Executive Director for Professional Affairs

Mississippi school counselors have won a victory for themselves and set a precedent for school counselors across the USA. In April, Mississippi Gov. Kirk Fordice signed into law a bill that includes a salary supplement of \$6,000 for Mississippi school counselors who hold the National Certified School Counselor (NCSC) credential.

This victory is the result of a grassroots movement started by Becky Fields and Jayme Sullivan, both NCSCs. The movement was in response to a bill passed by the Mississippi Legislature in 1994 that gave teachers who were certified by the National Board for Professional Teaching Standards (NBPTS) a \$3,000 yearly salary supplement as an incentive to promote excellence in education. When the supplement was increased to \$6,000 in 1998, Fields and Sullivan felt it was time to take action.

More on Page 4

## NCCs TO GET NEW CERTIFICATES, EXPIRATION DATES

All National Certified Counselors will soon be receiving new certificates with new expiration dates. Now that we have certified more than 30,000 NCCs, we find that we must make some basic changes in order to even out our budgetary process and workload. It has become difficult for present staff to process 15,000 bills at a time—twice a year. Therefore, to prevent a larger renewal fee increase at this time, we have developed a one-time change that will spread out expiration dates and, therefore, billing and recertification over a 12-month period. It is important for you to note that **no NCC will lose time on the five-year cycle.** We will assign expiration dates according to birth months. Your new expiration date will be the last day of your birth month ahead of your present expiration date. We have sent postcards to those of you who have no birth date in our records and have gotten many of them back.

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# UPDATE ON NBPTS CERTIFICATION OF SCHOOL COUNSELORS

By Barbara Potts, ASCA Elementary Vice President, and Susan Eubanks, NBCC® Associate Executive Director for Professional Affairs

For many years, NBCC® and the American School Counselor Association (ASCA) have been involved in ongoing discussions with the National Board for Professional Teaching Standards (NBPTS) regarding the possible certification of school counselors through that group.

The discussions have taken on a new importance recently as many states and local school districts have granted pay bonuses to teachers certified by NBPTS. During the last two years, Barbara Potts has represented NBCC® and ASCA at

NBPTS board meetings and in smaller meetings with NBPTS leadership.

NBCC® has offered the specialty certification National Certified School Counselor (NCSC) for school counselors since 1991, and approximately 700 hold that credential. The NCSC is voluntary and, until recently, has not in itself gotten any financial rewards for its holders. This is changing, however, as the state of Mississippi has just passed a law granting the same bonus to NCSCs that it gives to teachers certified by NBPTS. (See "Mississippi School Counselors Lead the Way" on page 1.)

On April 12, representatives of NBCC®, ASCA, and NBPTS met again to discuss the possible development of a school counselor certification through NBPTS. At the end of the meeting it was agreed to continue the discussion with the idea in mind that there may be some way to establish such a credential with the involvement of NBCC® and ASCA.

The NBPTS leadership is not

clear as to how many school counselors would be interested in acquiring the new credential. They have asked that members of ASCA and counselors certified by NBCC® be surveyed to get an idea of numbers. The survey question is simple: **If there were a school counselor certification available through NBCC®/NBPTS, would you apply for it?**

Please send us a postcard or short note designating:

- Yes, I would apply**
- No, I would not apply**

Address the card to NCSC Survey, 3 Terrace Way, Suite D, Greensboro, NC 27403. Or e-mail your answer to: [nbcc@nbcc.org](mailto:nbcc@nbcc.org).

There will be a presentation at the ASCA Conference in June on certification issues for school counselors. Sue Hofstrand, ASCA's liaison to the NBCC® School Counselor Academy; Barbara Potts; and Susan Eubanks will be discussing these certification issues. We hope you can attend.



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## VETERINARY SCHOOL REFERS GRIEVING PET OWNERS TO NCCS

By Sandra B. Barker, RACC Chair-Elect

Virginia–Maryland Regional College of Veterinary Medicine, located in Blacksburg, VA, is one of a number of veterinary colleges operating a Pet Loss Support Hotline. Each year, student volunteers are trained to provide support to grieving pet owners over the telephone. Their training includes basic helping skills, understanding grief and loss, assessing for crises, and knowing when to refer. Hotline volunteers use the NCC Directory to refer callers in need of further help to NCCs in their area.

## SPECIALTIES & ACADEMIES UPDATE

By Lynn E. Brueske, Ed.S., NCC, CCMHC, ACS, LMHC, Chair, 1998-99 Academies Committee

For several years the NBCC® Board has struggled with the direction the specialties have taken, their benefit to certificants and the counseling profession, and the staff time required to administer and maintain them. The following decisions were made at the April and June 1999 board meetings.

### NCGC RETIRED

The National Certified Gerontological Counselor (NCGC) was retired. The NCGC was created in 1991 with a later understanding that there would have to be 500 certificants to continue the existence of the specialty. In 1996, the NCGC came up for its five year review; at that time there were 209 NCGCs. The Gerontological Academy spent the next few years trying to promote the credential and increase the number of certificants. As of April 1999, there were 217 NCGCs. The certificate is an earned credential and will be continued and recognized by NBCC® as long as the NCC remains current. No continuing education or renewal fees will be required. All those NCCs currently holding an NCGC will be able to maintain their specialty designation, as part of their professional identity as long as they remain an NCC. Anyone currently in the NCGC application process will be given the option of completing the process or having their NCGC application fees refunded.

### NCCC RETIRED

The National Certified Career Counselor (NCCC) also was

retired. The specialty was adopted from NCDA (nee NVGA) by NBCC® in 1985 with the stated intention of promoting national interest and recognition in the career field. During the past decade, the number of NCCCs has ranged between 800–900. The application rate has dropped more than 45 percent each year since 1995, with an average of 20–25 applications per year. The NCCC has received the most publicity of any of the specialties with numerous articles about careers in national publications. All of this press has done nothing to increase the applicants for this specialty. Like the NCGC, the NCCC is an earned credential which will be continued and recognized by NBCC® as long as the certificant remains an NCC. No continuing education or renewal fees will be required. Anyone currently in the NCCC application process will be given the option of completing the process or having their NCCC application fees refunded.

The Certified Clinical Mental Health Counselor (CCMHC) will be maintained. Although the number of CCMHCs is also declining, there is a larger practice issue involved as more states move toward a clinical license and as some CACREP programs become 60 hours. The American Mental Health Counselors Association (AMHCA) will be asked to provide additional support in the promotion of the credential and its importance to the counseling profession as the credential for mental health counseling.

The National Certified School Counselor (NCSC) will be maintained. With the advent of states

accepting certification for financial incentives, the hope is that this credential will grow. The American School Counselor Association (ASCA) will be asked to provide additional help to support and promote the NCSC.

The Master Addictions Counselor (MAC) is in the process of a negotiation for combining with another addictions certifying organization. There are several points in the negotiation process, all of which are intended to protect the current NBCC® MAC certificants and future NBCC® applicants.

The board will continue to monitor those remaining specialties.

The Academies Committees—each comprised of a member representing the specialty, one representing the affiliate national association, and one representing the NBCC® Board—have also been retired. The two remaining specialties (CCMHC and NCSC) will be represented on the NBCC® Board by a standing Specialties Committee.

These decisions were the result of a massive amount of time, effort, and anguish. None have been made in haste or without great research and discussion. The board hopes that those of you who hold these specialty designations will continue to use your specialty credential(s) to promote your professional identity. □

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## MISSISSIPPI SCHOOL COUNSELORS LEAD THE WAY FROM PAGE 1

“There were a couple of things that were happening,” said Fields. “One: It was not an equitable playing field when teachers have a national certification supplement they can receive through their national organization but we [school counselors] do not. Two: In Mississippi, counselors are paid on the same salary schedule that teachers are paid on. The difference is that we usually work one to two weeks before the teachers report in August, and we stay two to three weeks after school gets out. To justify our coming in early and leaving late, our salary is on a per day basis and we are paid for each additional day we work.”

This means a counselor could work more days than a teacher and get paid less, even though the counselor must have a minimum of a master’s degree.

Another factor was the rate at which school counselors were retiring, which was way above that in which the state was attracting new counselors. Nearly half of Mississippi’s school counselors have 20 or more years of experience. The state has only attracted about 30 new school counselors per year for the past two years.

“Not only were we losing counselors as an interest to go into counseling,” said Fields. “We actually had school counselors go back to the classroom to work less days and make more money.”

Fields and Sullivan brainstormed and came up with an approach for correcting this inequity. They contacted the executive director of the Mississippi Counseling Association (MCA), Janie

Rugg, for help in bringing about legislation to support a salary supplement for nationally certified school counselors. The MCA hired lobbyist Claire Hester to help with the process.

“Our president, Dianne Speed,

was instrumental in our getting a lobbyist,” said Rugg. “Between Jayme, Becky, and Claire—they worked night and day with the legislators. They met with them, had committee meetings, and pre-

[More on Page 5](#)

### TIPS FOR INTRODUCING SIMILAR LEGISLATION IN YOUR STATE

- **Get organized.** Decide who is going to be in charge of which tasks.
- **Rally support.** Use the phone, e-mail, fax, and networking to find out who is interested and able to help.
- **Get the word out.** “This year we spent more time in getting ourselves organized. We had meetings through the summer and fall. We went to our state [counseling association] convention and passed out flyers which had a form that individuals could fill out and give us their e-mail address. We established a statewide network through our state convention in November so that in December we were meeting at the capitol before the legislative term started at the first of January.”—Becky Fields
- **Draft a proposal.** “I put together a written proposal. Something we could give to our legislators. It had a cover sheet and listed reasons why we were asking for this legislation. We also included a sample legislative bill.”—Becky Fields
- **Be unified.** “Decide exactly what you want those legislators to know about your legislation so everybody is saying the same thing on the same day.”—Jayme Sullivan
- **Get a lobbyist.** “It is difficult for someone to be a full-time counselor and a full-time lobbyist. You need someone you can work with who can be down there [at the capitol] and keep you informed when you are not able to be there.”—Becky Fields
- **Go to your state capital.** Meet with legislators and other government officials. Get suggestions and network.
- **Be ready before the legislative session begins.** “If I were in a state right now, I would start today and I would be working everyday. We put together a packet of information with every legislator’s name and home and work number. We distributed those at our association meetings. Get together a group of people to help. Make sure they have all those facts. If you wait until the legislative session, it’s too late. You want to have bills filed before the legislative session begins.”—Jayme Sullivan

## MISSISSIPPI SCHOOL COUNSELORS LEAD THE WAY FROM PAGE 4

sented their information and comparison of NBCC® and NBPTS standards.”

MCA members went to the capitol and provided breakfast for the legislators, and lobbied them for a full day.

“We also had e-mail going to government relations chairs throughout the state to assist us with their hometown legislators,” Rugg said. “When Susan [Eubanks] came and represented us and NBCC® at the House Education Committee, that was very instrumental in showing the comparison and showing [the validity of] NBCC® certification.”

Fields and Sullivan continued their efforts behind the scenes. “We sent e-mail to counselors all over the state who helped us contact legislators,” said Sullivan. “It took a lot of people’s efforts to contact these individuals.” Sullivan appeared before the Senate Education Committee. She and Fields also met individually with legislators who were not on the House and Senate Education Committees.

Having a lobbyist kept the issue before the legislators when the school counselors could not be there. Lobbyist Hester also helped Fields and Sullivan make sure they met deadlines necessary for introducing their legislation.

The impact of the legislation is noticeable already. Gwen Hitt is an MCA member who is heading a committee to help get the word out. At the outset of the movement for the supplement, there were “16 Mississippi counselors who had the NCSC,” she said. “Probably 13 were in public school

settings. The response by counselors has been tremendous.”

Hitt’s committee sent out postcards to MCA members with information on how school counselors can become NCSCs. The postcards have the URL of a Web site the committee is using to promote the message ([www.jcjc.cc.ms.us/depts/guidance/msca.html](http://www.jcjc.cc.ms.us/depts/guidance/msca.html)).

“Our purpose is to tell our members how to get certified,” Hitt said. Approximately 600 school counselors are members of MCA—409 are in the school counseling association division. There are about 800 school counselors statewide in Mississippi.

Fields agrees the supplement is a boon for the school counseling profession in Mississippi. The supplement will attract new school counselors who might otherwise go out of state, and help keep current school counselors from leaving the schools for the private sector.

“Another good aspect of it is that the counselors that we have

statewide who are committed to their jobs,” said Fields, “are going to go back to school, if necessary, to complete the course requirement to go through the national certification process. We all benefit from educational ‘renewal.’ This makes for a much better quality professional for our school children. Individuals that are not attracted to doing this additional work probably won’t stay in counseling long. There are going to be so many applicants with the [NCSC] certification that schools will be in a position to pick the most qualified.”

“Not only am I thrilled about what I feel this law will do for counseling in the state of Mississippi, but I’m proud of the fact that our legislators and legislature were able to have the foresight to say counselors are important and school counselors serve an important role. It’s nice for Mississippi to be setting the mark for other states to follow.” □

## RACC NEWS

Thank you Friends of RACC for your continued support of our goals. In a recent special issue of *The National Certified Counselor*, RACC requested names and contacts of funding sources that may help the cause of research in counseling. Many of you have responded with monetary contributions, research data, and possible funding sources.

Your support has facilitated the demographic research that took place last year as well as the research planned for the upcoming year. Prior to recent school tragedies, RACC had requested information regarding violence prevention and repercussions. You will see questions regarding this on the back of your next annual maintenance bill form. In addition to researching this issue, RACC is currently planning funding solicitation from many national foundation sources as well as foreign corporations. We will keep you informed of the results of our research findings and of our funding progress through this newsletter. □

## NEW EXPIRATION DATES FROM PAGE 1

The chart below helps to describe how the change will affect you. Please note that your next bill may cover more than twelve months. Charges will be prorated accordingly.

We realize that changes such as this may be confusing and uncomfortable. It will be difficult for us as well. However, because we are trying not to raise your fees at this time, we must make adjustments

that allow the present staff to better process the annual fees and recertifications. We ask for your patience and understanding while we all adjust to this change. □

Birth Month	Original Certification Expiration Date June 30, 1999	Original Certification Expiration Date June 30, 200X	Original Certification Expiration Date Dec 31, 1999	Original Certification Expiration Date Dec 31, 200X
Date Billed New Certificate Sent Certification Period Payment Covers	May, 1999 After Payment is Received July 1, 1999-June 30, 2000		Nov, 1999 After Payment is Received Jan 1, 2000-Dec 31, 2000	
<b>JULY</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	June, 2000 13 Months July 1, 2000-July 31, 2001	June, 1999 13 Months July 1, 1999-July 31, 2000	June, 2000 7 Months Jan 1, 2001-July 31, 2001	June, 1999 7 Months Jan 1, 2000-July 31, 2000
<b>AUG</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	July, 1999 2 Months July 1, 2000-Aug 31, 2000	July, 1999 14 Months July 1, 1999-Aug 31, 2000	July, 2000 8 Months Jan 1, 2001-Aug 31, 2001	July, 1999 8 Months Jan 1, 2000-Aug 31, 2000
<b>SEPT</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	Aug, 1999 3 Months July 1, 2000-Sept 30, 2000	Aug, 1999 15 Months July 1, 1999-Sept 30, 2000	Aug, 2000 9 Months Jan 1, 2001-Sept 30, 2001	Aug, 1999 9 Months Jan 1, 2000-Sept 30, 2000
<b>OCT</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	Sept, 1999 4 Months July 1, 2000-Oct 31, 2000	Sept, 1999 16 Months July 1, 1999-Oct 31, 2000	Sept, 2000 10 Months Jan 1, 2001-Oct 31, 2001	Sept, 1999 10 Months Jan 1, 2000-Oct 31, 2000
<b>NOV</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	Oct, 1999 5 Months July 1, 2000-Nov 30, 2000	Oct, 1999 17 Months July 1, 1999-Nov 30, 2000	Oct, 2000 11 Months Jan 1, 2001-Nov 30, 2001	Oct, 1999 11 Months Jan 1, 2000-Nov 30, 2000
<b>DEC</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	Nov, 1999 6 Months July 1, 2000-Dec 31, 2000	Nov, 1999 18 Months July 1, 1999-Dec 31, 2000	Nov, 2000 12 Months Jan 1, 2001-Dec 31, 2001	Nov, 1999 12 Months Jan 1, 2000-Dec 31, 2000
<b>JAN</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	Dec, 1999 7 Months July 1, 2000-Jan 31, 2001	Dec, 1999 19 Months July 1, 1999-Jan 31, 2001	Dec, 2000 13 Months Jan 1, 2001-Jan 31, 2002	Dec, 1999 13 Months Jan 1, 2000-Jan 31, 2001
<b>FEB</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	Jan, 2000 8 Months July 1, 2000-Feb 28, 2001	Jan, 2000 20 Months July 1, 1999-Feb 29, 2001	Jan, 2000 14 Months Jan 1, 2001-Feb 28, 2002	Jan, 2000 14 Months Jan 1, 2000-Feb 28, 2001
<b>MARCH</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	Feb, 2000 9 Months July 1, 2000-March 31, 2001	Feb, 2000 21 Months July 1, 1999-March 31, 2001	Feb, 2000 15 Months Jan 1, 2001-March 31, 2002	Feb, 2000 15 Months Jan 1, 2000-March 31, 2001
<b>APRIL</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	March, 2000 10 Months July 1, 2000-April 30, 2001	March, 2000 22 Months July 1, 1999-April 30, 2001	March, 2000 16 Months Jan 1, 2001-April 30, 2002	March, 2000 16 Months Jan 1, 2000-April 30, 2001
<b>MAY</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	April, 2000 11 Months July 1, 2000-May 31, 2001	April, 2000 23 Months July 1, 1999-May 31, 2001	April, 2000 17 Months Jan 1, 2001-May 31, 2002	April, 2000 17 Months Jan 1, 2000-May 31, 2001
<b>JUNE</b> Date Billed & New Certificate Sent * # of Months Billed For Certification Period Payment Covers	May, 2000 12 Months July 1, 2000-June 30, 2001	May, 2000 24 Months July 1, 1999-June 30, 2001	May, 2000 18 Months Jan 1, 2001-June 30, 2002	May, 2000 18 Months Jan 1, 2000-June 30, 2001

\* PLEASE NOTE: If your original expiration date is either June 30, 1999 or December 31, 1999, your new certificate is sent after your payment is made for the May or November bill sent to you and not when billed as noted.

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

■ Dr. Mary F. Maples, of Reno, NV, has made a memorial gift in the amount of \$50 in honor of Dr. Denny Auchard.

Do you have a colleague who is now deceased who dedicated his or her life to helping others through the profession of counseling? Consider making a donation to RACC in memory of that counselor. Names of counselors so honored are inscribed on a plaque in the RACC office and are published in *The National Certified Counselor*. Use the form on this page, indicating that this is a memorial gift. If you provide the name and address of surviving family members, RACC will notify them that you have made a gift in memory of their loved one. □

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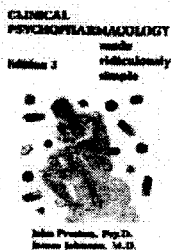
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- **The most closely guarded secrets of the world's master therapists who have been in the business 30+ years! (They all knew the one primary cure for burnout!) *Page 27***
- The 17 most profitable, non-clinical ways to increase your income (while still helping people). *(Free supplement)*
- **The HOTTEST niches that determine your profit, passion, and power!** *(Free supplement)*
- Instantly "shut down" your own internal rumination, second guessing, guilt and anxiety about your client's problems using "detached concern" *Page 20*
- **7-step formula to prevent "Compassion Fatigue Syndrome" and revive your passion for your profession.** *Pages 16-24*
- Why you should create and sell your own products (books, tapes, videos, etc.). *(Free Supplement)*
- **It's a job, not a jail. How to break your shackles. (It's never too late unless you don't start NOW!)** *Page 48*

**30 -DAY MONEY BACK GUARANTEE**

(Excluding shipping/handling and those receiving C.E. credit)

**Order Form**

**Yes Lyn!**      ♦ Please rush me my manual: "Seven Secrets of Highly Successful Therapists: Preventing Burnout." This course awards 6 C.E. contact hours.

**Yes, Yes Lyn!**      ♦ I'm ordering my course within 10 days. Rush also my FREE supplement "Alternative Income Sources for Therapists" (\$99 value-FREE!) This course awards 2 C.E. contact hours.

Please send C.E. quiz (no extra charge)

Check enclosed for \$107 plus \$12 S&H (total \$119)

Bill my:

VISA  MC  AMEX  DISC

Card # \_\_\_\_\_

Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_

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Name \_\_\_\_\_

Credentials \_\_\_\_\_

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City \_\_\_\_\_

St. \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_



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NCC 8/99

**What Therapists are Saying About the Program:**

*"I loved this independent study course! You give wonderful, practical advice. I have never seen anything else like it. I feel re-charged about my practice! Thanks so much!"*

- Janice Carbon, BCSW, Mataire, LA

*"Worth the investment of time, money and energy."*

- Doreen Lerner, Ph. D., Morgan Hill, CA

# STATE LICENSURE UPDATE

## ALABAMA

### LAW PASSED 1979

Dr. Walter Cox, Executive Officer  
Alabama Board of Examiners in  
Counseling  
P.O. Box 550397  
Birmingham, AL 35255  
Phone: (205) 458-8716 or  
(800) 822-3307  
Fax: (205) 458-8718

## ALASKA

### LAW PASSED 1998

Wanda Fleming, Licensing Examiner  
Board of Professional Counselors  
Division of Occupational Licensing  
P.O. Box 110806  
Juneau, AK 99811-0806  
Phone: (907) 465-2551  
7:30 a.m. to 4:00 p.m. AST  
Fax: (907) 465-2974  
E-mail: wanda\_fleming@commerce.  
state.ak.us  
Web site: www.commerce.state.ak.us/  
occ/

## ARIZONA

### LAW PASSED 1988

George Mehnert, Executive Director  
Arizona Board of Behavioral Health  
Examiners  
1400 West Washington Street  
Suite 350  
Phoenix, AZ 85007  
Phone: (602) 542-1882  
Fax: (602) 542-1830

## CALIFORNIA REGISTRY OF CAREER COUNSELORS

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

Please note: The CA Registry is a  
voluntary registry for career  
counselors, rehab counselors, and  
paraprofessionals in that state. The  
only state credential counselors may  
apply for is the Marriage, Family, Child  
Counselor. NCCs/ LPCs moving to  
California can contact that board at:

Marriage, Family, Child Counselor  
Board of Behavioral Sciences  
400 R Street, Suite 3150  
Sacramento, CA 95814-6240  
Phone: (916) 445-4933  
Fax: (916)-323-0707  
E-mail: BBSWebMaster@bbs.ca.gov  
Web site: www.bbs.ca.gov

## COLORADO

### LAW PASSED 1988

Rene Staff, Administrative Assistant  
State Board of Licensed Professional  
Counselor Examiners  
1560 Broadway, Suite 1340  
Denver, CO 80202  
Phone: (303) 894-7766  
Fax: (303) 894-7790  
E-mail: joan.seggerman@state.co.us  
Web site: www.dora.state.co.us/  
registrations/men.htm

## CONNECTICUT

### LAW PASSED 1997

Norma Shea  
Dept of Public Health–State of  
Connecticut  
410 Capitol Avenue - MS # 12APP  
P.O. Box 340308  
Hartford, CT 06134-0308  
Phone: (860) 509-7561  
Fax: (860) 509-8457

## FLORIDA

### LAW PASSED 1981–REVISED 1987

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

## GEORGIA

### LAW PASSED 1984

Kathryn Mosley, Applications  
Composite Board of Professional  
Counselors, Social Workers &  
Marriage & Family Therapists  
Examining Boards Division  
166 Pryor Street, SW  
Atlanta, GA 30303  
Phone: (404) 656-3933  
Fax: (404) 656-3989

## ILLINOIS

### LAW PASSED 1992

Cheryl Foxx, Board Liaison  
Illinois Department of Professional  
Regulations  
320 West Washington Street  
3rd Floor  
Springfield, IL 62786  
Phone:  
(217) 782-0458 for existing  
applications  
(217)782-8556 or toll free  
1-877-284-1521 for information/  
new applications  
Fax: (217) 782-7645

## MARYLAND

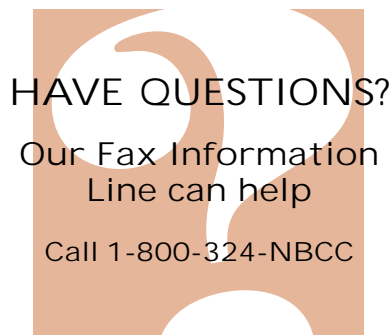
### LAW PASSED 1985

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

## MASSACHUSETTS

### LAW PASSED 1987

Jodi Bornstein, Administrative  
Assistant  
Board Allied Mental Health & Human  
Services Professions  
239 Causeway St.  
Boston, MA 02114  
Phone: (617) 727-3080



## STATE LICENSURE UPDATE

### MONTANA

#### LAW PASSED 1985

Mary C. Hainlin, Program Manager  
Board of Social Work Examiners &  
Professional Counselors  
111 North Jackson, Arcade Building  
Helena, MT 59620  
Phone: (406) 444-4285  
Fax: (406) 444-1667  
E-mail: mhainlin@mt.gov  
Web site: [www.state.mt.us/License/  
POL/pol\\_boards/swp\\_board/  
board\\_page.htm](http://www.state.mt.us/License/POL/pol_boards/swp_board/board_page.htm)

### NEW HAMPSHIRE

#### LAW PASSED 1992

Peggy Lynch  
New Hampshire Board of Mental  
Health Practice  
105 Pleasant Street  
Concord, NH 03301  
Phone: (603) 271-6762  
E-mail: [plynch@dhhs.state.nh.us](mailto:plynch@dhhs.state.nh.us)

### NEW JERSEY

#### LAW PASSED 1993

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

### NEW MEXICO

#### LAW PASSED 1993

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

### OKLAHOMA

#### LAW PASSED 1985

Mike Blazi, Administrator  
Licensed Professional Counselors  
Advisory Board  
Oklahoma State Dept. of Health  
1000 NE 10th Street  
Oklahoma City, OK 73117-1299

Phone: (405) 271-6030

Fax: (405) 271-1918

### OREGON

#### LAW PASSED 1989

Carol Fleming, Board Administrator  
Oregon Board of Licensed  
Professional Counselors &  
Therapists  
3218 Pringle Road, SE, #160  
Salem, OR 97302-6312  
Phone: (503) 378-5499  
E-mail: [lpc.lmft@state.or.us](mailto:lpc.lmft@state.or.us)

### SOUTH CAROLINA

Law Passed 1985

Marjorie Montgomery, Administrator  
South Carolina Dept. of Labor  
Licensing Regulations  
Division Professional & Occupational  
Licensing  
P.O. Box 11329  
Columbia, SC 29211-1329  
Phone: (803) 896-4660  
Fax: (803) 896-4719  
Web site: [www.llr.sc.edu/bel.htm](http://www.llr.sc.edu/bel.htm)

### TENNESSEE

#### LAW PASSED 1984

Sheila Bush, Board Administrator  
TN State Board of Professional  
Counselors, Marital & Family  
Therapists & Clinical Pastoral  
Therapist  
1st Floor, Cordell Hull Bldg.

425 5th Ave. N.

Nashville, TN 37247-1010

Phone: (615) 532-3202 or  
(888)310-4650

Fax: (615) 532-5164

### TEXAS

#### LAW PASSED 1981

John L. Luther, Executive Director  
Texas State Board of Examiners for  
Professional Counselors  
1100 West 49th Street  
Austin, TX 78756-3183  
Phone: (512) 834-6658  
Fax: (512) 834-6789

### WASHINGTON

#### LAW PASSED 1987

Tonya Stauffer, Program Manager  
Health Professions Quality Assurance  
Division  
Health Professions Section Two  
1300 S.E. Quince Street  
Olympia, WA 98504-7869  
Phone:  
Counselor Registration:  
(360) 236-4900  
Mental Health Certification:  
(360)236-4901  
Fax: (360) 236-4909  
e-mail: [tgs0303@hub.doh.wa.gov](mailto:tgs0303@hub.doh.wa.gov)

### WISCONSIN

A Note from Wisconsin

I thought NBCC® might like to know that my national certification as a clinical supervisor has made it possible for me in the state of Wisconsin to be the signatory supervisor for what is deemed here the "3000 hour letter." I received a "special dispensation" from the Division of Supportive Living, which is the regulatory state agency overseeing such matters. The 3000 hour letter permits counselors to use the term "psychotherapist" and to accept Medicaid payments. Normally in Wisconsin, only psychiatrists, psychologists, or social workers can sign off on the 3000 hour (and there is no requirement that any of the above professionals have ever had a single course in supervision, much less that they have documented hours of supervision).

Thank you for creating a credential which helped me to be acknowledged for my abilities as a counselor.

Bryce Wnukowski,  
Ph.D., NCC, ACS

## CONTINUING EDUCATION PROVIDER UPDATE

### NEW APPROVED PROVIDERS

Lesley College, Cambridge, MA, #4471  
 Chadron State College, Chadron, NE #4473  
 John Brown University, Siloam Springs, AR, #4474  
 New Jersey Institute for Training in Psychoanalysis, Teaneck, NJ, #5822  
 EMPACT/SPC, Tempe, AZ, #5823  
 Interfaith Counseling Service, West Newton, MA, #5824  
 International Society for the Study of Dissociation, Northbrook, IL, #5825  
 Professional Board of Alcohol and Drug Counselors-Germany, #5826  
 New Perspectives of Indiana, Indianapolis, IN, #5827  
 Essence: Supervision and Counseling, North Augusta, SC, #5828  
 Professional Training Seminars, Pineville, LA, #5829  
 Mennonite Mutual Aid, Goshen, IN #5830  
 New Jersey Association of Mental Health Agencies, Manasquan, NJ #5831  
 Crisis Center, Inc, Birmingham, AL #5832  
 adventurehaven, LLC, Edgewood, KY #5833  
 Human Development Training Programs, Albuquerque, NM, #5834  
 REACH Educational Seminars, Northampton, MA, #5835  
 Alabama Coalition Against Domestic Violence, Montgomery, AL, #5836  
 Professional Development Specialists, Murraysville, PA, #5837  
 The Message Company, Santa Fe, NM #5838  
 The Institute of Ayurvedic Sciences, Montgomery, AL #5839  
 RAPT Foundation, Perth Amboy, NJ #5840  
 Alternative Interventions, Inc, Oklahoma City, OK, #5841  
 Mental Notes, Englewood, CO #5842  
 Rhea Jacobson Mgmt, Battle Ground, WA, #5843  
 Moonshadow Learning Services, Whittier, NC, #5844  
 Institute for Advanced Training in Counseling and Psychotherapy, Mobile, AL, #5845  
 Alabama Council of Community Mental Health Boards, Birmingham, AL, #5846

LaJolla Program, LaJolla, CA, #5847  
 Northwest Pastoral Counseling, University Place, WA, #5848  
 Washington Community Mental Health Council, Seattle, WA, #5849  
 Association for the Advancement of Gestalt Therapy, Kent, OH, #5850

### NEWLY APPROVED HOME STUDY PROGRAMS

Subscription to the AMHCA newsletter, *The Advocate* ..... 1 hour per issue  
 "Understanding Biological Psychiatry" ..... 10.5 hours  
 "Integrative Couples Therapy" ..... 8.5 hours  
 From: Journal Learning International, PO Box 1987, Clackamas, OR 97015 (503) 725-4741  
 "Treating Troubled Children and Their Families" ..... 18 hours  
 From: Affect +, PO Box 273476, Tampa, FL 33688-3476 (813)948-8887  
 "Emotional Intelligence" ..... 6 hours  
 "Why Zebras Don't Get Ulcers" ..... 8 hours  
 "Successful Aging" ..... 5 hours  
 "Intelligence and Intelligence Tests" ..... 2 hours  
 "Progressive Muscle Relaxation" ..... 2 hours  
 "Hereditary Breast Cancer" ..... 2 hours  
 "Alzheimer's Disease: Diagnosis and Treatment" ..... 2 hours  
 From: Health Science Seminars, 1000 Elwell Ct., Suite 100, Palo Alto, CA 94303 (650)934-2700.  
 Programs available on Web site: [www.healthscienceseminars.com](http://www.healthscienceseminars.com)  
 "Treating the Blues: Strategies and Techniques for Clinical Depression" ..... 15 hours  
 "Anxiety Disorders" ..... 15 hours  
 "Ethics in Action" ..... 15 hours  
 From: The American Counseling Association, 5999 Stevenson Ave. Alexandria, VA 22304 (800) 347-6647  
 "Psychological Principles of Motivation" ..... 8 hours  
 "Seven Secrets of Highly Effective Therapists: Preventing Therapist Burnout" ..... 6 hours  
 From: GROW Counseling and Resources, 300 Laguna Ave., Morgan Hill, CA 95037 GROWRES@aol.com (408)463-1510

"AACC Adjective Checklist" ..... 10 hours  
 Subscription to Marriage and Family: A Christian Journal ... 5 hours per issue  
 From: The American Association of Christian Counselors, PO Box 739, Forest, VA 24551 (804) 384-0564

"Helping More People" ..... 6 hours  
 From: Mental Notes, 6075 S. Quebec St., Suite 102, Englewood, CO 80111 (888) 690-7908

"Timeless Healing" ..... 4 hours  
 "Self Esteem" ..... 4 hours  
 From: Cortext/Mind Matters Seminars, 445 S. San Antonio Rd., Suite 203 Los Altos, CA 94022 (650) 949-0401

"Grief: Loss and Reconstruction" ..... 3 hours  
 "Dealing With Difficult Depressions" ..... 2 hours  
 From: PsychoEducational Resources, Department of Psychology, University of Florida, Gainesville, FL 32611 (352) 473-7300

The following programs were previously listed in *The National Certified Counselor* but have now been renamed. Please add them to your list of approved home study programs

"CHS1 Tools and Techniques" ..... 8 hours  
 "CHS2 Experiential Workshop" ..... 11 hours  
 "CHS3: Men's Issues" ..... 10 hours  
 "CHS4: Tools for Trauma Survivors" ..... 9 hours  
 "CHS5: Lectures in Journal Therapy" ..... 6 hours  
 From: The Center for Journal Therapy, 12477 W. Cedar Dr. #102, Lakewood, CO 80228  
 1-888-421-2298 fax (303) 985-3903.  
 Web site: [journaldoc@aol.com](mailto:journaldoc@aol.com)

### ADDRESS CORRECTIONS

CMR Home Study, 30423 Canwood St., Suite 228, Agoura Hills, CA 91301

Study Credit, Inc., PO Box 15220, Charlotte, NC 28211  
 (704) 364-3630 fax (704)364-9678  
 e-mail: [studycredit@msn.com](mailto:studycredit@msn.com)

If you want a complete list of approved home study programs, please contact the Recertification Department or see the NBCC® Web site at [www.nbcc.org](http://www.nbcc.org).

## NCCs OF NOTE

**Richard A. Benbow**, Ph.D., NCC, CCMHC, of Las Vegas, NV, has been granted validation for life as a Certified Program Administrator by the Nevada Bureau of Alcohol and Drug Abuse (BADA). In addition, he recently met license renewal requirements as a Secondary Counselor and has been selected for inclusion in the 27th edition of *Marquis Who's Who in the West*.

The lifetime Program Administrator certification and inclusion in the *Marquis* biographical reference both recognized Benbow's excellence in alcohol and drug abuse treatment as well as management practice, in providing administrative services which meet the high standards established in the field. He is recognized in four additional *Marquis Who's Who* biographical reference publications.

A Court Intake Supervisor, Benbow is actively involved as a volunteer with numerous organizations in the southern Nevada area. He spends his spare time assisting with a local children's soccer team, coaching a local Bobby Sox softball team, and serving as a chaperone with a local Girl Scout Troop and the Grant Sawyer Middle School Band on road trips.

**Thomas W. Clawson**, E.Ed., NCC, of Greensboro, NC, received the American Counseling Association's Arthur A. Hitchcock Distinguished Professional Service Award at the ACA World Conference in April, in San Diego. As co-chair of FACT, Clawson has done a great deal for the good of fair testing. He has also strengthened the position of counselors and

other test users so that they can better serve the public. Professional organizations recognize the advocacy component of the work being done at NBCC®. Our NCCs see the value of FACT's contribution as well.

**Earl Coleman**, Ph.D., NCC, MAC, of Thomasville, NC, has been elected president of the Licensed Professional



**Earl Coleman**

Counselors Association of North Carolina for 1999. There are currently more than 1,600 licensed professional counselors (LPCs) in North Carolina.

In addition to being an LPC, Coleman is a NC Certified Clinical Addictions Specialist, a National Certified Counselor, a Master Addictions Counselor, and a Licensed Clinical Pastoral Counselor. He is an Approved Clinical Supervisor with NBCC® and a Certified Clinical Supervisor with the National Christian Counselors Association. Coleman is the clinical supervisor of the Baptist Counseling Center of Greensboro and in full-time private practice with Green Valley Psychiatric Group, PA.

**Cass Dykeman**, NCC, NCSC, MAC, of Corvallis, OR, has been appointed associate professor of Counselor Education. Dykeman previously was an associate professor at Eastern Washington University.

**Charles Guest**, NCC, of Mobile, AL, attended the White House Conference on School Safety. He is a university professor who has done work in the area of juvenile crime prevention. The conference focused on short-term and long-term solutions to the growing problem of school violence in communities across the nation.

**Scott McGowan**, Ph.D., NCC, of Brookville, NY, was presented with the Arthur A. Hitchcock Distinguished Professional Service Award at the 1998 ACA World Conference in Indianapolis. The national award "recognizes outstanding service at the local, state, and the national level that reflects significant contribution to the professional concerns of the American Counseling Association." McGowan is president of the Association for Humanistic Education and Development, immediate past chair of the Council of ACA Journal Editors, and past editor of the *Journal of Humanistic Education and Development*.

**Diana Quealy-Berge**, NCC, of Laramie, WY, was honored with the J.R. MacNeel Award for her work as director of the Chemical Abuse Research and Education & Violence Prevention Program (C.A.R.E.) at the University of Wyoming in Laramie. Quealy-Berge worked closely with Drug Free School coordinators, administrators, counselors, teachers, and University of Wyoming faculty members to provide technical assistance, distribute materials regarding substance abuse prevention, and offer training throughout the state.

## NCCs of Note

**Julie Price**, NCC, of Powell, WY, received the Human Rights Award for her ongoing work against domestic violence. Prior to joining the staff of Northwest College in 1996, Price worked with abused women at the SAFE Project in Laramie, WY. She lobbied for victims' rights and brought the Victim/Witness Protection and Rights Program to Laramie.

**Nicholas Vacc**, NCC, of Greensboro, NC, a specialist in counseling and counselor education, has been elected co-chairman of the Joint Committee on Testing Practices. Vacc, who represents the ACA on the committee, will serve a two-year term. The committee is composed of representatives of professional organizations whose members have substantial training in the development, administration, and use of tests, assessments, and appraisal measures. Membership consists primarily of people employed by universities and testing organizations.

Vacc is the Joe Rosenthal Excellence Professor in the Department of Counseling and Educational Development at the University of North Carolina. He is the author or co-author of 11 books or monographs, eight book chapters, 10 invited reviews by the *Mental Measurement Yearbook*, and more than 70 articles in scholarly journals. □

VISIT THE NBCC®  
WEB SITE

Your On-line Guide to  
NBCC® Information and  
Services at  
<http://www.nbcc.org>

## INTRODUCING THE GSA-NCE

NBCC® has changed the name of its Special Administration for students to the Graduate Student Administration of the NCE, now known as the GSA-NCE. This name more accurately reflects what this service is—an opportunity for students to apply for the National Certified Counselor (NCC) credential and take the NCE while they are in school.

Students enrolled in CACREP-accredited programs who pass the NCE can be nationally certified after sending their final transcript and professional endorsement form to NBCC®.

Schools that do not have CACREP-accredited programs may also participate. Under the Board Eligible GSA-NCE program, qualified students can take the NCE prior to graduating and have up to three years to complete their experience requirement. Students must expect to meet NBCC® coursework requirements prior to graduation in order to qualify.

The cost for GSA-NCE applicants is lower than for regular NCC applicants and their NCE scores may be applied towards their state credential in those states that require the NCE for licensure or certification.

NBCC® also sends an aggregate score report to each participating school. *Please note that the NCE cannot be used as a comprehensive examination. The Center for Credentialing and Education, Inc. (CCE), an affiliate of NBCC®, offers a comprehensive examination called the Counselor Preparation Comprehensive Examination (CPCE). For more information on the CPCE, contact NBCC®'s examinations department.*

More than 150 schools are participating in the 1999 GSA-NCE programs. For information on how to become a participating school, contact NBCC®'s GSA Coordinator at 336-547-0607 or [nbcc@nbcc.org](mailto:nbcc@nbcc.org). □

Graduate Student Administration

# GSA-NCE



National Board for Certified Counselors, Inc.

## NCC NETWORK

**Laurence Armand French**, NCC, of Mimbres, NM, has published a book, *The Qualla Cherokee—Surviving in Two Worlds*. The book addresses the complex identity relationship between the real and imaginary Cherokee images presented among Qualla Cherokee. It takes into consideration the rich, unique traditional culture and history; commercial stereotypical Indian images; and the influences of the dominant Anglo-American society. French is currently director of psychology programs in the Department of Social Sciences at Western New Mexico University. He has published eight previous books and monographs as well as many articles.

**Lloyd Ray Ganey, Jr.**, NCC, of Sierra Vista, AZ, has developed and launched a new course on the Internet for Cochise College called "Loss, Grief & Dying." He welcomes any NCC to visit at <http://xwing.cochise.cc.az.us/online-campus/>. □

## RECERTIFICATION NEWS

### NCCS WITH A DECEMBER 31, 1998 EXPIRATION DATE

If your expiration date was December 31, 1998, you should have received and returned your blue recertification form. If you have not done so, you have until June 30, 1999, to complete recertification. After that time, if you wish to renew your certification, you will have to complete reinstatement procedures which include a mandatory continuing education audit plus pay a \$50 reinstatement fee in addition to the annual fee and any past fees owed. Contact the Recertification Department by phone, fax, or e-mail.

### REVIEW OF RECENT CHANGES IN CONTINUING EDUCATION POLICY

In the past couple of years NBCC® has made several changes to continuing education policy that affect all NCCs. "New Program Development" was added under the category "Publication and Presentations." This addition allows NCCs to count up to **20 hours for the development of a new course (at a university), workshop or seminar, training program, or community service program.**

Another significant change was the addition of a new category for earning hours. This is called "Non-related Programs." This refers to **workshops or training programs that do not relate to one of the 10**

**content areas but which enhance NCCs' direct service to their clients.**

Lastly, NBCC® developed a **Continuing Education Monitoring Form** which NCCs may use to document a continuing education event for which no documentation was provided or where a document was available but only at a significant price. This form is available on the NBCC® Web site or from the Recertification Department. □

## KUDOS TO MES COUNSELORS

Congratulations to MES Foundation (previously named Maine Education Services). MES counselors are now 100 percent National Certified Career Counselors.

The counseling staff includes:

**Janet K. Etzel**, #34177, MS, LCPC, NCC, NCCC

**William S. Webb**, #41120, M.Ed., NCC, NCCC

**Crisanne K. Blackie**, #41119, M.Ed., NCC, NCCC

**William H. Stone**, #21913, Ed.D., LPC, NCC, NCCC

## VOLUNTARY AUDITS

*The following NCCs have passed the NBCC® Voluntary Audit for special recognition in continuing education.*

*While 100 hours of continuing education are required for recertification, these NCCs have completed and documented more than 130 hours in the five-year certification period.*

*They have received a special certificate citing this achievement and are to be congratulated for their dedication to excellence. NBCC® salutes them!*

**Maria Ebert**, #30389, Maisach, Germany

**Paulette L. Kraus**, #28631, New Orleans, LA

**Mary Katrina Warsick**, #30568, Hudson, FL

**George F. Olinski**, #121, Lewiston, NY

**Susan R. Heritage**, #30449, Wheat Ridge, CO

**George A. Buettner**, #129, Portland, OR

**Joseph Charles Ciechalski**, #674, Greenville, NC

**Susan Fleming Keaton, Ph.D.**, #2283, High Point, NC

**Thomas Francis O'Brien**, #1966, Mantua, NJ

**Chuck William Johnson**, #30428, Camp Point, IL

**Rose Anne Hartman**, #2123, Oak Ridge, TN

**Dennis Lee Gaugler**, #27249, Oakwood, IL

**Charlotte McIlwain Rahaim**, #30844, Richton, MS

**Alfred L. Richards**, #5367, Carrollton, GA

**Marjorie Ann O'Leary**, #23947, Lancaster, PA

**Susanne Beier**, #4185, Forest City, PA

**Anne V. Mann**, #22742, Tempe, AZ

**Paula Ayn Phillips**, #29958, Keene, NH

**Robert S. Hagstron, Jr.**, #31018, Billings, MT

**Jon Andrew Bolaski**, #4306, Shelburne Falls, MA

**Edward D. Mauzey**, #3118, Big Sandy, TX

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## NCC FACTS AND FINDINGS

By Wendy Charkow

How do male and female test takers compare and contrast with regard to performance on the National Counselor Examination (NCE)? We analyzed NCE scores by gender for each national testing administration since April 1985. We then collapsed the data so that we could report statistics for the entire NCC population that tested in or after 1985, as well as to see if specific chronological trends could be identified through the years.

Here's what we found: Overall, for males, the mean NCE score was 109.21, with a standard deviation of 15.33 points, and a median NCE score of 110.65. For females, the overall mean NCE score was 109.07, with a standard deviation of 14.80, and a median NCE score of 110.38. (The maximum NCE score that can be obtained is 160.) The mean pass rate for males, or the percentage of male test takers that have passed the exam, is 81.38%. The mean pass rate for females is 82.36%. Obviously, overall, males and females perform similarly on this examination.

In looking at chronological trends, it appears that in the beginning males were obtaining somewhat higher scores than females. For example, the pass rate for males in April 1985 was 83.22% and the pass rate for females was 79.80%. However, this trend only lasted about a year, and the performance by gender began to equalize, and in some years, it even reversed. For example, in April 1992, the pass rate for males was 78.53%, and the pass rate for females was 82.4%. Currently, males and females are performing in almost an identical fashion; in October of 1998, males passed the NCE at a rate of 82.86% and females exhibited a pass rate of 83.53%. □

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