

# NBCC NEWSNOTES

National Board for Certified Counselors

Volume 13, Number 1

Summer 1996

## JAFFEE v. REDMOND: A PRIMER ON PRIVILEGE

By Robert H. Pate, Jr., Chair, NBCC Board of Directors

The June 13 U.S. Supreme Court decision in *Jaffee v. Redmond*, which upheld the ability of psychotherapists to maintain the confidences of their clients, will have far reaching consequences for counselors and those they serve. We believe the case and decision deserve a prompt and more detailed review than the sketchy accounts provided by the popular press.

The specific issue in *Jaffee v. Redmond* was whether a clinical social worker licensed in Illinois, a state that grants privilege to licensed therapists, could be denied that privilege in federal courts. Privilege is defined as the ability of a person to refuse to answer questions in court or to refuse to produce certain records without fear of penalty—whether that penalty be a contempt of court citation or an adverse instruction to the jury. The decision held that conversations between the client and therapist and the notes taken during their counseling sessions are protected from compelled disclosure. Although the decision was certainly welcome, the language of the ruling and the dissenting opinions leave challenges for the counseling profession.

THE DECISION IN JAFFEE v. REDMOND WILL HAVE FAR REACHING CONSEQUENCES FOR COUNSELORS AND THOSE THEY SERVE.

### BACKGROUND OF THE CASE

Although the facts in the case of *Jaffee v. Redmond* were not the issue before the Supreme Court, they are important for understanding the ruling. Marylu Redmond, a police officer, shot and killed Ricky Allen, Sr.,  
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# JAFFEE v. REDMOND

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when she responded to a reported stabbing at an apartment complex. Officer Redmond testified that, at the time of the shooting, Allen was pursuing another man with a knife.

After the incident, Redmond received counseling from licensed clinical social worker Karen Beyer, an employee assistance counselor. Both Redmond and Beyer were employees of the Village of Hoffman Estates. Carrie Jaffee, special administrator for Allen, sued Redmond and the Village in the District Court for the Northern District of Illinois on behalf of Allen's estate. When asked in a deposition about her sessions with Beyer, Redmond asserted privilege and refused to respond to questions concerning the therapy sessions. Likewise, Beyer, the social worker, did not fully respond to questions and refused to turn over her case

notes to the court.

The judge instructed the jury that there was no legal justification for Beyer to refuse to turn over her notes. Therefore, the jury was entitled to presume that the contents of the notes would be unfavorable to Redmond. Beyer testified about the timing, duration, and number of meetings with Redmond, but she did not produce her notes, nor would she testify concerning Redmond's disclosures concerning her thoughts and intentions. Redmond's attorney asked the court to quash the subpoena of the notes of

**PRIVILEGE IS NOT EASILY GRANTED. FEDERAL COURTS RECOGNIZE COMMON LAW PRIVILEGE SUCH AS THE ATTORNEY-CLIENT RELATIONSHIP.**

Redmond's therapy sessions and the order for her therapist to testify. The court, however, held that any psychotherapist-patient privilege applied only to psychiatrists and clinical psychologists and not to Redmond's therapist, a licensed clinical social worker. The jury returned a verdict in favor of Jaffee, and Redmond and the Village appealed. The U.S. Court of Appeals for the Seventh Circuit reversed the lower court ruling, citing as incorrect the judge's instructions to the jury that in the absence of the therapist's notes, the jury could assume they contained information unfavorable to Redmond.

The lower court's ruling that Redmond's therapist had no privilege was particularly troubling because Illinois statutes, like statutes in nearly all states, provide privilege for therapists licensed by that

state whether they are psychiatrists, psychologists, counselors, or clinical social workers.

## THE SUPREME COURT DECISION

Jaffee subsequently appealed to the U. S. Supreme Court, and the issue of psychotherapist-patient privilege went before the highest court in the land.

Because courts seek truth through the judicial process of testimony and examination of documents and physical evidence, privilege is not easily granted. Federal courts recognize common law privilege for the attorney-client relationship, the priest-penitent relationship, the privilege of spouses to refrain from testifying against their partners, and the constitutional privilege against self-incrimination. The Federal Rule of Evidence 501 instructs courts that claims of privilege by a witness "shall be governed by the principles of common law as they may be interpreted in the light of reason and experience." Specific federal rules granting privilege were proposed in 1974. As a result of lengthy hearings, however, Congress did not amend the Federal Rules of Evidence to recognize the proposed nine specific privileges, which included a psychotherapist-patient privilege for psychiatrists and clinical psychologists, the only professions licensed to provide psychotherapy at that time. Congress let stand the existing Rule 501 because it believed that restricting the privilege to the nine proposed would unduly limit courts' ability to grant reasonable and necessary privilege.

The issue decided by the Su-  
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## JAFFEE v. REDMOND

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preme Court was the extension of privilege in federal courts to psychotherapists and to psychotherapists from a professional group not in the 1974 proposal for privilege. The oral arguments before the Supreme Court were based primarily on common law, the Constitution, and statutes as established sources of privilege, with particular emphasis on Wigmore's classic utilitarian rationale which established four reasons for granting privilege. Those reasons are: (1) the communication originated in confidence; (2) confidence is necessary for the relationship; (3) the relationship is one that society wants to foster; and (4) the injury that would be caused by forcing disclosure must be greater than the benefit gained for the correct ruling on the matter at hand.

Counseling certainly qualifies on the basis of Wigmore's first three criteria; in *Jaffee v. Redmond*, the issue was the injury versus the benefit of forcing Redmond's therapist to testify. The Supreme Court accepted the arguments on behalf of Redmond and expanded the psychotherapist privilege beyond that proposed in 1974 by granting psychotherapist privilege to another group of licensed professionals—clinical social workers. The ruling recognized the necessity of breaking confidentiality in certain narrowly prescribed situations such as child abuse or clear danger to self or others.

### IMPLICATIONS FOR COUNSELORS

A requirement that a therapist provide information regarding confidential communications from a client would likely undermine the confidence necessary to allow

free and open communication between clients and therapists. Much of the Court's questioning of the opposing attorneys dealt with the differences between psychiatrists, psychologists, social workers, and counselors. The term "counselor" was often used to denote any of the professional groups. The attorneys defending privilege as well as the Solicitor General of the United States, who argued in favor of the privilege, asserted that denying privilege to the therapist of those who cannot afford psychiatrists or psychologists would

A CONSISTENT THEME OF THE BRIEFS FILED IN SUPPORT OF THERAPIST PRIVILEGE WAS THAT THE PRIVILEGE SHOULD BE GRANTED ON THE BASIS OF FUNCTION, NOT TITLE.

discriminate on the basis of ability to pay.

The Supreme Court ruling that Redmond's therapist could not be forced to reveal the contents of their sessions is important to counselors and all who provide therapeutic services. The specific ruling applied only to licensed clinical social workers and the decision noted that, as the first case in which the Supreme Court had recognized a psychotherapist privilege, "it is neither necessary nor feasible to delineate its full contours in a way that would govern all future questions." With this recognition of licensed clinical social workers and the previous recognition of clinical psychologists and psychiatrists, counselors are the largest remaining group of licensed professionals providing psychotherapeutic ser-

vices that is not explicitly recognized by federal courts. The Supreme Court used the term psychotherapist in its decision and counselors must be considered psychotherapists if they are to be covered by the Jaffee ruling.

It is interesting that both the American Psychiatric Association and the American Psychological Association, whose members are acknowledged as having privilege by the lower court ruling, were among the numerous organizations that filed amicus curiae (friend of the court) briefs in favor of extending the privilege to licensed therapists. The brief of the American Psychiatric Association concludes, "It would be arbitrary to cut off some class of professionals who are licensed to perform the therapeutic functions for which the privilege is important." A consistent theme of the briefs filed in support of therapist privilege was that the privilege should be granted to licensed therapists on the basis of function, not title. The importance of licensure for those who seek privilege is clear in the briefs, which stressed expanded legal recognition gained by licensure of counselors and social workers since the early 1970s when the proposed modification of Federal Rule 504 was introduced. Rule 504 recognized psychiatrist and clinical psychologist privilege.

The issues in *Jaffee v. Redmond* are critical for counselors. The case was heard in federal courts, and the ruling by the Supreme Court will apply only to cases tried there. However, a Supreme Court ruling stating there is no therapist privilege or that only psychiatrists and clinical psychologists (omitting

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counselors and other therapists) should be granted privilege in federal courts would have undermined clients' belief that counselors can protect their privacy.

The licensure of clinical social workers was mentioned as an important element in the reasoning of the Supreme Court and the licensure requirements of Illinois were cited as establishing the competence of the social worker as a psychotherapist. Counselors must now work to insure appropriate recognition in the privilege statutes in each of the states, and for licensure statutes which include recognition that counselors can be considered psychotherapists. The dissenting Supreme Court justices cited the varying qualifications of social workers and the fact that many of the duties of social workers could not be considered psychotherapy.

The counseling profession led by the American Counseling Association with strong support from the National Board for Certified Counselors needs to educate the public and decision makers that counselors can be considered mental health providers. The importance of professional associations and ethical codes is demonstrated by citation of the briefs in the Supreme Court ruling. Counselors who want to be considered psychotherapists need to establish their competence as mental health professionals and certainly NBCC certification as a Certified Clinical Mental Health Counselor (CCMHC) is one appropriate way to establish that competence. □

## COUNCILS OF ADVISORY NAMED FOR NEW CORPORATIONS

As reported in the Summer 1995 issue of *NewsNotes*, NBCC has established two new corporations: the Council for Credentialing and Education (CCE) and the Research and Assessment Corporation for Counseling (RACC). Both organizations will be led by a Council of Advisors and report to the NBCC Board of Directors. Advisors came together to develop plans of action at the inaugural meetings of the councils, which were held in Greensboro on July 12–13.

### THE CCE COUNCIL

The purpose of the CCE is to provide continuing education for other professions as well as counseling and to establish non-master's level certifications.

Selected for the first CCE Council of Advisors are:



Council for Credentialing & Education, Inc.

**Judy H. Lombana, Ph.D., NCC, LMHC**—Lombana is a professor of Counselor Education at the University of North Florida, where she has been Department Chair since 1991. She has authored numerous publications, including two books, and has served on committees for several educational and professional organizations, such as the American Counseling Association. Lombana also has managed a private practice in addition to her duties at the University of North Florida.

**Thomas M. Lovett, Ed.D., J.D., NCC, LPC**—Lovett holds the dual title of Vice President for Student Affairs and University Counsel at the University of North Alabama. As an attorney, Lovett brings a legal perspective to the CCE, in addition to his experience in a variety of counseling leadership positions. He has been involved in more than 30 professional presentations on counseling and legal topics.

**Lloyd A. Stone, Ph.D., NCC**—Stone carries the unique distinction of being the first Chair of the NBCC Board of Directors. His history with the certification profession is a significant contribution to the CCE. He is retiring from Emporia University in Kansas.

**Howard H. Splete, Ph.D., NCC, NCCC, LPC**—Splete made his mark not only as a Professor of Counseling at Oakland University for the past 18 years but also as the leader of many professional organizations, including the National Career Development Association and the Michigan Association for Counseling and Development. He has contributed to more than 30 publications on counseling and career guidance.

**Carol Trigg, M.S., Board Eligible NCC**—Trigg's five years as Human Resources Representative for Eastman Kodak Company in Rochester, NY, has given her firsthand experience with career development. She also spent several years as the Associate Director of Career Services for the University of Rochester. She holds two master's degrees: an M.S. in Counseling and Human Development and an M.S. in Career and Human Resource Development.

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## ASSURING QUALITY COUNSELING IN A GLOBAL SOCIETY

By John W. Bloom, NCC, CCMHC, Past Chair

The 1996 American Counseling Association World Conference heightened my awareness of the global scope of the practice of professional counseling. Then, in May, that awareness was further expanded when I was privileged to represent NBCC at international conferences in Washington, DC, and Vancouver, British Columbia.

The Center for Quality Assurance in International Education (QA) sponsored a conference entitled "Trade Agreements, Higher Education, and the Emergence of Global Professionals: The Quality Dimension." The QA program was planned in cooperation with national and international agencies and organizations related to: diplomacy and trade; quality assurance through accreditation, certification, and licensure; and ministries and associations of higher education.

Representatives from 40 professions and 20 countries gathered at the U.S. State Department to be briefed about trade agreements such as the North American Free Trade Agreement (NAFTA) and their impact on counseling, medical, legal, and other professional services. NAFTA has served to motivate the professions of Canada, the United States, and Mexico to begin the process of developing common educational standards to enhance student, scholarly, and professional mobility among the three nations.

Regarding professional mobility, NAFTA addresses barriers to mobility such as residency and credentialing requirements. Licensure requirements must be based on competencies that professionals must acquire, and there must be a mutual recognition between countries of the qualifications of each other's workers without mandating superfluous retraining before being permitted to practice. The goal of regulatory bodies in a global society should be on certifying capabilities and skills of professionals rather than simply on comparing educational preparation programs.

Further, one fourth of the United States workforce (28 million persons) is involved in professional or managerial work. Only recently have trade agreements such as NAFTA included mention of professional services. In the U.S., states regulate the professions and the Office of the U.S. Trade Representative is seeking the fair treatment of foreign applicants who wish to practice in the United States and ways to improve two-way communication between international and U.S. state regulatory boards. The Office of the U.S. Trade Representative is interested in these matters because the United States is trying to open new markets while providing a degree of protection for the public and to the professions.

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THE GOAL OF REGULATORY BODIES IN A GLOBAL SOCIETY SHOULD BE TO CERTIFY THE CAPABILITIES AND SKILLS OF PROFESSIONALS RATHER THAN SIMPLY TO COMPARE EDUCATIONAL PREPARATION PROGRAMS.

## NEW ADVISORY COUNCILS

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### THE RACC COUNCIL

The RACC will conduct research and testing in the field of counseling through grants and contracts for research

projects

within the

field. Selected for the first RACC Council of Advisors are:

**Sandra B. Barker, Ph.D., NCC, LPC**—Barker offers the RACC a background in research and development as well as credentialing. She has served on more than 30 professional committees, including NBCC's Addictions Academy. She currently is associated with Virginia Commonwealth University as an Associate Professor of Psychiatry and Internal Medicine and Associate Director of Inpatient Psychiatry at MCV Hospitals.

**Raoul J. Buron, Jr., Ph.D., NCC, LPC**—In his position as Chief Assessor/Senior Program Associate for the Center for Creative Leadership, Colorado Branch, Buron offers a background in leadership training and product certification workshops. He also brings a decade of clinical experience to the RACC. He has served on many task forces in the Air Force, with nonprofit organizations, educational institutions, and the Center for Creative Leadership.

**Thomas J. Fitzgibbon, Ph.D., NCC**—Fitzgibbon has spent the 1990s as Executive Director for assessment, training, planning, development and evaluation ventures, including The Techné Group, Inc. and Planning, Development & Evaluation Associates,

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Research & Assessment Corporation for Counseling, Inc.

## NEW ADVISORY COUNCILS

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Inc. His experience also includes a private practice in career and life development counseling along with various research projects.

**Leon E. Spencer, Ed.D., NCC, MAC, LPC**—As an Assistant Professor at Georgia Southern University in Statesboro, GA, Spencer teaches graduate courses in counselor education, serves on faculty committees, and advises graduate students. Other contributions include the development of new courses on community and family counseling. He also has developed training videos and has hosted a number of presentations on counseling issues.

**Rex A. Stockton, Ed.D., NCC**—Stockton, a professor in the Department of Counseling and Educational Psychology at Indiana University at Bloomington, has a rich background in research and development as well as in leadership. He developed a group leader training series which is distributed nationally on videotape. His career at Indiana University also includes five years as Associate Dean in the Office of the Vice President and Dean for Research and Advanced Study, where he coordinated and administered research and academic programs.

NCCs will be kept informed of the activities of the CCE and RACC through *NewsNotes* and the NBCC Web site, Counselor Link™. Watch for exciting developments and advances in the counseling profession and other areas. □

## QUALITY COUNSELING IN A GLOBAL SOCIETY

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A specific example of this activity would be the efforts of the U.S. Counsel for International Engineering Practice, which also has focused on accreditation and licensure issues. It has worked successfully with Canadian and Mexican counterparts to develop Mutual Recognition Documents (MRDs). Even though a majority of U.S. state jurisdictions still find portions of these MRDs unsatisfactory, they represent a positive effort. Likewise, the American Association of State Counseling Boards and the National Board for Certified Counselors need to step forward and take a leadership role in developing MRDs with our neighbors to the north and south.

The second conference I attended was the International Counselling Congress: Counselling in the Global Community. (As we move to global thinking, we must remember the British spelling of “counsellor” and “counselling.”) The conference, held in Vancouver, was jointly sponsored by the International Round Table for the Advancement of Counselling (IRTAC), the Canadian Guidance and Counseling Association (CGCA), and the British Columbia School Counsellors Association. IRTAC is an international association for the interdisciplinary study of counseling and guidance which aims to provide an international forum for the exchange of ideas, research findings, and professional experience.

Fellow NBCC board members Dick Percy and Bob Pate, along with NBCC Executive Director Tom Clawson, also attended. Important linkages were made with counseling professionals around the world and we were able to announce the formation of NBCC’s new corporations, the Council for Credentialing and Education (CCE) and the Research and Assessment Corporation for Counseling (RACC).

These corporations will be active participants in developing global counseling alliances. One such endeavor is already underway as we, along with Bryan Heibert of the University of Calgary and Executive Director of the Canadian Career Guidance Foundation; Peter Plant of Copenhagen, Denmark; and Susan Wheeler of Birmingham, England, agreed to begin work on an international study which will lead to the publication of an International Guide to Counseling and Counseling Credentials.

In closing, perhaps one of the most frequently asked questions I hear is: “Why should I become an NCC?” For me, the work NBCC is doing in the global community is but one endeavor which is supported by our more than 24,000 certificants and is an endeavor which cannot and will not be addressed by state counselor credentialing boards. NBCC is a dynamic, forward-looking organization and one worthy of our continuing support! □

**WHY BECOME AN NCC?  
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BY STATE COUNSELOR  
CREDENTIALING BOARDS.**

## NCCs OF NOTE

**John W. Bloom**, Ph.D., NCC, CCMHC, of Flagstaff, AZ, has accepted a position as Coordinator of the School Counseling Program at Butler University. Bloom will be completing his 19th year at Northern Arizona University in Flagstaff in August and then moving to Indianapolis. Bloom also is completing his fourth year as a member of the Board of Directors of NBCC; he served as 1995–96 board chair.



**John W. Bloom**

**Judy Brandhorst**, NCC, of Battle Creek, MI, is one of 5,500 "Community Heroes" selected nationwide to carry the sacred Olympic flame in the 1996 Olympic Torch Relay.

**Tom D. Conner**, NCC, of McKee, KY, has been appointed Director of Human Development for the Christian Appalachian Project. CAP is a human services organization with more than 50 programs providing services to low income families in eastern Kentucky.

**Keren M. Humphrey**, Ed.D., NCC, of Macomb, IL, has been elected secretary of the American College Counseling Association. Humphrey is an associate professor in the Department of Counselor Education and College Student Personnel at Western Illinois University.

**Henry L. Isaksen**, Ph.D., NCC, of Midway, UT, recently was awarded the Utah Counseling Association's Lifetime Achievement Award for 1996. He has been retired for 16 years but is still counseling.

**Robert C. Reardon**, Ph.D, NCC, NCCC, of Tallahassee, FL, received the American Counseling Association's Ralph F. Berdie Memorial Research Award on April 21 at the ACA convention in Pittsburgh.

**James P. Sampson, Jr.**, Ph.D, NCC, NCCC, Tallahassee, FL, received the American Counseling Association's Ralph F. Berdie Memorial Research Award on April 21 at the ACA convention in Pittsburgh.

**Michael Shahnasarian**, Ph.D, NCC, NCCC, of Tampa, FL, received the 1996 Merit Award at the NCDA Luncheon on April 22 at the ACA convention in Pittsburgh. Shahnasarian served on the NBCC Board of Directors from 1994–96 and is the new president elect of NCDA.

**Daniel E. Shaw**, Ph.D., NCC, of Ft. Lauderdale, FL, has been appointed Chair of the Department of Behavioral Medicine in the College of Osteopathic Medicine.

**Roxanne H. Zusmer**, NCC, NCSC, of Miami, FL, received the ASCA Elementary Counselor of the Year Award on April 21 at the ACA convention in Pittsburgh. □

### REMINDER: ADDRESS CHANGES

It is your responsibility to notify NBCC of any changes to your address and telephone number.

## NCCC BULLETIN BOARD

### COME TO THE 1997 NCDA CONFERENCE

The 6th annual conference of the National Career Development Association will be held in Daytona Beach, FL, January 9–11, 1997 with professional development institutes on January 7 and 8.

The theme is "Careers and Technology: Waves of Transition," and programs will highlight the effect of technology on occupations, workers, and service delivery as well as career development research and practice.

For registration information, contact NCDA at 800-347-6647, extension 309, or email at moorencda@aol.com.

### CALIFORNIA CAREER CONFERENCE NOV. 4–8

The 1996 California Career Conference will be held November 4–8 at the Red Lion Hotel, Costa Mesa, CA. Since NBCC is a supporting sponsor of this conference, NCCs are allowed to register at a reduced member rate. For information, contact Amy Clement at 213- 894-5916. □

## DISCIPLINARY ACTIONS

*The following NCCs were adjudicated by the NBCC Ethics Hearing Committee for violating the NBCC Code of Ethics. Sanctions are listed after each name.*

**Theron Michael Covin**, #00134, suspended

**Ronald C. Frier**, #32306, suspended

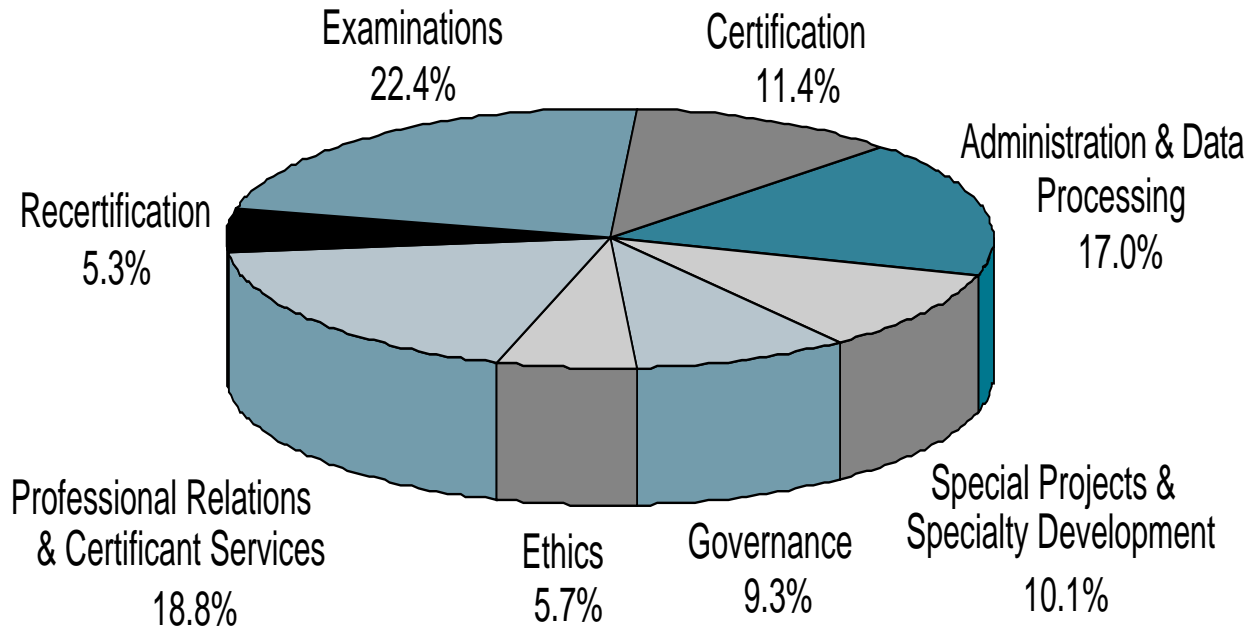
**Alan Glick**, #00204, suspended

**Carl R. Hale**, #31203, suspended

**Rosolyn Harris-Offutt**, #15483, suspended

**Brian D. Stouder**, #26404, suspended

## BUDGETED EXPENDITURES FY 1996/1997



### VOLUNTARY AUDITS

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

**Wendy O. Altamura, #15689**  
Las Vegas, NV

**Kenneth C. Baron, #26396**  
Knoxville, TN

**Gerald L. Gamache, #2454**  
St. Augustine, FL

**Neil L. Laughy, #24710**, Lawton, OK

**Debbie A. Leonhardt, #23803**  
Hiddenite, NC

**Michele C. Little, #26084**  
Plattsburgh, NY

**Jane U. Lochman, #23623**  
Charlotte, NC

**Susan Diane Searcy, #26046**  
Morganton, NC

### NBCC FAX INFORMATION LINE MENU

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

**1001 Menu of Publications**

**General Information**

- 1002 Code of Ethics
- 1003 Consumer Rights and Responsibilities
- 1004 "Dedicated to Helping you—What is a National Certified Counselor?"
- 1005 Order Form—Plaque, pins, NBCC Code of Ethics

**Certification**

- 2001 Certification Information and Application Request Form
- 2002 CACREP Programs List
- 2003 State Licensure List

**Testing**

- 3001 National Test Dates and Sites
- 3002 Preparation Guide Order Form—National Counselor Examination (NCE) for Licensure and Certification
- 3003 Preparation Guide Order Form—National Clinical Mental Health Counseling Examination (NCMHCE)

**Continuing Education**

- 4001 Approved Home Study Programs

**Continuing Education Update**

- 5001 **New England**—Maine, Rhode Island, New Hampshire, Massachusetts, Vermont

- 5002 **Northeast**—New York, Connecticut
- 5003 **Eastern Seaboard**—New Jersey, Delaware, Maryland
- 5004 **Mid-Atlantic**—Virginia, Pennsylvania, Washington DC
- 5005 **Southeast**—North Carolina, South Carolina, Georgia, Florida
- 5006 **South**—Kentucky, Tennessee, West Virginia, Arkansas
- 5007 **Deep South**—Mississippi, Louisiana, Alabama
- 5008 **Great Lakes**—Ohio, Michigan, Minnesota, Illinois, Indiana, Wisconsin
- 5009 **Midwest**—Missouri, Kansas, Nebraska, Iowa
- 5010 **West**—Colorado, Nevada, Utah, South Dakota, North Dakota, Idaho, Montana, Wyoming
- 5011 **Southwest**—Oklahoma, Texas, New Mexico, Arizona
- 5012 **Pacific**—Washington, Oregon, California, Alaska, Hawaii
- 5013 **Non-US**—Puerto Rico, Canada, US Virgin Islands



## NBCC REQUEST FORM

Please indicate the quantity for each item selected, figure total cost, include credit card information or check or money order payable to NBCC, and complete your shipping address.

QTY	ITEM	PRICE	TOTAL
	Client Rights and Responsibilities Brochures	\$5.00/25	
	NCCs: Dedicated to Helping You Brochures	\$5.00/25	
	NBCC Lapel Pin w/NCC Designation (cloisonne)	\$6.75	
	NBCC Lapel Pin (cloisonne and suitable for non-NCCs)	\$8.50	
	Specialty Pins: NCS, NCCC, NCGC, CCMHC (circle one)	\$5.50	
	NBCC Counselor Certification Video	\$9.50	
	NBCC Display Plaque (complete engraving information below)*	\$29.95	
	NBCC's <i>Work Behavior Analysis of Professional Counselors</i>	\$24.95	
	State Counselor Licensure List	No charge	
	General Practice (NCC) Application	No charge	
	Specialty Application (School, Career, Gerontological)	No charge	
	Mental Health Specialty Application	No charge	
	Addictions Specialty Application	No charge	
	Application for NBCC Provider Approval of CE Activities (for private agencies, community colleges, school districts, etc.)	No charge	
	NBCC Code of Ethics	No charge	
	<b>Total</b>		

Complete this section only if you are ordering the NBCC Display Plaque. \*ENGRAVING: Please indicate engraving desired below, one character per space.

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Address \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_

Check here if this is a new address.

Enclosed is my check or money order in the amount of \$ \_\_\_\_\_

Charge Order

Please charge my \_\_\_ VISA \_\_\_ MasterCard \_\_\_ Amex/Optima

Card Number \_\_\_\_\_ Expiration Date \_\_\_\_\_

Signature \_\_\_\_\_

## CCMHC BULLETIN BOARD

### ACADEMY MERGE FINALIZED

By Lynn Brueske, Chair, Clinical Mental Health Counseling Academy

The Clinical Mental Health Counselor Academy and NBCC have finalized the merger agreement begun three years ago. The Clinical Academy Committee voted unanimously to finalize the merger during its April conference call. The affiliation with NBCC has championed the value of the CCMHC credential and benefited the counseling profession, as a whole. We look forward to a long and prosperous association. □

### RECERTIFICATION NEWS

#### NCCS WITH A JUNE 30, 1996 EXPIRATION DATE

Those of you who have a June 30, 1996 expiration date should have received your recertification forms in the mail by this time. If you have not, please notify the Recertification Department. You must have your form, fees, and audit materials (if you were selected) to NBCC by December 31, 1996 in order to avoid deletion. □

#### SCORE REPORTS

To have an official score report forwarded to a third party, make a written request and include a \$5.00 processing fee for each request. Submit your request to: NBCC, PO Box 651051, Charlotte, NC 28265-1051. You will receive notification when your request is filled. Allow four weeks for processing. □

## CONTINUING EDUCATION PROVIDERS

### NEW APPROVED PROVIDERS

- New Mexico Suicide Prevention Project, Inc.**, Santa Fe, NM, #5692
- National Rehabilitation Services**, Gaylord, MI, #5693
- Networking, Inc.**, Richmond, VA, #5694
- Greater Lowell Mental Health Educational Consortium**, Billerica, MA, #5695
- Regional Psychiatric Services of NEA Medical Center**, Anniston, AL #5696
- The Gaine Institute**, Newbury Park, CA, #5697
- Creative Classrooms, Inc.**, Raymond, NH, #5698
- Oasis: A Women's Counseling Center**, Birmingham, AL, #5699
- Distance Learning Network**, State College, PA, #5700
- Peachtree Counseling and Professional Education**, Tulsa, OK, #5701
- Stonebridge Seminars**, Westborough, MA, #5702
- National Association for Drug and Alcohol Counseling**, Arlington, VA, #5703
- Interface Foundation**, Cambridge, MA, #5704
- NC Association for Death Education and Counseling**, Winston-Salem, NC, #5705
- Care and Counseling**, St. Louis, MO, #5706
- Seattle Marital and Family Institute**, Bellevue, WA, #5707

### NEW APPROVED HOME STUDY PROGRAMS

*(Add these to your old lists or call the Fax on Demand service for a new list.)*

- Arizona Brief Therapy Institute**  
 20 West First St. #102  
 Mesa, AZ 85201  
 602 450-4202  
 Provider #5617
- Brief Cognitive Therapy ..... 8 hrs.  
 Anger ..... 8 hrs.  
 Self-esteem and Shame ..... 8 hrs.  
 Fear and Anxiety ..... 8 hrs.  
 Depression ..... 8 hrs.  
 Boundaries ..... 8 hrs.

- Hatherleigh Co.**  
 Sexuality Issues in Counseling and Therapy ..... 15 hrs.  
 Therapeutic Strategies with the Older Adult ..... 10 hrs.

### DISCONTINUED PROVIDERS

- 5135** New England Conference for Counseling and Development
- 5357** Epilepsy Foundation of America
- 5368** American Academy of Medical Hypnosis
- 5369** Alexandria Associates
- 5375** Belmont Center for Comprehensive Treatment

- 5376** Harris County Department of Education
- 5389** International Committee for Adlerian Sum School and Institute
- 5392** National Peer Helpers Association
- 5616** Bussey, Davis and Associates, Inc.
- 6021** Allen Trainers
- 6022** George Duwors

### CORRECTION

The American Society on Aging's telephone number was listed incorrectly in the previous issue of *NewsNotes*. The correct number is 415-974-9600.

## RESEARCH & TESTING NEWS

In June, NBCC conducted item writing sessions in Greensboro, NC, for both the National Clinical Mental Health Counseling Examination (NCMHCE) and the examination for the Master Addictions Counselor credential. Twelve Certified Clinical Mental Health Counselors (CCMHCs) generated clinical simulation problems for the revised version of the NCMHCE, which is scheduled to be administered in April 1997. In addition, 12 Master Addictions Counselors (MACs) generated multiple choice items for the MAC exam (also scheduled for an April 1997 administration).

Items for both examinations will be reviewed by examination committees prior to inclusion in the April 1997 exams. If you hold the MAC or CCMHC credential and are interested in participating on these committees, please contact James A. Wachsmuth, Coordinator of Testing and Research.

### RACC TO DEVELOP COMPREHENSIVE COUNSELOR EDUCATION EXAM

Prior to the Research and Assessment Corporation for Counseling's first council meeting, NBCC conducted a survey of counselor education programs to determine interest in the development of a master's level comprehensive examination. The results of the survey were favorable, with a majority of the programs indicating positive support for an exam. Therefore, RACC will begin development of a counselor education comprehensive examination. The exam is scheduled to be completed by April 1997. There will be an opportunity for counselor educators to participate in the development of the exam, such as in item writing or exam review. □

## NCSC BULLETIN BOARD

### CHANGE HELPS NBCC FORGE THE FUTURE

By Virginia Villarreal-Mann, M.Ed., NCC, NCSC, LPC

I once saw a catchy title in the newspaper which read, "Are You Going to End Up Like Schwinn?" The article told how a national institution, the Schwinn Bicycle Co., had gone bankrupt. Why? Probably because as public demand changed, it continued to make the same large framed, heavy bikes it had made for years. Not being in touch with consumer needs was the nail in the coffin for the Schwinn company.

As school counselors, we constantly are dealing with change. Changing schedules, changing administrators and what priorities they may have for us, and the day-to-day changes that are a natural part of our job necessitates that flexibility be our constant companion. I'll admit, change is not always easy. While some see taking a different direction as radical, outrageous, threatening, or too risky, others realize that change can be exciting and look forward to it as an opportunity to stimulate new ideas and implement different procedures.

Change is not a stranger to NBCC. The evolution of an organization depends on the ability of its leaders to foresee trends and needs—and design solutions to problems that often do not yet exist. As NBCC moves away from the familiar five specialties represented on the board by five specialty directors, the new board composition of three specialty directors representing **all** specialty certificants will facilitate new specialties being added. Each specialty will have an academy with three representatives who will give direct input to the board on their goals, special projects, and concerns.

Because of these changes, I will no longer be the School Counselor Specialty Director. Instead I will be one of three Specialty Directors at large. Also I will not be serving on the School Counselor Academy. This shift will allow me to represent equally the specialties that now exist and others that will be formed in the future.

NBCC, the only nationally recognized credentialing body for counselors, has the unquestionable reputation of being a leader in the field of counseling. Only by seeing change as a catalyst and having the courage to continually replace the old with the new will NBCC be able to "forge a future" for all nationally certified counselors.

THE EVOLUTION OF AN ORGANIZATION DEPENDS ON THE ABILITY OF ITS LEADERS TO FORESEE TRENDS AND NEEDS—AND DESIGN SOLUTIONS TO PROBLEMS THAT OFTEN DO NOT YET EXIST.

### OTHER NEWS

The National Beta Club will hold its Fall Networking Conference in Oklahoma City on September 16 for school counselors in the area. For information, call (803) 583-4554. □

## NCC NETWORK

**Louise A. Dietzel**, NCC, CCMHC, of Essex Junction, VT, is the author of a new book, *Parenting With Respect and Peacefulness*. Designed for parents who want to be the best, this guide offers a realistic, attainable, and loving approach to parenting that will maximize their children's development. For more information, write to Louise A. Dietzel, M.S., 37 Prospect Street, Essex Junction, VT 05452-3612.

**Joyce Richman**, NCC, of Greensboro, NC, has published *Roads, Routes and Ruts: A Guidebook For Career Success*. Richman, a veteran career counselor, consultant, and coach, offers a practical, easy-to-read approach to personal empowerment and career success. For more information, call toll-free 800-354-8101.



Joyce Richman

**Laurie E. Daniel**, NCC, of Memphis, TN, has published an article entitled "Treating Post-Traumatic Stress Disorder in Female Adult Victims of Childhood Incest." This article was published in Volume 23 Number 1 of *Family Therapy: The Journal of the California Graduate School of Family Psychology*. Daniel is an associate counselor in private practice at John A. Scott, Sr., Ph.D. and Associates in Memphis. □

Visit the  
NBCC home page at  
<http://www.nbcc.org>

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## STATE COUNSELOR LICENSURE/ CERTIFICATION UPDATE AND CHANGES

*The following is updated information  
regarding the listings in the Winter  
1996 NewsNotes issue:*

**ARKANSAS** Law Passed 1979

**CALIFORNIA—MFCC**  
Sherry Mehl, Executive Officer

**DELAWARE**  
Gayle Franzolino, Administrative Assistant

**FLORIDA** Suite 60

**IDAHO** FAX (208) 334-3945

**KENTUCKY  
LAW PASSED 1995**  
Contact until board is established:  
Kentucky Counseling Association  
622 Timothy Dr.  
Frankfort, KY 40601 (502) 223-5905

**MAINE**  
Linda Duffy, Board Clerk

**MASSACHUSETTS**  
Michelle Essex, Chairperson  
No Fax Number

**MISSOURI**  
3605 Missouri Blvd., PO Box 1335  
Zip code: 65102 Area code change: 573

**NEW HAMPSHIRE**  
New Hampshire Board of Examiners of  
Psychology & Mental Health Practice

**NEW JERSEY**  
New Jersey Licensure Board  
Zip Code: 07102

**NEW MEXICO**  
1599 St. Francis Dr., PO Box 25101

**OKLAHOMA** No Fax Number

**RHODE ISLAND**  
3 Capitol Hill, Room 104

**SOUTH DAKOTA**  
Jamie L. Damon, Executive Secretary

**UTAH**  
328 MCKB Building, PO Box 25094

**VIRGINIA**  
Evelyn Brown, Executive Director  
Joyce Williams (Contact)

**WASHINGTON** Kim Legowewic

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