



THE NATIONAL CERTIFIED COUNSELOR

THE OFFICIAL NEWSLETTER OF THE NATIONAL BOARD FOR CERTIFIED COUNSELORS

IN THIS ISSUE...

Joining Forces to Serve Our Military

On April 11, 2012, NBCC attended the Joining Forces initiative one-year anniversary celebration, hosted on the White House South Lawn by Joining Forces creators First Lady Michelle Obama and Dr. Jill Biden, wife of the vice president. The first lady and Dr. Biden both spoke at the event, as did U.S. Army General Martin E. Dempsey, chairman of the Joint Chiefs of Staff. Guests at the celebration included Tom Brokaw and many high-ranking military officers and administration officials. The guest list for this event was very selective, and NBCC was honored to attend.



NBCC has been a partner in Joining Forces since its inception. The first lady and Dr. Biden launched the initiative last April for the purpose of mobilizing all sectors of society to support and honor service members, veterans and their families. Joining Forces focuses on improving employment, education and wellness of service members, veterans and their families, while also raising awareness of the challenges they face. NBCC is a partner in the wellness group, along with many prominent organizations, including the American Medical Association (AMA) and most medical societies, the American

Nurses Association (ANA), and the core mental health professional associations.

Joining Forces has hosted numerous in-person and teleconference meetings as part of the initiative. In January, NBCC participated in a roundtable meeting with more than 30 other health care organizations. Joining Forces teamed with the Joint Chiefs of Staff to address short-term opportunities for expanding

collaborative partnerships between the Department of Defense (DoD), the Department of Veterans Affairs (VA) and the private sector. First Lady Michelle Obama spoke at the meeting, reinforcing the importance of providing culturally appropriate care to military populations. The topic of discussion was health care issues facing service members, veterans and military families, with a focus on post-traumatic stress disorder (PTSD) and traumatic brain injury (TBI). VA Undersecretary for Health Dr. Robert A. Petzel and DoD Assistant Secretary of Defense for Health Affairs Dr. Jonathan Woodson also spoke. The meeting was preceded by a tour of DoD's world-class facility for wounded care, the National Intrepid Center of Excellence (NICoE). The organizational leaders

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Joining Forces to Serve Our Military

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heard from experts in psychological health treatment, research and education, as well as a presentation from Admiral James Winnefeld Jr., vice chairman of the Joint Chiefs of Staff.

Joining Forces holds routine conference calls to provide updates on organizational activities. A special workgroup of the mental health disciplines was formed to address issues specific to the professions. NBCC has been an active participant in these calls and meetings and has made a strong commitment to the initiative. NBCC's Board of Directors pledged to make training and education in culturally and clinically appropriate care for service members, veterans and their families available to its more than 50,000 National Certified Counselors (NCCs).

The contributions of counselors has been highlighted by Joining Forces leaders. In comments regarding health care for veterans and military families, First Lady Obama said, "They deserve nurses, social workers, and counselors who have access to the most cutting-edge research and techniques for diagnosis and care." Counselors were also referenced in the brochure that was distributed at the anniversary event. NBCC will continue to work with our Joining Forces partners to ensure counselors are ready and able to serve our nation's service members, veterans and families. Learn more about the Joining Forces initiative and how to get involved at www.whitehouse.gov/joiningforces.

NCC Network

Mary Coffman, NCC, LPC, of West Union, South Carolina, recently released *Uncle Lightfoot, Flip That Switch: Overcoming Fear of the Dark*, a lively, entertaining, interactive, self-help book to help children, ages 4 to 8, overcome fear of the dark through a fictional story and fun games. The use of story and games as a cognitive-behavioral approach was developed by the author through a process of testing and retesting of dark-fearful children. An earlier edition of *Uncle Lightfoot* was tested by independent researchers in Spain and found to be effective in reducing fear of the dark in children ages 4 to 8 when compared to a control group. The book, which contains more than 90 illustrations, is available through Amazon.com. More information on the book as well as nighttime fears can be found at www.unclelightfoot.com.

Shannon Hodges, Ph.D., NCC, ACS, LMHC, of Lewiston, New York, has just published *101 Careers in Counseling* (Springer Publications). Utilizing his nearly 30 years in the profession, his book describes traditional, nontraditional and emerging counseling careers. It includes the Bureau of Labor Statistics' occupational outlook for counselors, job search strategy, salary range, and best and worst aspects of each counseling job. The book contains a number of counseling spotlights written by counselors in the field who describe their particular counseling career. *101 Counseling Careers* can be ordered through Springer, Amazon.com, or Barnes & Noble.

★ JOINT EFFORT, JOINT SUCCESS

EDUCATING THE FORCE

WW12

DoD WORLDWIDE
EDUCATION SYMPOSIUM & EXPO

JULY 23-27, 2012

MGM GRAND, LAS VEGAS ★

NBCC will be here, connecting with more than 2,600 professionals who support voluntary advanced education for military personnel and promoting the NBCCF scholarship program and the Global Career Development Facilitator program.

Visit us at booth #607!

NCC CORNER

Supervision: NCCs Can Count 25 Clock Hours for CE Credit

Did you know that you can count up to 25 supervision hours as continuing education credit toward your NCC recertification? This refers only to supervision you receive and not to supervision you give to other, less experienced counselors. However, it does include case conference meetings in which you and the other master's-level (or higher) counselors take turns presenting cases and getting group assistance to improve your counseling with those clients. This is an excellent way to both earn hours for NCC recertification and obtain assistance with some of your difficult cases. Contact continuinged@nbcc.org if you have any questions.

What Are the Benefits of Being an NCC?

In these challenging economic times, individuals ask questions about expenses. To help NCCs and applicants understand the value of national certification, we would like to highlight some of the benefits. For a complete list and more information, please visit www.nbcc.org/Benefits.

- Use of NBCC certification marks, such as the NCC, in professional business materials www.nbcc.org/certmark.htm
- Reduced rates for professional counselor liability insurance <http://nbcc.lockton-ins.com/pl>
- Reduced rates to *Psychology Today* and free six-month trial of its therapy directory www.nbcc.org/Benefits/PT
- Reduced cost of testing instruments specifically designed for professional counselors www.nbcc.org/Benefits/IPAT
- Eligibility for the National Health Service Corps Loan Repayment Program (NHSC LRP) www.nhsc.hrsa.gov/loanrepayment/
- Advocacy for the counseling profession www.nbcc.org/About/Advocacy

Advantages of Being an NCC

For even more information on why obtaining or renewing the NCC certification is a wise professional decision, please visit www.nbcc.org/ServiceCenter/Promotion. On this page, you'll find the "Employer's Guide to the NCC." This document, which is ready for download, can help you explain to your prospective or current employer why it is an excellent idea to have you, an NCC, working for that agency or firm.

NBCC on the Move

NBCC is committed to advancing professional standards and annually attends, exhibits and/or presents at national and international counseling conferences. An additional bonus to attending these conferences is the opportunity to meet and share with our certificants, and other credentialing organizations and associations, and to advocate for the profession. Please visit with us at an upcoming event:

American Mental Health Counselors Association (AMHCA) Annual Conference

Orlando, FL

July 19–21, 2012

Conference Web site: www.amhca.org/member/annual_conference.aspx

Department of Defense (DoD) Worldwide Education Symposium 2012

Las Vegas

July 23–27, 2012

Conference Web site: www.w2012.com/common/home.action

National Adult Day Services Conference 2012

Pittsburgh

September 20–22, 2012

Conference Web site: www.nadsa.org/?page_id=1200

GOT NEWS?

If you would like to submit an item for NCC Network, refer to the guidelines and deadlines on our Web site.

www.nbcc.org/Newsletter/Submissions

Navigating Private Practice: The Question of Billing

At some point, most counselors wonder if it would be best to process their own billing, hire someone or outsource. This is a big question with serious consequences—including the size of your paycheck. This article is not intended as a definitive guide, but as a primer on some of the factors to weigh when considering a change in billing process.

It is common for group practices to hire an in-house billing professional or utilize the services of a third party, either an accounting firm or agency specializing in medical billing. This decision is commonly driven by the volume of billing created by a group of providers, or by a contractual agreement between the providers and the practice owner. While many counselors in private practice are able to manage the submission and tracking of their own claims, others prefer professional support. There are pros and cons to both approaches.

The time required to process claims is likely to be a significant factor in your decision. Group practice owners are often unable to handle the volume their practice generates and must either hire a billing professional or outsource. Billing can be complicated and overly time-consuming for some counselors, but manageable and financially beneficial for others. The right balance must be achieved—enough clients to meet your income goals while leaving time to do a thorough job processing claims. No matter how organized or diligent you are, denials will happen. You then have the responsibility of calling referring physicians, communicating with insurance carriers, resubmitting claims and processing accounts receivable. All of this eats into the time available to see clients and generate revenue. On the other hand, many counselors benefit from the reduced overhead of

processing their own claims, allowing them to meet revenue goals while seeing fewer clients.

Another important consideration is cost-effectiveness. This largely depends on the size of your practice and your knowledge of billing practices. To estimate the cost-effectiveness of your options, first determine the cost to hire an agency or employee to perform billing. Next, take a month of reimbursement data and estimate your hourly reimbursement rate and the amount of time you would have spent submitting and processing claims. Be honest about your skill level and knowledge of the billing process, or you may considerably underestimate the time required. Compare your hourly rate to the cost of a billing agency or new employee to obtain a rough projection of positive or negative change in revenue. If you are considering an in-house billing professional, include the costs of employment taxes, possible software upgrades, and supplies. Organization and attention to detail are key to successfully processing insurance claims. If you are unable to develop and implement a set of standard procedures to see the process from preauthorization to accounts receivable, then outsourcing may save you money in the long run.

After weighing the options, you may decide to do your own billing. Good for you! Stay organized, develop processes and follow up on denials. You may also consider asking your current billing professional to stay on as a consultant at a reduced fee for a brief time, or registering for a course at a community college.

If you decide that your time is better spent with clients, you may already have a list of available resources from your earlier research. There are

numerous national organizations that can connect you with an experienced professional, a growing number of whom specialize in mental health. These professionals have a better understanding of how our billing needs differ from those of physicians.

To ensure a smooth transition, consider the following recommendations:

- Check references. Anyone you hire will be working on your behalf and with your money.
- Establish a written business and confidentiality agreement.
- Contact your state licensure board to clarify client notification requirements.
- Obtain a signed statement of understanding and consent to release information from each client before making the transition.
- Confirm that the billing professional or agency has experience in mental health billing and not just physician benefits.
- Find an agency that bills based on paid claims rather than filed claims. Depending on your volume or if you agree to a monthly minimum, you may be able to negotiate a lower percentage rate or fee.
- Discuss required preauthorizations and the tracking of visits. If you plan to keep up with those details, you may be able to negotiate a lower cost.
- Be clear on expectations and how the agency will report to you. You can expect to receive a monthly claims summary that

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Update of Approved Continuing Education Providers

Alternative Opportunities; #6551;
Springfield, MO;
www.aoinc.org

Catherine L. Waltz, Ph.D., LCSW; #6550;
Ft. Lauderdale, FL;
www.drwaltz.com

CEU Library, LLC; #6546;
Banner Elk, NC;
www.ceulibrary.com

Hampton University; #4568;
Hampton, VA;
www.hamptonu.edu

Hazelden Graduate School of Addiction Studies; #6547;
Center City, MO;
www.hazelden.org

Higher Octave Healing, Inc.; #997;
Tempe, AZ;
www.higheroctavehealing.com

Hospice of the Western Reserve; #998;
Cleveland, OH;
www.hospicewr.org

Lake Health; #999;
Concord, OH;
www.lakehealth.org

Maryland Music Therapists' Collective; #993;
Columbia, MD

North Carolina Employee Assistants Professionals Association; #6548;
Cary, NC

Renewed Vision Counseling Services; #6549;
Searcy, AR;
www.renewedvisiontraining.com

Roman Music Therapy Services; #994;
Melrose, MA;
www.romanmusictherapy.com

The Innovative Way LLC:
Creative Solutions for Helping Professionals; #6540;
Winston-Salem, NC;
www.theinnovativeway.net

The Louis Armstrong Center for Music and Medicine; #979;
New York, NY;
www.musicandmedicine.org

Therapists Consultants; #3552;
Broken Arrow, OK;
www.lindakats.com

University of Phoenix—
Dean's Office; #4571;
Tempe, AZ;
www.phoenix.edu/colleges_divisions/social-sciences.html

University of Phoenix—
Detroit Campus; 4572;
Southfield, MI;
www.universityofphoenix.edu

University of Phoenix—
Southern Arizona Campus; 4573;
Tucson, AZ;
www.phoenix.edu

University of Phoenix—
Utah Campus; 4570;
Salt Lake City;
www.phoenix.edu

Navigating Private Practice: The Question of Billing

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includes reports detailing all outstanding claims, paid claims and denied claims.

- Clarify how denials will be handled and how many times the agency will resubmit.
- Clarify who will be responsible for processing collections.
- Contact any insurance companies that you are credentialed with as a provider. Many require advanced written notification of any change in billing processes.

Billing can be a source of stress for counselors. While it's a given that not every claim will be paid, it is important to have a billing system that works for your practice and maximizes paid claims. Always remember, at the end of the day, client welfare comes first. If your billing process is interfering with your ability to meet client needs, you may need to consider other options. At the same time, don't let an overextended case load force you to cut corners in your billing and sacrifice revenue goals.

Voluntary Audits

The NCC listed below has completed and documented a minimum of 130 hours of continuing education activities in the five-year certification cycle. By doing so, he has demonstrated a dedication to excellence and professionalism. NBCC congratulates this outstanding NCC.

John P. Viterito—Monmouth Junction, NJ

2011 Professional Identity Awards Announced

On March 15, 2012, then-NBCC Board Chair Dr. Brandon Hunt announced the recipients of the 2011 NBCC Professional Identity Award. This national award recognizes programs for exemplary work in counselor preparation, commitment to professional identity, and faculty participation as National Certified Counselors (NCCs). NBCC received 11 nominations in this third year of the coveted award, and three outstanding programs rose to the top. Each program will be awarded a commemorative plaque and \$5,000 to aid in its continued efforts to educate professional counselors.

This year's award recipients are the counselor education department of Winona State University, the University of Alabama's program in counselor education, and the department of counseling at Marymount University.

NBCC launched the Professional Identity Award in 2009 to celebrate the programs and faculty that prepare the world's future mental health and school counselors. NBCC sets rigorous standards for the counseling profession, and supports programs and faculty that exceed those standards. The recipients of this award exemplify the highest standards in the profession. All three counselor education programs are accredited by the Council for Accreditation of Counseling & Related Educational Programs (CACREP). In fact, the University of Alabama's program was one of the first to be accredited by CACREP, in the early 1980s.

Each program plans to invest the award money in their department to ensure the continued success of students and faculty. This includes dedicating a portion of the funds to aid

students in attending and presenting at regional and national conferences. Marymount University faculty member Lisa Jackson Cherry says, "We are leaning towards a regional conference, reaching out to local counseling centers, agencies, alumnae employment settings, and also local, regional and state counseling organizations. We would like to have a speaker series around the topic of professional counselor identity, integrating the new counseling definition from [20/20:

A Vision for the Future of Counseling], and offering CEUs to practitioners in the community."

The award recipients identified numerous short- and long-term goals for their programs. Winona University faculty members aim to expand their free clinic to include the school's second campus and provide counseling services to community members who lack health insurance. The Marymount program recently developed and received approval for an Ed.D. program in counselor education and supervision. The program will seek accreditation at the appropriate time in accordance with CACREP standards. The first

cohort of seven doctoral students will begin fall 2012. The University of Alabama wants to help students join professional organizations and publish in professional journals. Additional program goals include increasing international study, strengthening community ties, amplifying advocacy efforts, and supporting student and faculty research efforts.



University of Alabama counseling students

Professional Identity Award recipients have qualities that make them unique among counselor education programs. For instance, in 2011, the program in counselor education at the University of Alabama supported

the community by opening the doors of its counseling clinic for three weeks after an EF4 tornado devastated the city of Tuscaloosa, home of the university. Ten students and three professors volunteered, offering free counseling services to families in need. They also provided assistance in local schools for students, teachers, administrators and counselors.



Counseling faculty of Marymount University

Marymount's Department of Counseling maintains strong affiliations with military clinics and hospitals in order to train students and prepare these settings to employ licensed professional counselors. Every other year, the department offers a study abroad class in Germany, titled Advanced Professional Identity and Mental Health

Issues of Deployed Military. The class attends and presents at the annual conference of the European Branch of

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Thank You,

NBCC and Affiliates is sincerely grateful to the individuals who volunteer their time and experience serving on our many committees. Since NBCC's incorporation in 1982, we have been fortunate to work with experts in counseling, certification, supervision and other areas, and it is through these professional collaborations that NBCC has continued to develop quality certifications based on specific, defined standards.

Volunteer opportunities with NBCC and its affiliates range from individual contributions to committee work, which in some cases can be completed electronically or via teleconference. Committee participation is an excellent way to network with other accomplished professionals and increase your knowledge of the profession, particularly in the area of certification. It can also provide renewed respect for your National Certified Counselor (NCC) credential. Volunteer committee work is also an excellent way to advance your career and build professional work experience. Some past committee members have gone on to serve on the NBCC Board of Directors.

If you would like to be involved in any of the committees or volunteer opportunities described below, NBCC invites you to submit a letter of interest and résumé or curriculum vitae to NBCC, Attn: Director of Professional Advocacy, 3 Terrace Way, Greensboro, NC 27403, or to advocacy@nbcc.org. Please identify the specific committee of interest.

Examination Committees

These committees are responsible for the development and review of content for the respective certification examinations. Because members of the examination committee provide input

concerning the content accuracy and content distribution, all participants are experts in the duties and

activities associated with the profession. Committee meetings are held at least twice a year, and members must be available to travel to Greensboro, North Carolina. Travel expenses are provided.

Job Analysis Committees

Job analysis committees develop surveys for distribution to

practitioners. Members also analyze results and identify the job tasks that form the basis for the examination framework. All members are experts in the duties and activities associated with the profession. Generally, this research is conducted at least every five years, during which time several meetings may be required. Members must be available to travel to Greensboro, North Carolina. Travel expenses are provided.

Standard-Setting Committees

For each credential, there is a committee of experts that sets the minimum criterion score for the examination using a modified Angoff procedure. Members must be available to travel to Greensboro, North Carolina. Travel expenses are provided.

Ethics Committees

These committees assist in the review of current ethics matters. Members must be experts and sign statements of confidentiality. Meetings are usually conducted via teleconference during normal business hours. Committee members must follow established procedures in regard to ethics cases. The time commitment varies depending on the number of cases. No travel is required for this committee.

Forums (New)

Forum participants provide essential

feedback from the field via targeted online perspective surveys. Perspective areas include giving priorities, promotion through philanthropy, and NCC engagement. No travel is required for this committee.

NBCC Grassroots Network

NBCC is engaged in extensive government relations work that includes lobbying for important counselor legislation. Volunteers for NBCC's grassroots network make calls, write e-mails and visit legislators

in their district offices to support NBCC's efforts.

Each volunteer determines their own level of participation.

The NBCC International Advisory Council

The NBCC International Advisory Council advises the Board on matters related to our international work. Members have significant regional or international experience in counseling. Council members are elected by the council and then approved by the NBCC Board.

The NBCC Foundation President's Circle

These committee members work with staff to grow the funds available to support counseling and other mental health services for the underserved and never-served.

Boards of Directors/Board of Trustees

Volunteers for these unique positions are experts in the field with an established history of work and commitment. Directors oversee the operation of NBCC and Affiliate organizations, including policy development. Length of appointment varies. Travel is necessary, with all expenses reimbursed. Calls for letters of interest for Board positions are distributed as openings arise.

Volunteers!

My MHF Experience

By Esther Msowoya

I have been an MHF trainer since February 2008. I was part of the first training of trainers in the world conducted by NBCC International, which was held in Lilongwe, Malawi.

My motivation to become an MHF Trainer is my belief that the MHF program deals with real life matters that are currently affecting communities in my country. I like the fact that it is a hands-on program that has equipped me to assist other community members in an effective and efficient way.

I encounter people from a variety of backgrounds, including professionals such as educators, social welfare officers, medical staff and government administrators. I also interact regularly with community leaders, grass roots community members, and their families in their villages. One of the most important groups that I interact with regularly is young people in schools and communities in both urban and rural settings.

I have found that I use the knowledge and skills that I learned from the MHF curriculum everyday in my interaction with people. For example, I have been able to provide referrals to people for their care and support, and have gotten involved in helping individuals who do not have a clear picture of human development. I am more aware of issues related to suicide, and I have used the MHF training to help other people improve their well-being. The MHF program has helped me to view people's problems holistically, dealing with their emotions, feelings, and understanding their situations empathetically. It has also helped me to look at challenging situations positively and with determination to find solutions.

I have used the program for personal growth—socially, personally and emotionally. My growing knowledge of the MHF program and its curriculum has the capacity to assist me to become a holistic and grounded person in the area of mental wellness. As a trainer working with the Guidance, Counselling and Youth Development Centre for Africa, I have been able to handle a group of participants with confidence, zeal and expertise. I am proud to say that I have trained others in the MHF program in my country of Malawi and in Zambia.

I think the MHF program is relevant to life as it deals with current situations. It helps people understand their situations and how to better cope. The program has been designed to be easily delivered and to be implemented in a variety of settings. It is adaptable and can be fused into other existing programs in other professions and community life. It is also affordable and sustainable, which is especially important in countries such as mine.



Esther Msowoya



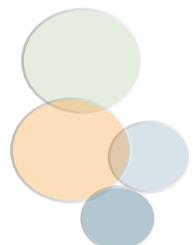
Ms. Esther Msowoya is the MHF Consultant Officer at the Guidance, Counselling and Youth Development Centre for Africa (GCYDCA), located in Lilongwe, Malawi.

For more information on the Mental Health Facilitator (MHF) program, please contact NBCC International at nbccinternational@nbcc.org.

Psychology Today Offer Still Available!

Click the *Psychology Today* icon at the bottom of the NBCC home page for information on the Therapy Directory or a subscription to the magazine!

Visit www.nbcc.org today!



NBCC GOVERNMENT AFFAIRS UPDATE

Veterans

On April 19, 2012, the U.S. Department of Veterans Affairs (VA) announced an initiative to hire 1,600 new mental health professionals. While the initial press release did not mention counselors, the VA promptly addressed NBCC's concerns and issued a follow-up release specifically noting the inclusion of the counseling and marriage and family therapy (MFT) professions. The press release quoted Secretary of Veterans Affairs Eric K. Shinseki, saying "[t]he addition of these two mental health professions is an important part of VA's mission to expand access to mental health services." The release was picked up by news outlets.

The hiring initiative has already shown a significant increase in the number of counselor job announcements. While the number of licensed professional mental health counselor (LPMHC) positions available at a given time on www.usajobs.gov averaged three to four in the past, there are currently 28 vacancies. NBCC is collaborating with the VA to promote open positions and has created a banner link on its Web site (www.nbcc.org) to direct counselors to available jobs.

NBCC and the coalition of counseling and MFT organizations have been actively collaborating with the VA to facilitate counselor integration. On March 20, the coalition submitted a letter to VA Undersecretary for Health Dr. Robert Petzel raising concerns about the pace of hiring throughout the VA and job titles used within the Readjustment Counseling Service (RCS). Dr. Petzel submitted a response letter stating that the VA recognizes the value of counselors and is creating professional standards boards for the profession, but will not be adding counselors to the funded VA trainee support program. The coalition will engage Congress to include counselors and MFTs in the trainee program.

On April 3, the coalition met with RCS Chief Officer Dr. Al Batres to discuss concerns with counselor positions in vet centers. The meeting was very collaborative and Dr. Batres shared that there are 92 LPCs and 71 MFTs currently working in the RCS. Dr. Batres explained that the hiring issues within the RCS are due to the lack of a Professional Standards Board (PSB) specific to the RCS for the counseling and MFT professions. He indicated that a process is underway to resolve the problems and LPMHC positions should soon be available in the RCS.

As part of the effort to keep pressure on the VA, the coalition has met with majority and minority staff on

relevant VA congressional committees. As a result, Rep. Michaud (D-ME) agreed to submit a letter to the VA requesting information on counselor and MFT staffing, as well as asking why the professions are not included in the trainee support program. On April 25, the Senate Committee on Veterans' Affairs held a hearing on VA mental health care. During the hearing, Sen. Moran (R-KS) expressed his disappointment that it took five and a half years to implement the 2006 law recognizing counselors and MFTs, but said he was pleased it was finally happening. He encouraged Deputy Undersecretary for Health for Operations and Management William Schoenhard to "hire and put to work [LPMHCs and MFTs] as rapidly as possible."

On May 25, NBCC participated in a conference call focused on the Veterans Integrated Service Networks (VISNs). VISNs are networks of VA medical centers, vet centers, and outpatient clinics offering primary and behavioral health care. There are 21 VISNs distributed throughout the country. NBCC provided information about the counseling profession in an effort to educate hiring staff and clarify the role that counselors can fulfill in the VA. NBCC also attended the VA Office of Mental Health stakeholders meeting on April 5 and discussed relevant issues with senior VA staff.

TRICARE/Defense

As reported in the winter 2012 edition of *The National Certified Counselor*, on December 27, 2011, the TRICARE Management Activity (TMA) issued an interim final rule (IFR) establishing independent practice requirements for mental health counselors under TRICARE, the health care program for active and retired military and their families. On February 27, NBCC submitted comments to TMA with suggestions for improving the rule. TMA received 384 comments on the IFR during the open comment period, including letters from most national counseling organizations. NBCC offered eight recommendations to improve the TRICARE independent counselor practice rule.

The first recommendation was that the Certified Mental Health Counselor (CMHC) title be changed so as to avoid confusion with NBCC's Certified Clinical Mental Health Counselor (CCMHC) credential. NBCC recommended the title TRICARE Mental Health Counselor (TMHC).

The IFR requires that supervision is received from a licensed mental health counselor and is performed according to the supervision guidelines of the American

NBCC GOVERNMENT AFFAIRS UPDATE

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Mental Health Counselors Association (AMHCA). NBCC recommended that TMA revise the rule to accept supervision from all qualified mental health professionals during the transition period, and afterward to require supervision by licensed counselors holding the Approved Clinical Supervisor (ACS) credential.

NBCC also recommended that the CCMHC credential be accepted as fulfilling the requirements for independent practice. NBCC explained that the CCMHC's requirements are more strenuous than those established by TRICARE, and acceptance of the credential as an alternate method would reduce the documentation and review burden on counselors and TRICARE staff.

NBCC supported the requirement of a degree from a CACREP-accredited program after the transition period ends. NBCC also expressed support for the transition period, which grants graduates from non-CACREP programs a window to become certified for independent TRICARE practice.

NBCC recommended that TRICARE recognize the NCC credential as meeting the educational requirements during the transition period. The educational requirements of the NCC are equivalent to those established by TRICARE; acceptance of the NCC would allow for more efficient screening and less redundancy.

The IFR requires a TRICARE CMHC to be licensed for independent practice in mental health counseling. NBCC requested that TMA accept all counseling licenses at the independent practice level, whether or not the title includes the phrase "mental health counseling." NBCC wanted to clarify that there are distinctions in title across the states and ensure that there are no unnecessary restrictions on licensure title.

Finally, NBCC recommended that the transition period be extended by one year, to end on December 31, 2015. This would allow adequate notice and opportunity for students currently working toward their degree to become credentialed.

There is no requirement that TMA act on comments, but indications suggest a final rule may be forthcoming.

While NBCC is awaiting release of any potential final rule, TRICARE took steps to implement the IFR. On May 3, TMA released a revised TRICARE Policy Manual adopting the language from the IFR. The final step is for

the TRICARE regional contractors to incorporate the new policy changes into their practices and procedures to allow for individual credentialing. This process is underway and should be completed soon. Once finalized, NBCC will notify NCCs that they may begin applying for the new independent practice credential.

Medicare

The coalition of counseling and MFT organizations continues to meet with congressional offices in an effort to build support for its Medicare legislation and find a House Republican sponsor. The meetings have been successful in keeping the issue on the radar of relevant health staff and building broad-based support, but passage is contingent on broader packages moving through Congress, which is not expected before the election.

The coalition was disappointed that the House Rural Caucus excluded the Medicare provision from its health bill (H.R. 3859), despite its inclusion in the Senate rural bill (S. 1680). However, our efforts convinced Rep. Mike Thompson (D-CA), the Democratic co-chair of the caucus, to agree to a lead role on any standalone legislation. The Senate chose to exclude our language from its minority health bill (S. 2474), which is a companion to the House Tri Caucus bill. In this case, our follow up resulted in Sen. Akaka (D-HI) signing on to the standalone Medicare bill (S. 604). At this point, the House Tri Caucus bill includes the Medicare language, but the House rural bill does not. In the Senate, the Tri Caucus companion bill omits the language, but the rural bill includes it. The coalition will continue to seek inclusion of our language in all relevant legislation and will monitor Congress for viable legislative vehicles.

Indian Health Service

NBCC, along with the American Counseling Association (ACA) and American Mental Health Counselors Association (AMHCA), met with Dr. Rose Weahkee, director of the Division of Behavioral Health at the Indian Health Service (IHS), on February 28. The Acting Deputy Director Mose Herne, M.P.H. was also in attendance. The group scheduled the meeting to discuss the role of counselors within the IHS and existing statutory limitations on the recognition of the profession.

IHS staff indicated a desire to use counselors and were not aware of any legal restrictions. They agreed to look into the statutory language, but believed they had the authority to hire counselors. All participants agreed to the shared goal of increasing access to counselors and are exploring future collaboration.

CCE: Dedicated to Quality Assurance and Credentialing Excellence

The Center for Credentialing & Education, Inc. (CCE) is an affiliate of the National Board for Certified Counselors (NBCC). As an affiliate of NBCC, CCE is dedicated to enhancing society worldwide through quality assurance and credentialing excellence. CCE was created by NBCC in 1996 in response to ongoing requests from other organizations for assistance with credentialing, assessment and management services, and operates as a wholly controlled tax-exempt 501(c)(6).

For more than a decade, CCE has provided a variety of services to organizations, professionals and the public. CCE's services include the following:

- Assistance with credentialing and test development
- Association management
- Application review
- Measurement services
- Commercial testing
- International credentialing consultation

While CCE's initial projects focused on counseling and related professions, its reputation for excellence resulted in requests from organizations representing many different fields. CCE now serves clients from a broad array of professions ranging from medicine to interior design.

CCE's staff members are actively involved in major national and international testing and credentialing organizations such as the Association of Test Publishers (ATP and Europe- ATP); the Institute for Credentialing Excellence (ICE); the National Commission for Certifying Agencies (NCCA); the Council for Licensure, Enforcement and Regulation (CLEAR); and the International Test Commission (ITC).

Assessments

CCE offers a variety of professional testing and assessment services, including the following:

- Job/practice analysis
- Item and test analysis
- Item-bank design and inventory control modeling
- Item selection and automated test assembly
- Examination development
- Test administration
- Scoring
- Score reporting

In addition, CCE provides psychometrically sound services to certification organizations, educational institutions and government agencies. All of

Human Services-Board Certified Practitioner (HS-BCP):



Students enrolled in participating degree programs now have the opportunity to apply for the HS-BCP credential while they are still enrolled in school. There are currently 12 degree programs participating, and many more are working toward approval. Information regarding this exciting new application option can be found at www.cce-global.org/HSBCP/Student.

Board Certified Coach (BCC):



To date, more than 2,100 individuals have been certified as BCCs, and many more are working toward completing their application requirements. The inaugural application deadline has passed, and individuals are now applying under the postinaugural requirements. Information regarding the BCC application can be found at www.cce-global.org/BCC.

Approved Clinical Supervisor (ACS):

Many individuals from the state of New Jersey have applied for the ACS credential due to a recent change in the counselor supervision requirements in that state. Information regarding the ACS credential can be found at www.cce-global.org/ACS.



www.cce-global.org

CCE: Dedicated to Quality Assurance and Credentialing Excellence

Continued from page 11

NBCC's counselor examinations are administered through CCE, including the National Counselor Examination for Licensure and Certification (NCE) and the National Clinical Mental Health Counseling Examination (NCHMCE), which are also used for state licensure.

CCE's Counselor Preparation Comprehensive Examination (CPCE) is utilized by more than 320 universities and colleges and is designed to assess counseling students' knowledge of counseling information viewed as important by counselor preparation programs.

Another assessment tool provided by CCE is the Behavioral Management Information System (BeMIS). BeMIS is a powerful tool for identifying relevant character and personality attributes to help facilitate clients' personal development, career selection and performance. It includes personalized development plans for helping clients to develop new career-facilitating behaviors and eliminate those that impede successful career choice, competence and satisfaction.

Credentialing

CCE awards seven professional credentials, each one specific to a particular field or profession. These credentials allow individuals to display to their employers, clients and the general public that they have satisfied requirements set by subject matter experts in their chosen areas. CCE's credential holders are able to advance their careers through this independent verification of their practical knowledge and educational background.

The largest credential awarded by CCE—with more than 18,000 individuals certified worldwide—is the Global Career Development Facilitator (GCDF). The GCDF program is currently offered in Bulgaria, Canada, China, Cyprus, Germany, Greece, Japan, Macedonia, New Zealand, Romania, South Korea, Taiwan, Turkey and the United States.

CCE also offers a certification for human services workers—the Human Services-Board Certified Practitioner (HS-BCP). The HS-BCP was created in cooperation with the National Organization for Human Services (NOHS) and the Council for Standards in Human Service Education (CSHSE). According to Donald Froyd Jr., HS-BCP, his personal reason for obtaining the credential “is to have added credibility in my professional curriculum vitae.”

The Distance Credentialed Counselor (DCC), another CCE credential, is awarded to individuals who have met established requirements in distance counseling training as well as educational and licensure or certification requirements. Kelly Bushey, DCC, has used her credential to promote herself in both private practice and volunteer work, and she believes that it has “amplified [her] professional development in the process.”

CCE's staff is dedicated to ensuring the integrity of the credentialing process and promoting the fields and professions of its credential holders.

State Licensure Review Services

CCE serves several state licensure boards by reviewing the applications, forms and transcripts of individuals applying for licensure as counselors and marriage and family therapists. CCE's staff members are routinely praised by applicants and board representatives for their exemplary customer service, which is provided at no charge to the board. The decreased workload on board staff and volunteers and the accurate and efficient review of materials is a win-win combination for both boards and applicants.

Applicants submit applications directly to CCE along with a review fee. As long as the application remains open, individuals have the option to submit any additional information for review at no additional cost. CCE staff members provide individual attention to those navigating the licensure process while keeping the boards fully informed via predetermined reporting processes. “CCE staff are very knowledgeable and provide consistency and accuracy while evaluating the educational credentials,” explains Judy Manning, board executive with the Iowa Board of Behavioral Science.

Providing these services to state licensure boards is just one way CCE serves its mission to advance professional excellence through credentialing, assessment and business services.

Association Management

CCE provides management and administrative services to organizations with credentialing/

Continued on page 22

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Giving Improves Mental Health

Alissa*, a mid-career woman, came to counseling with complaints of depression, which was crippling her creative abilities required in her job as a writer. While her economic and career needs were basically met, she described extreme exhaustion, a deep sense of loneliness and lack of meaning to her life. Part of Alissa's therapeutic plan was to contribute volunteer time and money to a local shelter for homeless youth, a cause that spoke to Alissa's past experience. Within six weeks, Alissa reported increased energy, happiness and creativity. She soon produced an award-winning article at work.

Can giving really make us happy?
Several studies say yes.

Two studies led by University of British Columbia psychologist Elizabeth Dunn demonstrated that spending money on another person or cause increased ratings of happiness and reduced the body's stress response as measured by levels of cortisol, a stress hormone.

According to the 2011 book *The Science of Giving: Experimental Approaches to the Study of Charity* by Daniel Oppenheimer and Christopher

Olivola, several studies on giving psychology have demonstrated that giving improves mood and makes people happy.

Why does giving money to a worthy cause increase a sense of mental well-being?

Honor Someone You Love

Would you like to honor someone who has impacted your life? Are you looking for a way to *really* celebrate a birthday, graduation, retirement or anniversary? Set up a giving page through the NBCC Foundation. In partnership with FirstGiving, the Foundation provides an online resource that allows individuals to set up a dedicated page to which others can be directed to contribute gifts to the Foundation on behalf of a special person or occasion. Just go to www.firstgiving.com/nbccf, click Start Fundraising, and select the appropriate event template. Questions? E-mail foundation@nbcc.org, subject line FirstGiving.

One theory suggests that giving may foster a sense of social connectedness derived from being part of a collective effort. Volunteering time can provide new social opportunities and more person-to-person interactions. Donating money can give the donor a sense of purpose because they're making a difference beyond what they might be able to do as an individual.

Alissa credits her support of the teen shelter as the turning point in her recovery from a dark time in her life. While her monetary contributions were small, her passion for the cause and her authority as a donor enabled her to engage her company in a substantial sponsorship of the organization. That's a winning equation for happiness for all.

*Name changed

NBCC Foundation Announces New Scholarship Opportunity for GCDFs

The NBCC Foundation is pleased to announce the inaugural round of Global Career Development Facilitator (GCDF) scholarships, available to GCDF credential holders pursuing a career in professional counseling. The goal of this scholarship program is to increase the number of available counselors providing quality career guidance and facilitation. In doing so, the GCDF scholarship program plays an important role in the Foundation's mission to leverage the power of counseling by strategically focusing resources for positive change. Each year, the Foundation will

award \$5,000 scholarships to one U.S. GCDF and one GCDF outside of the United States. Applicants for the GCDF scholarship must hold an active GCDF credential in good standing. In addition, U.S. applicants



must be enrolled in a master's-level program accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). International applicants must be enrolled in an advanced education program in counseling, as appropriate to their country.

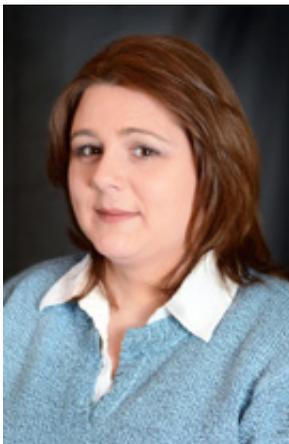
The application deadline is July 31, 2012.

For more information about the GCDF scholarships, please visit www.nbccf.org/programs. For more information about the GCDF program, please visit www.cce-global.org/GCDF.

The NBCC Foundation thanks CCE, a Platinum Sponsor, for its support of Foundation programs.

To see a testimonial on the value of the GCDF, click [here](http://www.youtube.com/watch?v=5LYKwmTx1BU&feature=youtu.be). [<http://www.youtube.com/watch?v=5LYKwmTx1BU&feature=youtu.be>]

2012 NBCCF SCHOLARSHIP RECIPIENT CLOSE-UPS



Anna Kirkley

Anna Kirkley is both a student and graduate of Southeast Missouri State University where she is pursuing a master's in mental health

counseling. A native of rural southeast Missouri, Ms. Kirkley always knew she had a skill for helping others. Her path to counseling was initiated by her experiences working at Head Start and as a case manager, where she helped those in need but longed to do more. She plans to work in the Cape Girardeau county area after graduation.

What led you to pursue a career in counseling?

The very first time that it crossed my mind was in sixth grade when I was voted by my class as the person with whom they would most [like to] discuss a problem. Later, as I struggled with trying to fit into a variety of careers, I often felt like the only skills I had were listening to and comforting others. My search [for a fulfilling career] led me to counseling.

What are your short- and long-term goals as a professional counselor? For the community/population you've committed to serve? For the continued growth of counseling as a global profession?

Short-term, I hope to work for one of the local agencies and gain valuable experience while impacting the community at large. I expect that my early career as a counselor will help me to better define where I will most be able to impact the community and

what is a good fit for me. I'd like to see more public education on the availability of services in the area and the ways in which financial concerns can be addressed, and I would like to see more satellite offices of new and existing agencies in smaller towns so that individuals do not have to travel as far. As a global profession, I would like to see [counseling] as well-recognized and utilized as [social work].

What impact has the NBCCF scholarship had on your life? How will you use the funds?

In a time when financial aid is going through changes and students are less able to predict what they will have available . . . this summer threatened to be unpaid without a source of funding. This scholarship is enough to pay for my summer courses. . . .



Craig Wells

Craig Wells is both a student and graduate of Clemson University where he is pursuing a master's in clinical mental health counseling. A disabled army

veteran who saw multiple tours of combat duty, Mr. Wells served in support of Operation Desert Shield/Desert Storm and in critical infrastructure projects in Iraq, such as clean water distribution. These experiences shaped his desire to serve military personnel as a counselor, and he is currently interning at a local

veteran's center in preparation for this goal.

What led you to pursue a career in counseling?

As a disabled veteran, myself, I know of the need to provide counseling to the growing number of veterans impacted by their dedicated service. I wanted to give back to this population.

What are your short- and long-term goals as a professional counselor? For the community/population you've committed to serve? For the continued growth of counseling as a global profession?

My short-term goals are to pass the National Counselor Examination for Licensure and Certification (NCE) and graduate with honors, have the privilege to serve veterans and be an advocate for this underserved population. My long[-term] goals are to earn my LPC and become an expert in PTSD treatment.

Is there one experience that you've had as a volunteer/counselor/counselor-in-training that stands out from the rest?

My practicum experience stands out because it provided the opportunity to network with counseling professionals with varied theoretical approaches in a clinical setting.

What does becoming a National Certified Counselor (NCC) mean to you personally? Professionally?

Earning the NCC credential is a distinction that would validate [my] dedication to the counseling profession. National certification should be the goal of every counselor.

What impact has the NBCCF scholarship had on your life? What does it mean to you personally?

2012 NBCCF SCHOLARSHIP RECIPIENT CLOSE-UPS

and professionally? How did you feel when you learned that you'd won? How will you use the funds and award to contribute to your community?

The NBCCF scholarship will allow me to complete my degree, since my VA educational benefits will expire at the end of this semester. I am grateful for selection and inspired to graduate so I can serve our veterans.



Shannon Ayres is both a student and graduate of Wilmington University, where she is pursuing a master's in community counseling. A daughter of a naval

aviator, Ms. Ayres followed in her father's footsteps and joined the U.S. Air Force at age 19. When she lost a friend in the service to suicide, it awoke in Ms. Ayres a desire to help her fellow men and women in uniform cope with trauma and transition. Ms. Ayres plans to work with service members and veterans as a counselor through the U.S. Department of Veterans Affairs (VA) or at a local veterans center.

What led you to pursue a career in counseling?

After witnessing firsthand some of the mental and emotional effects of [the war in] Afghanistan, I wanted to contribute and make a difference in peoples' lives who have sacrificed so much of themselves. After my first deployment to Afghanistan, a friend of mine committed suicide just days

after returning home. It was then that I wanted to be more than just a friend to war veterans; I wanted tools and education to help those who suffer from wartime effects.

What are your short- and long-term goals as a professional counselor? For the community/population you've committed to serve?

My short-term goals as a professional counselor include working in the VA system to help veterans. I would like to specialize in addictions counseling, as well as [conduct] mindfulness workshops for veterans. I see myself in the long term establishing my own practice and providing workshops for veterans and their families. I believe supporting the people who support veterans is vital to a healthy recovery.

Is there one experience that you've had as a volunteer/counselor/counselor-in-training that stands out from the rest?

I interviewed/counseled a young man for several sessions who had just enlisted in the Delaware Air National Guard. At the last session, he seemed more focused and purpose-driven than when we began. However, I had no idea the impact of those sessions until, several years later, I saw 2nd Lieutenant (Officer) rank on his uniform. He told me that because of our sessions, he enrolled in college, finished his degree in engineering, received a commission, and is planning on pursuing aviation. I nearly cried with amazement [at] the strong impact of our talks.

What impact has the NBCCF scholarship had on your life? What does it mean to you personally and professionally? How did you feel when you learned that you'd won? How will you use the funds and award to contribute to your community?

I was amazed and delighted to hear I had won the scholarship, and it has given me more confidence in pursuing my counseling dreams. It also allows me to focus on my internship at the VA while caring for my newborn daughter. I would like to use the funds and award to promote awareness of the struggles of veterans, as well as reduce the stigma of seeking mental health treatment.



Katherine Failing

Katherine Failing is a graduate of Sewanee: The University of the South and is enrolled in Delta State University's master's in counselor education program. As

a former teacher, Ms. Failing observed the help children needed in rural parts of Mississippi. This experience led her to a career in counseling, and she plans on serving the delta region of Mississippi and its children as a counselor.

What led you to pursue a career in counseling?

Counseling is at the intersection of my interests, my education, my experience and my passion. Psychology was one of my undergraduate majors because people and relationships intrigue me. I entered teaching through the Mississippi Teacher Corps program and spent years in both elementary and secondary classrooms. The challenges faced by rural children, many in poverty, drove me to help them improve their academic, social and career outcomes. A career in

2012 NBCCF SCHOLARSHIP RECIPIENT CLOSE-UPS

counseling, focusing on children in schools, called [to] me.

What are your short- and long-term goals as a professional counselor? For the community/population you've committed to serve?

My short-term career goals include finding a position after graduation where I can develop my skills and receive adequate supervision to fulfill [counseling licensure] requirements. In my longer-term goals, I want to undertake additional coursework and training in the administration of such assessments as learning disability and ADHD screenings. These are prevalent problems where I live, but people have to drive nearly 200 miles round-trip for such services. My state needs advocacy for adequate children's counseling services, both in and out of schools; I plan to be involved with my state's counseling association to further those ends.

Is there one experience that you've had as a volunteer/counselor/counselor-in-training that stands out from the rest?

My counseling practicum is at a rural middle school that has regular counselor services only one day per week. The students are underserved, and the regular counselor, who rotates schools, is swamped with a week's worth of issues and only one day to handle them. I was able to meet regularly with some students who had thick disciplinary files. A couple of the children shed layers of hostility with nothing more than some regular, empathic therapeutic attention.

What does becoming a National Certified Counselor (NCC) mean to you personally? Professionally?

National certification through NBCC will benefit my professional identity, as well as providing me a credential that has meaning outside of my immediate

geographic area. I want to demonstrate specialization and expertise through [the National Certified School Counselor] (NCSC) certification, and I expect such credentialing to increase my opportunities for career advancement.



SAVE THE DATE

NBCC Foundation
Board of Trustees invites
San Diego-area NCCs
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Featured Speaker:
Dr. Thomas Clawson
More details
to follow by e-mail.
See you there!

President's Circle

The NBCC Foundation President's Circle is an elite group of volunteers who lead fund development activities in partnership with NBCC Foundation staff. The President's Circle is a committee appointed by the Board of Trustees that raises money for the Foundation through donor development and public promotion. Circle members are trained to cultivate relationships and solicit financial support for the Foundation.

Members assist with meeting the Foundation's fundraising goals by focusing on major donors. Members communicate directly with potential donors to develop relationships and promote investment in the organization.

If you are interested in serving on the President's Circle, send an e-mail to foundation@nbcc.org, subject line President's Circle.

Attention, NCCs:

Please watch your e-mail in-box for announcements from NBCC, including upcoming changes to the NBCC ethics policies and procedures.

Continuing Education Is Closer Than You Think With i-counseling

Continuing education is a requirement of many licenses and certifications. To help credential holders stay up to date with developments in their field or profession, the Center for Credentialing & Education (CCE) created i-counseling, an online source for affordable, quality continuing education. CCE, an affiliate of the National Board for Certified Counselors (NBCC), envisioned i-counseling as an online resource for counselors, mental health practitioners and other professionals.



The i-counseling Web site offers a variety of continuing education choices covering topics that include anger management, divorce transition and many more. To earn continuing education credit through i-counseling, users simply read an article or book and complete the corresponding online examination. In addition to continuing education, i-counseling offers a convenient method for completing the jurisprudence examinations required for licensure in several states.

Another notable i-counseling continuing education opportunity is the BeMIS (Behavioral Management Information System) assessment, a powerful tool for identifying relevant character and personality attributes and facilitating clients' personal development, career selection and performance. Beginning August 1, 2012, NCCs can learn about the Adjective Check List (ACL) and receive a sample report. BeMIS includes personalized development plans to help clients develop new career-facilitating behaviors and eliminate those that impede successful career choice, competence and satisfaction.

The continuing education courses available through i-counseling were developed by specialists in their fields to provide lifelong learning opportunities for professional development. Convenient and easy, i-counseling offers the following benefits:

All courses and examinations are online, with no schedules or deadlines for completion;

- All continuing education articles are available to view for free;
- Applicable state laws and rules are available for review;
- The i-counseling service is an NBCC-Approved Continuing Education Provider; and
- Course listings feature an intuitive, easy-to-use interface.

To see a full list of available courses, visit www.i-counseling.net.

As CCE continues to add new online courses, we invite submissions of continuing education items for review and inclusion. For more information, contact CCE at cce@cce-global.org.

CCE UPDATE

CCE: Dedicated to Quality Assurance and Credentialing Excellence

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membership programs. These services—which include distributing program materials, processing applications, supporting conference activities, maintaining business and accounting records, developing Web site and social media strategies, and performing governance support activities—are all designed to elevate a profession and advance an organization's mission.

The Next 15 Years

CCE's growth over its first 15 years was rapid but sustained. The goal was to meet the assessment, credentialing and management services needs of today while driving the discussion to find solutions for tomorrow. During that time, the number of licensure candidates, certificants and clients CCE serves annually grew by more than 2,000 percent. In order to maintain the exceptional level of professional service for which CCE is known, the staff has grown from the equivalent of two and a half full-time employees to the equivalent of 24 full-time employees.

CCE's goal for the next 15 years is to provide products and services that will allow its management clients and credential holders to enhance society worldwide through the services they provide to the public.

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2011 Professional Identity Awards Announced

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the American Counseling Association (EB-ACA). Students also learn from military and mental health professionals through site visits to

Landstuhl and Heidelberg military medical centers, and Ramstein or Kaiserslautern high school. This experience has the additional benefit of exposing service members to the counseling profession.

The counselor education department at Winona State University is unique in that it offers its complete school and community counseling



*Faculty from
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programs on two separate campuses, accommodating students in an extensive geographic area. All courses are offered in the evenings and on weekends, which attracts many nontraditional students and those

pursuing second careers while holding full-time jobs and fulfilling other obligations.

NBCC congratulates these programs for promoting professionalism in counseling. The call for nominations for the 2012 Professional Identity Award will go out in the fall. Please contact nbcc@nbcc.org for more information.

Announcing Sabbaticals and Clinical Internships in Bhutan

The Royal University of Bhutan, in collaboration with NBCC International, is establishing one- and two-semester teaching and clinical opportunities in beautiful Thimphu, Bhutan.



Bhutan is a small Asian country nestled in the Himalayas. Academic and clinical settings include public schools, counseling centers, psychiatric hospital units and substance abuse centers, as well as a university setting.

For more information, contact Dr. J. Scott Hinkle at hinkle@nbcc.org.