

GUIDELINES



VOLUME 31, NUMBER 3

SPRING 2005

FROM THE PRESIDENT'S DESK

Variations of the Dodo Bird Verdict and Exclusivity Myth for Counselors

Cynthia J. Osborn, Ph.D., LPCC
2004-05 OCA President

I haven't read *Alice in Wonderland*. I have heard, however, that one of the characters in the story, the Dodo bird, is purported to proclaim at some point that "Everybody has won and all must have prizes." Some researchers in psychotherapy have used this phrase to summarize outcomes over a 30-year span, that is, that all counseling theories or methods produce similar results and none is superior in terms of effecting positive client change. A contending belief of other researchers is that certain therapy processes and outcomes are the exclusive property of a particular counseling theory or method. An example of this would be the solution-focused counselor owning or staking sole claim to scaling questions or that clients can only identify exceptions to their problems by participating in solution-focused counseling.

Noted psychotherapy researcher, John Norcross (1995), has advocated for the dismissal of both the Dodo bird verdict and the exclusivity myth. He contends that helpful therapy must consider multiple

theories or perspectives and select those methods best suited for the client, given the client's needs and preferences at various points in the therapeutic process. Some have referred to this approach as theoretical integrationism and technical eclecticism.

As counselors, I wonder how many of us have heeded Norcross's recommendations, not only in the delivery of services to our clients and students, but also in our view of the counseling profession and our identity as counselors. That is, do we see our chosen discipline and our counselor training as no different from any of the other mental health disciplines (resembling the Dodo bird verdict)? Or within our own profession, do we view our specific practice setting or our preferred counseling orientation (some might say specialization) as better than others (resembling the exclusivity myth)? I become concerned when I hear counselors refer to themselves using the general term "therapist" rather than the specific title "counselor." It is also unfortunate when we define counseling solely or exclusively by the setting in which we practice or our preferred orientation. This happens when we consistently compartmentalize those with graduate degrees in counseling as "mental health counselors" or "school counselors" or "career counselors" or "_____ (fill in the specialty) counselors" depending on the setting in which they practice and the primary recipients of their services. The structure of our state and national professional association perpetuates this perspective in that there are "divisions" (which can be divisive!) rather than focus areas or special interest groups.



As I review the work of our Ohio Counseling Association (OCA), I am pleased with our inclusiveness *and* distinctiveness. We represent a variety of counselors working in an array of settings, providing different services to a diverse population. And we get along! (This was apparent to me on a snowy and icy day in late January when 27 different members of the OCA Executive Council participated in a productive telephone conference call.) Although the focus of graduate training for OCA members may differ and we may hold counselor licenses from two separate licensing bodies in Ohio, I believe we really are more alike than different as counselors. What binds us is our title and identity as *counselor*, informed by our unique belief system regarding the best way to help people resolve their concerns and problems. According to Remley and Herlihy (2001), this philosophy *prioritizes* the perspectives of wellness, development, prevention and early intervention, and empowerment. An intentional effort to utilize client and student resources and strengths has also been suggested as an important counselor value.

I encourage you to take
(Continued on page 11)

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Be sure to
VOTE!
Information and the
ballot for

OCA President-elect
and the bylaws amend-
ments are located on
pages 7 and 8.

OHIO'S STATEHOUSE NEWS By Towner Policy Group

Parity Bill Dies Without a Vote from Senate Insurance Committee

House Bill 225, sponsored by State Representative Lynn Olman (R – Maumee), is the mental illness parity legislation from the 2003 – 2004 Session. Although the bill passed the Ohio House of Representatives in February, 2004, the bill died when it did not receive a vote by the Senate Insurance Committee and the Ohio Senate.

126th Ohio General Assembly

On January 3, 2005, the 126th Ohio General Assembly convened and all members of the Ohio General Assembly, State Representatives and State Senators, were sworn in for the 2005 – 2006 session. The Republicans will maintain its 22 -11 control in the Ohio Senate and the Republicans will maintain control in the Ohio House of Representatives by a 60 – 39 margin. For a list of incoming and outgoing Senators and Representatives see the Winter OCA Guidelines.

ISSUES for 2005

Among the top issues for the new Ohio General Assembly will be the budget bill and tax reform. They will be spending February through July, 2005 working on these issues. According to Jon Husted, the new Speaker of the Ohio House, the Ohio General Assembly will be considering tax reform, regulatory reform, and worker's compensation reform in 2005. Bill Harris, the new President of the Ohio Senate, believes tax reform is a key issue for 2005 and he believes new sources of revenue need to be found in order to make tax reform work. The Legislature will conduct a thorough review of Education and Medicaid funding since these account for the largest expenditures in the budget.

Gambling Addiction Program Signed by Governor

House Bill 477, sponsored by State Representative Larry Flowers (R – Canal Winchester), requires the Director of the State Lottery Commission to enter into an agreement with the Ohio Department of Alcohol and Drug Addiction Services for the operation of a program for gambling addiction and requires the Commission to pay for the operation of that program. The bill passed the Ohio House of Representatives and the Ohio Senate and was signed by the Governor on December 22, 2004 and will be effective in 90 days. The bill requires the Department to provide a program of gambling addiction services and to promote, assist in developing and coordinate or conduct programs of education and research for the prevention of gambling addiction and the treatment of persons with gambling addiction, including intervention of persons with gambling addictions.

**The Coalition for Healthy
Communities Meets to Discuss
Strategy for New Parity Bill**
The Coalition for Healthy Communi-

ties (CHC), which the OCA is a member of, has met to discuss a plan of action for mental health parity in the 126th Ohio General Assembly. Mental Health Parity will remain a primary goal of the Coalition. The Coalition is waiting for the Governor's first move; last year Governor Taft publicly stated that he would not support (and likely veto) any action to create additional health care mandates on the insurance industry.

The Governor's opposition to mandates was the primary reason House Bill 225 did not pass during the 125th General Assembly. The CHC is considering a possible parity ballot initiative. Some of the major concerns with this route are that it would be very costly and the opposition would likely be very vocal; however, the threat of an initiative might scare the Governor into backing off his opposition and letting the bill have a fair chance at passage. Also discussed at the meeting was the upcoming biennial budget bill. This will be a very difficult budget and services for the alcohol and drug addiction program and mental health will likely be a target. The Coalition plans to send a letter recommending that the Department of Alcohol and Drug Addiction Services and other departments providing social services not be cut and that the penny sales tax remains intact. The Coalition will also likely recommend that the tobacco tax be raised \$0.75 and the additional revenue could be used to fund Community Health Center services and the Tobacco Prevention Fund.

No Child Left Behind Number 2 Put in Another Bill for Passage

Senate Bill 279, sponsored by State Senator Bob Gardner, dealt with updating the No Child Left Behind Act. As the Ohio General Assembly was finishing its legislation for the year, Senate Bill 279 remained in the House Education Committee and the substance of this bill was placed in House Bill 493, which pertains to parent's week,

so the bill could be passed by the end of the session. This bill was concurred with by the Ohio House of Representatives on December 17, 2004. The Governor signed this bill on February 15, 2005. As amended, House Bill 493 provides for the following provisions pertaining to the No Child Left Behind Act:

- ◆Provides paid professional leave time for the purpose of attending meetings and conducting official business for school district employees appointed to the Educator Standards Board;
 - ◆Provides that the grant program established to recognize and reward teachers who hold valid teaching certificates or licenses issued by the National Board for
- (continued on next page)*

Guidelines is the Ohio Counseling Association's quarterly newsletter published for its members.

We welcome your comments, suggestions, and news. Deadlines for submission are August 1; November 1; February 1; and May 1 of each year.

Please address correspondence and submissions to

Lynne Guillot Miller,
OCA *Guidelines* Editor
lguillot@kent.edu

Ads and Articles are subject to editorial approval and revision. OCA reserves the right to reject any ad or article for any reason.

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The Ohio Counseling Association is a branch of the American Counseling Association

OHIO'S STATEHOUSE NEWS By Towner Policy Group

ISSUES for 2005 (cont.)

Professional Teaching Standards applies to teachers in public and chartered nonpublic schools;

◆Allows the Ohio Department of Education to pay a stipend to each person who holds or held a certificate or license issued by the National Board for Professional Teaching Standards that was valid in the 2003 – 2004 school year, if the person was employed full-time as a teacher by a chartered non-public school and the person did not receive a stipend for the 2003 – 2004 school year.

The stipend paid to eligible persons is to be in the amount of a stipend paid for the 2003 – 2004 school year to a similarly certified or licensed teacher employed by a school district board of education;

◆Allows the substitution of the Ohio Graduation Test for the Ninth Grade Proficiency Test to satisfy the diploma requirements.

Medical Records Bill Signed by Governor

Governor Bob Taft has signed House Bill 331. Although this bill raised the cap on the amount of benefits health care plans are required to provide for the expense of a screening mammography, an amendment was made to include a new fee schedule for copies made of medical records by providers and medical record companies. The new fees are effective January 1, 2005.

The fees for paper copies of these records are listed below:

Page numbers	Cost per page
1-10	\$2.50
11-50	\$0.51
51 and up	\$0.20

For data recorded other than on paper, the cost will be \$1.70 per page. The actual cost of any related postage incurred by the provider or medical records company will be added to the total cost.

If the request is made by someone other than the patient or the patient's personal representative, the total cost must not exceed the following Amounts plus an initial fee of \$15.35:

Carolyn Towner, Kristy Smith, and Amanda Sines, OCA's Legislative Consultants, can be contacted by e-mail at carolyntowner@sbcglobal.net, kristysmith@sbcglobal.net, and amandasines@sbcglobal.net or by phone at (614) 221-7157

Page numbers	Cost per page
1-10	\$1.02
11-50	\$0.51
51 and up	\$0.20

For data recorded other than on paper, the cost will be \$1.70 per page. The actual cost of any related postage incurred by the provider or medical records company will be added to the total cost.

Ohio Commission to Reform Medicaid's Recommendations to the Governor

The Ohio Commission to Reform Medicaid has adopted recommendations for their final report. This final report will be submitted to the Governor for review and consideration. Dr. Bernadine Healy, the Chair of the Commission said the Commission's main goal is to reduce growth in Medicaid to a maximum of 4%; currently, the growth in the system is about 14% annually. She said the Commission is worried that we are bankrupting the system and major reform is necessary to keep Medicaid running. She said that some of their recommendations are needed immediately, while others will take longer to implement; there may be some up front costs for these reforms, but the long term saving will be worth it. Medicaid is Ohio's largest expenditure of the state budget; nearly 40% of the State's general fund spending.

Some of the Commission's major recommendations include: freezing or reducing provider rates; strengthening the audit system to reduce waste and fraud; shifting to a care management system; creating a separate department for Medicaid by removing it from the Ohio Department of Job and Family Services (ODJFS); removing the nursing home reimbursement formula from Ohio Law; increasing technology/information system; and increasing pharmaceutical buying power by participating in a multi-state pool. The Commission decided to not consider a reduction in eligibility or benefits until the above recommendations are attempted. Each Subcommittee was given an opportunity to present their recommendations. All recommendations

listed were accepted by the Commission.

Umbrella Board in Governor's Budget Bill

The Governor has proposed placing all state licensure boards including the Counselor, Social Worker, and Marriage and Family Therapist Board, under the Ohio Department of Health, for the consolidation of certain administrative functions such as investigations, inspections, examinations, etc. The Boards would remain intact. Current staff of the Boards would be retained through fiscal year 2006. A transition team would be formed in 2006 to accomplish this. The consolidation would be effective in 2007.

OCA members are urged to write their State Representatives and Senators asking that the Counselor, Social Worker, and Marriage and Family Therapist Board be retained as an independent board. The Board is funded by your licensure fees and no general revenue funds of the State are involved. Everyone fears the Governor will try to balance the State budget by taking your licensure fees. Be sure to include your address and telephone number.

You can find the name of your state representative and senator by going to www.legislature.state.oh.us. Look for the locating legislators section. You will need to have your nine digit zip code to find your state senator and representative. If you don't know your nine digit zip code, there is a link to assist you.

A sample letter to be sent to your legislator may be found at the Ohio Counseling Association Website at www.ohiocounselingassoc.com.

See the feature on the OCA Legislative Consultants in our "Special People in OCA" column on Page 10

OCA CHAPTERS AND DIVISIONS

OASERVIC

Kerry E. Sebera, PCC

OASERVIC was pleased to again offer the Wellness Rooms at this year's AOCC. Participants took time to relax, get a massage, sample aromatherapy, learn wellness activities, view beautiful works of art, and spend time meditating. Feedback was positive and plans are underway for next fall.

This spring, we will be sponsoring a workshop "Spiritual, Ethical, and Religious Values in Counseling: Implications for Practice." We are thrilled to be bringing Dr. Judith Miranti from Our Lady of Holy Cross to present. Dr. Miranti has served as President of ASERVIC, is a Chi Sigma Iota Leader of Excellence, and is a member of the Governing Council of the American Counseling Association. She has written numerous publications on spirituality in counseling and has been the coeditor of *Ethical and Spiritual Values in Counseling and Counseling: The Spiritual Dimension*. Her most recent book, released this year, is *Religious and Spiritual Issues in Counseling: Applications Across Diverse Populations*. The workshop will be held on **Friday, April 29th**, at Capital University in cooperation with the Ohio University Department of Counseling and Higher Education. The training will offer three (3.0) clock hours for counselors and social workers, approved by the Ohio Counselor and Social Worker Board (Approval #URCX049105). For further information or to receive a workshop brochure, please contact Kerry Sebera by email (kerry.e.sebera.1@ohio.edu) or phone (740) 423-8095.

OMHCA

Amy Freadling, President-elect

The Ohio Mental Health Counselors Association (OMHCA) is focused on representing the needs of mental health counselors and students through advocacy, education, and professional development. This year, OMHCA has been especially active in increasing benefits to its members through the development of a listserv, release of a newsletter, and attainment of a flyer to all new members featuring complimentary instruments from EdITS. OMHCA also collected over 200 signatures at the

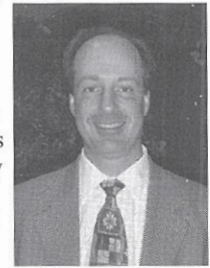
All Ohio Counselors Conference for a proposed U.S. Postal Service Mental Health Commemorative Stamp, and signatures were also sent with a letter to Governor Taft requesting that 2005 be declared as the Year of Mental Health in Ohio. In the year ahead, OMHCA will continue its commitment to the promotion of mental health counselors' needs through the mailing of flyers, creation of public service announcements, and offering of support to the Coalition for Healthy Communities and to the Under-Under Leadership Scholarship Fund.

OMHCA, the only OCA division working exclusively for Ohio's mental health counselors, invites practitioners, educators, and students to become active members and leaders. OMHCA's Executive Board has an interactive website used for regular communications, conference calls are held frequently, and a designee is sent to leadership training through the American Mental Health Counselors Association. Nominations are currently being accepted for leadership positions during the 2005-2006 year. For more information on membership or leadership opportunities, please contact me at afreadling@marymount.org

GCCA 29th Annual Winter Workshop a Success

The Greater Cincinnati Counseling Association hosted the 29th annual Winter Workshop entitled *Promoting Health and Wellness in the Counseling Profession* January 7-8, 2005 on the campus of Xavier University. One hundred thirty participants representing diverse counseling backgrounds were in attendance. Students and faculty from six universities in the Southwest Ohio and Northern Kentucky area were also in attendance. Dr. Robert Wubbolding served as honorable guest speaker while John Wagner, humorist and counselor from Cincinnati State provided the keynote address. Carol Dettenwanger, a school counselor from Ursuline Academy received the Marvin Rammelsberg School Counselor Award. Randy Strunk, a professional clinical

counselor and supervisor at IKRON, Inc. received the Mary Corre Foster Award for Community Counseling. Award winners receive complimentary attendance to the workshop and renewal fees for their professional membership in OCA/GCCA.



Randy Strunk

GCCA also acknowledged the passing of Morris Rosenthal, a graduate student at the University of Cincinnati and OCA/GCCA student member.

The workshop was organized by Dr. Bill O'Connell of Xavier University with the assistance of the GCCA President, Mr. Steve Durkee and the Board of Directors: Darlene Barnes, Tanya Ficklin, Brenda Fisher, Butch Losey, Matt Short, Dr. Jacqueline Smith, Susan Smith, and Dr. Joy Wilson.

OMHCA Launches PCLE Survey Submitted by F. Robert Wilson, Ph.D.

OMHCA seeks information from all who have completed the new Ohio Professional Counselor Licensing Examination (PCLE) to help counseling programs prepare students for success on this critical examination. In January of 2004, the Ohio Counselor, Social Worker, and Marriage/Family Therapy Board launched the current exam.

OMHCA would like to know about PCLE examinees' experience while taking the PCLE. OMHCA would also like to find out what seemed most or least helpful in preparing for the test. If you have taken the new Ohio PCLE examination, please visit and respond to the survey by typing the survey URL into a web browser. The OMHCA survey can be found at: <http://www.surveymonkey.com/s.asp?u=73656824185>

The OMHCA survey is anonymous--no information is asked or recorded pertaining to your name, your email address, or the domain from which your response is sent. Responses will be used to provide feedback to counseling training programs and to the C,SW,& MFT Board. By responding to this survey, you give informed consent to your participation and to our use of your responses.



Carol Dettenwanger

OCA CHAPTERS AND DIVISIONS

UC and CGGA Remember Morry Rosenthal



Morry began his Master's Degree studies in the University of Cincinnati Counseling Program in the Summer of 2002, following completion of a successful career as a dentist. He was due to graduate this year and was considering continuing in our Doctoral program. We were all very excited about the idea of Morry being with us for a few more years as a doctoral student.

He was an excellent student with a love of group work, which he could not get nearly enough of! Morry was active in GCCA, OCA, CSI, NCACES, ASGW, and ACA. He served on the ACA Ethics Committee which was a unique role for a Master's student. He also was Co-Chair of the Graduate Student Committee of ASGW and he was named an "Emerging Leader" within ACA. Within the University, Morry took a lead role in helping to train faculty across campus in classroom group skills. Certainly, Morry was on the way to becoming a superb counselor and group worker, and we all knew he would make outstanding contributions to the profession of counseling.

But the essence of Morry far exceeded his accomplishments. Since Morry's death, several notes were posted on UC's Counseling Program Listserv, as we prepared for our "Morry Memories" gathering on January 4. Here are a few:

"He made me feel welcome, answered innumerable questions, listened to my petty stressors—all with a warm, inviting smile...I feel like he gave to me far more than I was able to give back..."

"...many of us would say that we are 'better' in some way because we have been graced with Morry's presence and friendship."

"Morry had beautiful and creative thoughts, and yet he could laugh at a drop of a hat. He lived life to the fullest and was a very brave man. He was generous and kind, and yet at times a bit stubborn. He could stir up feelings and turn around and be extremely compassionate. I will miss Morry."

Morry lost his struggle with cancer on December 14, 2004. We all will miss him

very much. Below is the essay Morry submitted (edited for brevity) to the GCCA Student Essay Contest. He was awarded 3rd place.

DOING MORE WITH LESS Group counseling as an answer to the demands of Managed Care Morry Rosenthal

"Catch 22" is a phrase that has worked its way into the American lexicon as, "A paradox in which seeming alternatives actually cancel each other out, leaving no means of escape from a dilemma."

For example, we are living in an increasingly complex and stressful world. Every individual must play multiple roles, trying to satisfy the demands of family, occupation, and social life. Changes in family structure, male/female roles, employment practices, religious values, and the era of technology have brought about the most dramatic changes in the shortest time that society has ever experienced. The result is a greater number of people seeking counseling services to help them manage these changes and find balance, fulfillment, and meaning in their lives.

While more and more people are seeking counseling services, mental health budgets are being cut and insurance companies are pushing for treatment in fewer appointments and for less reimbursement. How do we see more clients and be accountable for successful outcomes while the necessary resources are diminishing?

One approach to addressing this issue is the implementation of Group Counseling. According to Cottingham (1973), groups can be used to increase client-counselor contact and expand the role of the counselor by providing services to a greater number of individuals in the schools and the community. Trotzer (1999), states, "Group and group work are peculiarly and uniquely designed to address the problems of living in our contemporary society." Groups are no longer considered a second rate approach, but are often the treatment of choice in helping people change. Groups can be designed to prevent or remediate specific problems. Counseling groups and psychoeducational groups can be designed to be brief and cost-effective, thus fitting the demands of managed care (Corey & Corey, 2002).

Many of the problems that bring people to counseling are interpersonal and involve problems in forming and maintain-

ing relationships. Groups are a microcosm of life and demonstrate to people that their problems are not unique and there is hope for making positive changes. The group is an arena where members can assess the probability of success by using the group as a rehearsal stage for formulating, developing, and evaluating various options.

In 1975, Irvin Yalom used the phrase, "Curative Factors" (Trotzer, 1999), to describe the therapeutic or healing value of the group approach to counseling. These include:

- *Instillation of hope: the assumption or belief the group will be therapeutic.
- *Universality: the realization one is not alone.
- *Importing Information: Giving and receiving information and impacting others.
- *Altruism: the process of helping others.
- *Cohesion: feeling one belongs to the group.
- *Catharsis: being able to express feelings and concerns to others.
- *Family Re-enactment: learning and experiencing from the group as if it were one's family.
- *Insight: acquiring self-understanding
- *Identification: modeling oneself after the group leader or another member.
- *Existential Factors: realizing important truths about life.

Group counseling, with its uniquely effective treatment of psychological problems and dysfunction, is an excellent tool for providing more mental health counseling with accountable outcomes, while meeting the managed care industry's pressure for cost effective treatment.

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- Trotzer, J.P. (1999), *The Counselor and the Group*, (3rd edition), Philadelphia, Pennsylvania: Taylor and Francis
- Yalom, I. (1975) *The Theory and Practice of Group Psychotherapy* (4th edition), New York, New York: Basic Books

CANDIDATES FOR OCA PRESIDENT— ELECT PROVIDE THEIR VISION AND GOALS



Thelma Greaser

For the last 28 years I have worked in a community mental health agency which hired its first counselor 19 years ago. During this time I have learned that to successfully navigate the environment of mental health, it is important to build bridges between the disciplines of the helping professions. I am committed to promoting effective and ethical counseling interventions for all who seek mental health services. It is my vision for OCA members to build bridges within our organization; bridges between counselor educators and practitioners, between agency counselors and private practi-



Tracy C. Leinbaugh

Tracy C. Leinbaugh, Ph.D., N.C.C., P.C.C., Licensed School Counselor, is currently in her seventh year at Ohio University. She is an associate professor in the Department of Counseling and Higher Education and the Counselor Education Program Coordinator. She received her Master of Education degree in counseling, School Psychology Specialist degree, and Ph.D. in counselor education from the University of Idaho. Her background includes working with children and adolescents and their families in various settings including an adoption agency, psychiatric hospital, child development center, public school system, juvenile center, and private practice. She provides service to the community by volunteering as the Clinical Director of the Hocking Valley Regional Critical Incident Stress Management Team, overseeing the training and continuing education of the members and as a member of the Red Cross Disaster Mental Team.

tioners, between students and practicing counselors and between counselors who have a different personal value systems. I would also continue working on the bridge between mental health counselors and school counselors which our current president, Cynthia Osborn, has emphasized. It is my belief that all counselors have the same ultimate goal of helping individuals learn to help themselves cope with life situations in emotionally healthy ways, in their homes, schools, work and community settings.

In my agency work setting, I have developed my identity as a counselor and earned the respect of my colleagues, while building a bridge with other mental health disciplines. Because of successful bridge building and good clinical work by counselors within this organization, we now have 23 counselors on staff as well as five counseling interns. As a part-time counselor educator I have had the opportunity to teach, train and supervise counseling students and to have an influence on these students' career paths and assist them in

their creation of bridges to their fellow students and to professionals in our field that has enhanced their future as counselors.

It is my vision that OCA will continue to be a leader in the development of counselors to provide mental health services and training in community agencies, private practices, universities, schools and all other settings where counseling services are needed. We need to work diligently to keep the message of who we are as counselors and what we have to offer in a multitude of mental health settings while building bridges between ourselves as well as with our professional colleagues.

Thelma Greaser, M.S.Ed., PCC, has been a counselor and clinical coordinator at Child Guidance and Family Solutions in Akron for over 20 years. She has worked as an elementary teacher and a school based case manager, and also serves as an adjunct instructor at several counseling programs in NE Ohio. Thelma serves as OCA Awards Chairperson.

Tracy has been active in the Ohio Counseling Association, and has served as Ethics Chairperson and as a member of the Awards Committee; acting treasurer, secretary, president-elect, and president of the Ohio Association for Counselor Education and Supervision; treasurer of the Ohio Association for Spiritual, Ethical, and Religious Values in Counseling; and she is currently the secretary of the North Central Association for Counselor Education and Supervision. She is the co-editor of the *Ohio Journal of Professional Counseling* and an editorial board member of *Counselor Education and Supervision*.

I believe in the importance of maintaining a strong counselor identity regardless of the setting or the specialty area in which the counselor practices. That central identity is a strength that enables us to collaborate and, through our professional organization, further our advocacy efforts for our profession and for our clients. Strengthening our partnerships with the organizations representing specialties within the counseling profession is key to these advocacy efforts, and to that end I will strive to increase our contacts and shared activities in every way I can.

In advocating for the profession, I believe maintaining open communication

and fostering partnerships with the state licensure boards will enable us to be influential in the growth and development of the counseling profession, regardless of the area of specialization.

In advocating for our clients, I believe we must educate the public regarding the benefits counseling professionals bring to every setting and organization in which we practice. I will also encourage continuing and expanding the role we have in advocating at both the state and national levels for the legislative changes needed to provide necessary prevention and intervention efforts in the mental health field.

CHECK OUT THE OCA WEBSITE
www.ohiocounselingassoc.com

*Membership application

*Links to chapters and divisions

*Member services



PROPOSED BYLAWS AMENDMENTS

In addition to the President-elect vote, the OCA By-laws Committee requests your vote on the following OCA bylaws amendments, all of which were approved by the OCA Executive Council in November 2004.

Proposed additions are bolded. Proposed deletions are struck through. Italicized text is commentary/explanation.

category replaces the previously named "Life Member."

DIRECTIONS FOR VOTING

Please use the ballot insert in this newsletter to vote for OCA's President-elect (for 2005—2006) and proposed by-laws changes. **Ballots must be post-marked by March 31, 2005**

AMENDMENT 1 – addition of "Legacy" member type and redefinition of "Life" member

ARTICLE II - Membership
Section 2. TYPES:

- g. Life members are those in any membership category (excluding student) who elect to pay the lifetime membership dues.**
- h. Legacy members (called "Life members" prior to July 2005) are awarded this designation by the Executive Council due to their outstanding service.**

Section 3. DUES:

- e. Life members -- one-time life membership dues.**
- f. Legacy members – zero dues.**
- A special award given by the Executive Council to persons who have provided outstanding service. These members are not expected to pay the yearly membership fee.**

Revision rationale for Amendment 1: The redefinition of "Life member" will give interested members an additional membership option (to pay a one-time only dues for life membership). The new "Legacy member"

AMENDMENT 2– clarification of composition of the Executive Council and which members are voting members

ARTICLE V – Ohio Branch Executive Council

Section 2. MEMBERSHIP

- d. Committee Chairpersons**
- e. Parliamentarian**

Each member of the Executive Council must be a member of OCA and ACA and at least one Ohio State OCA Division.

Section 3. VOTING MEMBERS

Of those Executive Council members listed in Article V, Section 2 above, voting members of the Executive Council include:

- a. President, President-Elect, and Past-President
- b. State Division representatives
- c. Charter Chapter representatives
- Committee Chairpersons, Parliamentarian, Secretary, and Treasurer are non-voting members of the Executive Council.**

Revision rationale for Amendment 2: Proposed changes clarify that only those Executive Council members who are elected by their constituents are eligible to vote on Executive Council matters. Executive Council members who are appointed by the President (not elected) are not eligible to vote.

AMENDMENT 3 – clarification that the Treasurer is appointed by the OCA President, and that the Secretary is a non-voting member of the Executive Council

ARTICLE VI – Officers

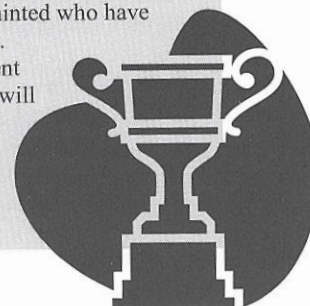
Section 1 – All shall be members of the American Counseling Association and OCA. *(this is clearly stated in Article V, Section 2)*

Section 2 – All officers shall be elected at large from among Professional and Retired members of OCA except for the Secretary ... **and the Treasurer in accordance with Article VI Section 5** *(this keeps this section consistent with Article VI Sec. 5). The Secretary can vote only if he or she is a Professional or Retired member.*

Revision rationale for Amendment 3: Proposed changes remove redundancy and improve consistency within the Bylaws.

Call for OCA Awards Nominations for 2005

The OCA Awards Committee is encouraging all members of OCA to think about nominating deserving individuals for the awards which will be presented at the AOCC in November. Information about the awards, the nomination form and instructions for completing the forms is available on the OCA website. Please consider nominating counselors with whom you are acquainted who have had a positive influence on our profession and have promoted counselor identity. If you have any questions about the nominating process, please contact the current Awards Chairperson, Taelma Greaser at 330-733-7993 or great@cgfs.org. She will be happy to consult with you and will attempt to respond to any questions you may have.



Upcoming Workshops and Conferences

OCA -Co-sponsors Conference

Joining Forces: Preparing Communities for the Behavioral Health Impact of Terrorism or Disaster

The Ohio Departments of Mental Health and Alcohol and Drug Addiction Services are hosting a conference to cross-train behavioral health providers and first responders on the psychosocial effects of terrorism and disaster. The conference is scheduled for April 14-15, 2005 and will be held at the Holiday Inn Worthington. The Ohio Counseling Association is a co-sponsor of this event.

This conference will educate first responders, disaster recovery workers, and local government officials on the behavioral health effects of terrorism or disaster on individuals and the community. Simultane-

ously, the conference will aim to educate behavioral health providers on the roles of first responders and recovery workers.

Directors from the National Association of State Mental Health estimate a ratio of behavioral to physical casualties after a terrorist attack is four to one. The Joining Forces Conference will encourage increased integration of behavioral health services to victims, families, the elderly, children and first responders in the existing response system during the weeks, months, and years, if necessary, following a terrorist or disaster event.

Thirty-six workshops will cover all

aspects of behavioral health and disaster response. Speakers will include Ohio Department of Public Safety Director Kenneth Morckel, former Little Rock Chief of Police Lawrence Johnson, and Dr. Kermit Crawford will deliver the keynote address. Registration materials will be made available soon on the Ohio Department of Mental Health's Web site at

<http://www.mh.state.oh.us> or by contacting Tina O'Grady, ODMH All Hazards Coordinator at o'grayt@mh.state.oh.us

A one-day registration is \$40. A two-day registration is \$60. Registration fees include a continental breakfast and luncheons.

Multicultural and Ethical Issues in Supervision

Dr. Rhonda Norman and Dr. Bill O'Connell are offering 6 contact hours of continuing education units (CEU) for supervising counselors and social workers and 6 registered clock hours (RCH) for supervising chemical dependency counselors in multicultural and ethical issues in supervision. Two training dates are available on Friday May 20th and Friday June 3rd from 8:45 a.m. to 4:30 p.m. The training will be held on the campus of Xavier University in Cincinnati, Ohio. Please contact Bill O'Connell at (513) 745-1080 or oconnell@xavier.edu for more information.

UPCOMING EVENTS

OASGW Spring Workshop, "Identifying and Using Anxiety to Energize Group Interactions," April 22, 2005, 9:00—12:00, contact Debbie Vernon at vernond@hudson.edu for more information

OASERVIC Spring Workshop, "Spiritual & Ethical Issues in Counseling, April 29, 2005 See Page 4 for more information

OACES Supervision Summit, April 29, 2005, 10:00—5:00; Concourse Hotel and Conference Center, Columbus; contact Jason McGlothlin at jmglth@kent.edu for more information.

6 CEUS

Holistic Life Planning
Presented by
Sunny Hansen, Ph.D.

OCDA
Spring Conference
Ashland University
Friday, April 22, 2005
9:00 am—4:00pm
Registration begins at 8:00am

\$75 OCDA Members
\$95 Non-Members
\$45 Students
Add \$10 if paying at the door

Fee includes
*handouts
*6 CEUs (approval pending),
*continental breakfast
*lunch

Registration Deadline is April 8, 2005

Registration Information?
Please go to www.ocdaonline.org
or call 440-358-8007

Co-sponsored
by
OCDA and OCA

Dr. Hansen is a Past President of the ACA and the National Career Development Association. She has been a teacher in career development and counseling since the early 1960s. Most recently she developed a holistic career theory for women and men called Integrative Life Planning. She is also creator and director of BORN FREE, a program designed to expand career options for adults.

Leadership in Counseling: Gaining Vision by Looking Back

Kerry E. Sebera, PCC, Ohio University

One of the most important constructs of being a leader is self-awareness and reflection (Bass, 1985; Benis & Goldsmith, 1994; Kouzes & Posner, 2002; Komives, Lucas, & McMahon, 1998). Leaders must have a clear understanding of what has shaped their beliefs and led to where they are today. This goal is accomplished through looking at personal beliefs and experiences, as well as historical influences.

It is critical for counselors to have an understanding of the historical and social constructs of our profession in order to gauge a clear vision. West, Osborn, and Bubenzer (2003) emphasize that counseling students need to understand the history of our profession and leaders in our field. "Listening to the masters" allows students to gain perspective and begin to synthesize this knowledge through self-reflection (Kouzes & Posner, 1987). This may include reading the works of great theorists, watching videotapes of sessions facilitated by professionals, or looking to a mentor for direction.

While counseling students learn about the historical and theoretical developments of the mental health field, more needs to be done specific to the field of professional counseling to develop a strong professional identity. Counselor educators and supervisors can incorporate readings and discussions on the history, values, and identity of counselors. By utilizing West, Osborn, and Bubenzer's book *Leaders and Legacies* emerging leaders can better understand who the leaders have been and are in the counseling field, the development of the profession, and the vision of the future. Through creation of a counseling genogram, emerging leaders can identify mentors and their lineage, look for themes, and gain perspective as they form their own visions (Granello, Hothersall, & Osborne, 2000). Finally, connecting with a alumni from counselor education programs can also help students and new professionals develop their own counseling and leadership skills. Students can find others who have come before them, connect with leaders in the field, and begin to network with other professional counselors.

Much of what is written on leadership emphasizes a vision of the future. While this remains important, understanding historical contexts is also essential. Through synthesis of the history of the counseling profession, connecting with others, and self-reflection, emerging leaders can find their own voice, form their own ideas and goals, establish their own ways of leading, and build a vision for the future.

The Underfer Leadership Scholarship is a means of promoting leadership in the counseling profession with a focus of furthering the mission and strategic plan of the Ohio Counseling Association. For more information on the Underfer Leadership Scholarship, you are encouraged to contact Jean Underfer-Babalis at JeanUB@destinedformore.com

UNDERFER LEADERSHIP SCHOLARSHIP FUND THE OCA DONOR ROLL

Jean Underfer-Babalis, 2004
EOCA Past -Presidents, 2004
Paul & Darcy Granello, 2005

The *Underfer Scholarship Fund* is the legacy left by OCA Past-President, Jean Underfer-Babalis to honor the ideals of leadership instilled in her by her parents, Jerry and Jane Underfer. The first applications will be determined by the Awards Committee in the spring of 2005. Scholarships and grants will be awarded to assist both students and professional members of OCA in education, training, research and other related activities that will advance client welfare, strengthen the professional identity of counselors, and promote effective leadership. *Tax deductible donations can be mailed to OCA. Checks should be made payable to OCA or the Ohio Counseling Association.*

Workshop for School Counseling Induction Year Supervisors

By Jake Protivnak, Tom Davis, & Susan Sears

Training for induction year school counseling supervisors was held on January 20th at the Ohio Parents for Drug-Free Youth Office in Columbus, OH. The training was conducted by Susan Sears (The Ohio State University), Tom Davis (Ohio University), Jake Protivnak (Ohio University), Charles Woodward (Ohio School Counselors Association), and Ed Whitfield (Ohio Department of Education).

The purpose of the workshop was to provide information and resources to school counselors who are currently serving as induction year supervisors in Ohio. Approximately 20 school counselors from across the state participated in the workshop. The morning session featured a discussion of induction year activities, Council for the Accreditation of Counseling and Related Educational Programs (CACREP) preparation of school counseling graduates, and general principles of effective supervision. The afternoon session provided a discussion of the *Performance Standards and Appraisal Inventory*, the *PSCAI Final Report* form to be submitted by the supervisee upon licensure renewal, and a self-evaluation instrument for the school counselor supervisee. A portion of the workshop was spent discussing the challenges of supervision and in small groups conducting action planning. Participants were provided with a resource disk with all of the forms, a one year provisional membership in the Ohio Association for Counselor Education and Supervision (OACES), and were enrolled in a listserv for Induction Year Supervisors in Ohio. The school counseling supervisors provided positive feedback regarding the opportunity to participate in the training and network with other school counseling supervisors. (continued on page 10)

ACA ANNUAL CONVENTION

APRIL 6-10, 2005 ■ ATLANTA

ACA Pre-Convention Learning Institutes, April 6-7

Exposition, April 7-9

ACA Education Sessions, April 8-10



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SPECIAL PEOPLE IN OCA

There are a number of people who work tirelessly behind the scenes to improve the lives of OCA members and all counselors in Ohio. OCA Guidelines will highlight these individuals. For some it will be one part of their farewell, but for others it will give you all an opportunity to meet them.

Towner Policy Group

Towner Policy Group provides legislative consulting services for OCA at the State House in Columbus. Carolyn Towner, Kristy Smith, and Amanda Sines are the lobbyists for the OCA. As your lobbyists, they attend hearings, analyze legislation, monitor legislation and agency rules, develop legislative and political strategies, draft legislation and amendments, assist OCA members with the preparation and presentation of testimony, and meet with legislators and agency administrators on behalf of OCA.

Carolyn Towner is the President of Towner Policy Group. Prior to becoming a lobbyist, Carolyn was the first Executive Director for the Joint Committee on Agency Rule Review for the Ohio General Assembly from 1979 to 1984. Carolyn was a lobbyist for the Ohio State Medical Association from 1984 through 1988 and since that time has been an independent lobbyist. Carolyn has her B.A. and M.A. in Political Science from the University of Akron.

Kristy Smith is the Director of Government Relations for Towner Policy Group and has been a lobbyist since January, 2001. Prior to joining Towner Policy Group,



OCA Lobbyists (L to R) Amanda Sines,

Kristy was a Legislative Intern for the Ohio Legislative Service Commission from 1999 through 2000. As an Intern, Kristy worked with State Representatives Jim Hoops, Steve Buehrer, and Jim Hughes, former State Representative Jim Mettler, and Senator Kevin Coughlin. Kristy has a B.A. in Sociology from Kent State University.

Amanda Sines is the Associate Director of Government Relations and joined the Towner Policy Group in May 2004. Amanda most recently worked for Senator Jeffrey Armbruster and Senator Steve Austria as an Administrative Assistant. Prior to this, Amanda was a Page for Senator Kevin Coughlin, former Speaker Larry Householder, and former Speaker JoAnn Davidson. Amanda received a B.A. in Political Science from the Ohio State University.

Ed Whitfield Retires

By Jake Protivnak and Susan Sears



Dr. Edwin Whitfield, Associate Director of the Ohio Department of Education and Administrator for School Counseling and various other programs, retired on January 25th, following 21 years of service. Ed received his M.Ed., in school counseling from Ohio University and his Ph.D. from the University of Iowa. He has worked as the Coordinator of School Counseling and Director of Career Education in California, a teacher and school counselor in Iowa and Ohio, an adjunct instructor at San Diego State University, Pittsburg State University, Indiana University, and La Verne College, and has provided consulting services for U.S. Department of Labor, Educational Resource Information Center (ERIC), American College Testing, as well as, other organizations. Dr. Whitfield has an extensive publication record in the area of career and school counseling authoring numerous articles. He has served as the editor of *The Career Development Quarterly*, *California Association for Counseling and Development Journal*, consulting editor of the *Journal of Counseling and Development*, and he is currently co-editing the 5th edition of *A Counselor's Guide to Career Assessment Instruments*. He has served in leadership positions in professional organizations as president of the National Career Development Association, Ohio Career Development Association and the California Career Guidance Association, a governing council member and chair of the Council of Journal Editors for the American Counseling Association. In 2002, Ed received the Presidential Recognition Award from the National Career Development Association.

Most recently, Ed has worked as a strong advocate for school counselors in Ohio by collaborating with the Ohio School Counselors Association (OSCA), Ohio Association for Counselor Education and Supervision (OACES), and the Ohio Counseling Association (OCA) to provide an alternative track for school counseling licensure. While being remembered as an accomplished professional, according to Susan Sears we "will truly miss Ed's wonderful sense of humor and professionalism. He has been a strong supporter of school counselors. In fact, he always has advocated for quality and accountability in our profession." We are indebted to Ed for the length and quality of his service to the counseling profession.

(Workshop for School Counselors: continued from page 9)

The practical and useable information on how to structure the induction year was valued most by the attendees. If you are currently an induction year supervisor, you can join the Ohio Induction Year Supervisors listserv by sending a blank e-mail to Induction_Year_Supervisors-subscribe@yahoo.com. If you would like to learn more about the training, contact Susan Sears at sears.1@OSU.EDU

Featured Articles in Upcoming Issues

- *Why Join a Professional Organization?
- *Online Counseling: Ethical Considerations for Counselors in Ohio
- *Highlights from OCA members attendance at the ACA Legislative Institute in Washington D.C.

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(FROM THE PRESIDENT'S DESK : Continued from page 1)

pride in our collective identity as counselors, while learning from one another about different areas of expertise. Please note the opportunities for professional development mentioned in this issue of the *Guidelines*. Several prominent leaders in the counseling profession will be here in Ohio to speak at various workshops. Also note the OCA personnel featured in this issue

who invest much of their time, energy, and talent to keep our organization sturdy, vibrant, and strong. As an integrated organization, representing a distinct profession, we can continue to accomplish a great deal for the benefit of all those who claim the name *counselor* and, by extension, the students and clients we serve. Norcross, J. C. (1995). Dispelling the Dodo bird verdict and the exclusivity myth in psychotherapy.

Psychotherapy, 32, 500-504.
Remley, T. P., Jr., & Herlihy, B. (2001). *Ethical, legal, and professional issues in counseling*. Upper Saddle River, NJ: Merrill/Prentice Hall.

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