

All Ohio Conference begins Sunday, Nov. 4 in Columbus

This issue of *Guidelines* should reach you just before the start of the All Ohio Conference Sunday, November 4. The program begins at 1:00 with a special Continuing Education Program presented by Dr. Gerald Kushel, psychotherapist and family counselor: "Centering: Six Steps Toward Inner Liberation."

Following registration Monday morning, conferees will hear Dr. Donald Bartlette speak on "Macaroni at Midnight". A full day of Workshop Sessions follows, with a Banquet and Awards Ceremony Monday evening. Banquet speaker is humorist Hope Mihalap. "Where There's Hope, There's Life & Laughter!"

Tuesday's Workshops run from 9:00 a.m. to 12:30. Luncheon speaker is Stephen Douglas on "Managing Stress".

Official programs were mailed out well ahead of the conference to over 6,000 people. Remember to take yours with you to Columbus! Programs were keyed to seven interest areas and indexed to help participants sort through the many topics being presented.

Counselors, it's your move!

Leadership Conference held August 14, 15

The Third Annual OACD/OSCA Leadership Conference was held August 14 and 15 in Columbus. The first day of the conference was spent under the leadership of Betty M. Rogers, Executive Director, Columbus Area Leadership Program, exploring leadership styles and ways to effect a well-led group by taking into account both strengths and deficiencies of the group leaders.

The second day, participants met with leaders of guidance and counseling from the State Department of Education — James Miller, Dr. Ed Whitfield, and Richard Armanini; the All Ohio Conference Coordinator, Tim Luckhaupt; talked about licensure and spent time with OACD and OSCA Boards. The OACD Board had a consultant, Dick Fetter, help them look at planning for this year.

Fetter, MSW, MBA of Central Ohio Counseling, discussed marketing strategies for attaining organizational objectives. One must begin by identifying the needs of the organization, its strengths, its weaknesses, and the alternatives which are available. He said the problem with non profit organizations is that we miss achieving our objectives often because we spend all our time identifying needs.

The conference included a Tuesday evening reception for Senator Michael Schwarzwald, our prime sponsor for the Licensure Bill in the Senate.

Thanks!

Contributors to this issue include AACD Guidepost, Dr. Elizabeth Best, Charlotte Huddle, Frank O'Dell, B. Paul Pettie, Daisy Takacs, Sandy Weller, Stan Wencliewicz, and Jim Wigt.

Licensure Update

H.B. 205 became effective October 10

Where We Are Now

As most OACD members know, the counselor-social worker licensing bill was approved by both houses of the legislature on May 25, 1984 (see *July issue of Guidelines*). Governor Celeste signed the bill on July 10 to make Ohio the tenth state to achieve licensure for counselors. The bill took effect as law on October 10, 1984.

Next Steps

Governor Celeste must now appoint the eleven member Counselor and Social Worker Board created by the law. By law, the Governor must appoint the initial Board no later than November 10, 1984. The Board will be composed of four professional counselors and four professional social workers representing

various work settings, specializations, and levels of training. In addition, three Board members will be lay persons representing the public at large. Once appointed, the Board's function will be to implement the standards set by law. The Board will establish an application process, review individual applicant qualifications, establish examining procedures, conduct investigations and discipline incompetent and unethical practitioners, and establish other rules necessary to carry out the provisions of the law (See "Legal Forum" article on page 3).

IT WILL PROBABLY BE THE FIRST OF THE YEAR BEFORE COUNSELORS CAN ACTUALLY MAKE APPLICATION FOR A COUNSELOR LICENSE. As an organization, OACD is committed to keeping its mem-

bers informed on licensure developments. As soon as an application process is developed we will inform all members.

Some Frequently Asked Questions

When does the new law take effect?
October 10, 1984

When does the one year grandparenting period begin?
October 10, 1984

How do I apply for a Professional Counselor License?

You cannot apply for a license at this time. It will take approximately three months for the Board to develop the procedures and rules to carry out the law. OACD and its divisions are committed to keeping their members informed on when and how to apply.

How does the new law affect school counselors?

First, school counselors will *not* have to obtain a Professional Counselor License as long as they are certified by the Ohio Department of Education and are providing counseling services directly within the scope of their employment by a board of education or a private school. School counselors who also work as a counselor privately, or for an agency, will have to have a license.

Second, all certified school counselors, whether or not they obtain a Professional Counselor License, have been granted privileged communication under the law. This means that counselors cannot legally be required to reveal in court confidential communications made to them by their clients, except under certain conditions (i.e., the client gives consent to the testimony or there is clear and present danger to the client, including child abuse and neglect).

Will certificated school counselors meet the grandparenting provision in the law?
The law exempts holders of a master's degree in counseling or a related field and two years of experience in counseling from taking the required examination for the license. While the Board must make the final determination on what types of counseling experience are acceptable, it would appear school counseling experience would count for the Professional Counselor License. However, school counseling experience will *not* count for counselors seeking an endorsement to diagnose and treat mental and emotional disorders. The law specifically states that the experience required for the endorsement must be in a clinical or private counseling setting.

(continued on page 3)

The Passing of a Great Man*

by Frank O'Dell

*Dr. Herman J. Peters, retired Ohio State University counselor-educator suffered a heart attack and died in late July. He was widely recognized as one of the founders of the developmental approach to Counseling and Guidance.

I was twenty-five, had just obtained my first counseling position and was going to my first All Ohio Guidance Conference. As I walked into the Youth Center of the Ohio Fair Grounds I must have looked lost. I felt a little anxious and very shy. A man whose dress resembled a cross between Uncle Sam and a clown approached me and introduced himself. "Did he say Herm Peter?" I asked myself as I tried to read his nametag. I had read several of his books and articles in grad school. He was one of the "greats" in the field. Wow, was he approaching me and introducing himself? Yes, he was and not only was I meeting him, he was saying that he would show me around. Later he took me on a tour of Columbus, then the Ohio State Campus, and talked with me about working on a Ph.D. at O.S.U.

There is a part of my ego that would like to say that my experience was unique. It was for me. It was one of the turning points in my career. But thousands of people had a similar experience — Herm Peter reached out to them. That's the way he was. Whether it was reaching out to help someone with their education or career, coordinating an NOEA Institute, hosting a trip to the Air Force Academy, or organizing a party at APGA, Herm was always reaching out. He was one of the "greats", but always humble enough to remember that he was a human who happened to be a counselor. He did a lot of things for guidance. He wrote, taught, gave speeches, and offered workshops and institutes.

The guidance field will miss him. His colleagues, friends, and family will miss him and so will a lot of people who once considered themselves little lost souls and he saw them as individuals with dignity, worth, and potential. Rest in peace Herm, we'll try to carry on your spirit.



Senator Michael Schwarzwald with the Ohio counselors leadership at the reception/fundraiser given for him in August.

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From the President—

I'm excited about being a professional counselor and about being a member among other members of a professional organization. Our state has licensure. We have over 500 nationally certified counselors and we have at least four university counselor education programs (Akron, Youngstown, Ohio University, Ohio State) which are applying for credentialing from the Council for Accreditation of Counseling and Related Educational Programs (CACREP).



Charlotte Huddle

Neighboring states are working with us, exponentially strengthening counseling. We are delving into more services for our membership, such as liability/malpractice insurance, more work-

shops regionally and for the divisions, news updates of what affects counseling, coordination with other professional groups that have a commonality with our profession, and continued interaction with the legislature.

I and other members are available to come to your region, your division, or your OACD affiliated chapter to speak on the following topics:

- Licensure
- Certification
- Membership
- GED/SAT/ACT
- Career
- Stress Control
- Group Counseling
- Computers and Counseling
- Hemisphericity and Counseling
- State Standards — Written Guidance
- Family Issues — Abuse
- Divorce
- Step-parenting
- Adult/Midlife/Aging
- Grieving

Some day soon we would like to have an executive secretary with a permanent address for OACD and its divisions. Any of you who might be interested in this or know a student in a counseling program who would be interested in such a position, please let me know.

We are here to serve you as an organization. Communicate your needs to us; join with us in enhancing the profession of counseling in the State of Ohio.

— Charlotte Huddle

Flying Solo?

September is gone, November is moving in on us, and this is my fourth year of editing *Guidelines* for OACD. How time flies! I'm sorry to say we missed getting the special Graduate Student issue together this Fall. I'm still job hunting and Bill Nemeč is as busy as (busier than?) ever. But we haven't given up on the idea. We do need your help, suggestions, and contributions (written), however, to pull it off!

It looks like a good year ahead for this newsletter. We had several offers of help as early as last Spring and will see several new writers in *Guidelines* in the next couple of issues. Jack Cochran is still scouting for (mailing?) students in his Career Counseling classes. Thanks so much, Jack. Your recruiting is really appreciated!



Helen Sutton

This issue includes the first in a series on legal issues in counseling by B. Paul Pettie. Paul's credentials are excellent and we're happy to have his help. We are also reprinting an excellent article on perinatal bereavement we found in "Profiles", the newsletter of the Human Values in Medicine program of the Northeastern Ohio Universities College of Medicine. Thanks to the author, Libbie Best.

The AACD Guidepost listing, "October... in the Journals", includes an article in *Counseling and Values* titled "Suppression of Women in Religion" by Dean A. Schrock. Is that you, Dean, our *Guidelines* author of "Professional Issues in Counseling"?

Heard he was preparing another article for publication. It must be. Congratulations, Dean. Keep up the good work!

Sandy Weller has gone to some trouble to produce such a good explanation of our membership system for this issue and Daisy Takacs is still sending me her extra photos of OACD events. I'm apparently on a lot of mailing lists for workshop announcements, too. MVPGA faithfully sends their newsletter and Rich Moore gave me permission this month to copy "The Modern Helping Professional". Jim Wigtil is staying in touch from OASGW and AACD let me reprint their good article on the employment outlook for counselors. Cynthia Marco is still handling advertising for us. Thanks! to all of you. Couldn't do it without all your help.

—Helen Sutton

Editorial

On working in political arena

The recent passage of the Counselor-Social Worker Licensing Bill is a strong indicator of what can be done when a number of organizations coalesce to achieve a commonly desired goal. Attaining counselor licensure certainly is a significant step in the professionalization of counseling in Ohio. The counseling organizations that worked on the bill learned a great deal during the legislative process. The coalition with the Social Workers was invaluable to the bill's passage.

While the licensure effort was successful, it also pointed out that much remains to be done if the profession of counseling in Ohio is going to be a voice that is recognized when key legislation, funding, or standards for counseling are on the line. In the licensure effort there were obviously some things that were done right and the efforts of many individuals must be applauded. There was a strong coalition

of professional organizations, an effective legislative network and a counselor licensure committee that helped ensure that the interests of various counseling specialties were adequately represented. However, I believe the main reason the Bill passed was because a few dedicated individuals literally invested years of their professional lives in this effort. I am sure none of the individuals involved regrets the investment of time, but I do not believe counseling organizations in Ohio, as they now exist, can sustain another legislative effort of this magnitude and come out ahead. It will take more members, more money, and more efficient organization to exert more political power. Through the licensure effort the Counseling Profession in Ohio has developed a great deal of respect, but it is my feeling that we are still short on organized political power.


Other professions have highly efficient professional organizations. Doctors, lawyers, psychologists, and law enforcement officers are powerful, visible, organized, and they pay more dues. They are willing to spend money in return for services that meet their needs both professionally and politically. The Ohio Psychological Association is a case in point. Their annual dues are \$100 in contrast to \$25 for OACD. Their membership is only about 300 more than OACD's, but they employ a full time executive director who edits a monthly journal and serves as a lobbyist for the organization. In addition they pay for the services of a professional lobbyist on an as-needed basis. In the final months of the licensure effort we were competing against the lobbying of two paid individuals with one half-time paid lobbyist. All other lobbying done by counselors was volunteered. We overcame OPA's opposition to the bill only by countless hours of hard work — not by efficient organization. Not once in numerous trips to Columbus in the last hectic weeks of the licensure effort did I see an officer of the OPA walking the halls of the Statehouse. Their two lobbyists did all the work.

Counselors, on the other hand, have traditionally not been willing to pay for such services. Possibly this is because their jobs have been secure up to now. Counselors are becoming very concerned about job security with recent cutbacks in human service funding and the elimination of a school counselor-pupil ratio. They are beginning to look more and more to the professional counseling organizations for assistance. They often want to know what the organizations are doing for them. If they are members, they know the organizations are working for their interests within their available limited resources. Unfortunately many of the counselors who complain do not belong to any professional organization: If counselors want more services, more power and a higher degree of professionalism, they are going to have to be willing to pay more for such services.

— Bill Nemeč



Daisy Takacs, OACD Archivist, and state Senator Michael Schwarzwald, prime senate sponsor for the Licensure Bill, at the reception/fundraiser held in his honor in Columbus in August.



1985 AACD National Convention
April 2-5, 1985
New York, NY

New "4 in '84" Award offered for recruiting new members

OACD has a new award that will be given to individual members who recruit four new OACD members between now and January 1, 1985. It's easy to do when you think of all of your friends and colleagues who are new in the field of counseling and may be just waiting for a friend to introduce them to a vital new organization.

In order to be eligible for this award, you must complete the following form and send it to: Sandra K. Weller, OACD Membership Chairperson, 2602 East

moreland Dr., Oregon, OH 43616. Deadline for receiving the award information is January 10, 1985. A copy of the membership form is on page 8 of this issue of *Guidelines*. Feel free to copy it as often as needed. New memberships should be sent directly to Sandy at the time of your "sale". All new membership applications must be mailed to the above address prior to your application for award.

(Separate article on membership in chapters and divisions appears on page 6, this issue.)

Award Applicant's Name: _____

Address: _____

Home Phone: 1-(____) _____ Work Phone: 1-(____) _____

I have recruited the following persons as new members of our state guidance association, OACD. They have JOINED THE PROFESSIONALS!

1) Name: _____
Address: _____
Home Phone: 1-(____) _____ Work Phone: 1-(____) _____

2) Name: _____
Address: _____
Home Phone: 1-(____) _____ Work Phone: 1-(____) _____

3) Name: _____
Address: _____
Home Phone: 1-(____) _____ Work Phone: 1-(____) _____

4) Name: _____
Address: _____
Home Phone: 1-(____) _____ Work Phone: 1-(____) _____

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Licensure questions answered

(continued from page 1)

I recently took the NBCC exam (National Board for Certified Counselors). Will I also have to obtain a Professional Counselor License?

The NBCC and state licensure are two distinct types of credentialing. NBCC certification enables consumers, employing agencies, and others to identify those practitioners who have demonstrated a high level of professional competence. Certification as a National Certified Counselor gives a practitioner only professional recognition. Licensure gives counselors the legal right to practice their profession and legally regulates use of the title of "counselor."

Anyone in Ohio who has received or who will receive NBCC certification will still have to obtain a Professional Counselor License in Ohio if they use the title "counselor" and practice counseling as defined in the state law. Counselors who receive a Professional Counselor License in Ohio will not have to receive NBCC certification unless they feel it is to their professional advantage to do so.

Will a licensed counselor be able to receive third party payments?

Counselor licensure does not mean that counselors can receive reimbursement for counseling services from insurance carriers. Passage of the licensure law gives legal recognition to Counseling as a profession. Therefore, the likelihood of counselors becoming eligible for third party payments in the future has increased. It will take a revision in the state laws governing insurance companies to enable counselors to be eligible for third party payments.

What are the minimum education and experience requirements required for the Professional Counselor License?

A master's degree in counseling, a minimum of 60 quarter hours of graduate training in counseling acceptable to the

Board and three years of supervised experience of a type approved by the Board, two years of which have been completed after the education requirements were met.

My degree is not in counseling but a closely related field (i.e. family ecology, psychiatric nursing). Will I qualify for a license?

Only if application is made during the grandparenting period (before October 10, 1985). However, it must be pointed out that the Board will have to determine what programs will qualify as a "closely related field". After October 10, 1985 the law very clearly specifies that the master's or doctorate must be in counseling.

Will I need the Board approved endorsement to diagnose and treat mental and emotional disorders?

A person who works in a private or clinical counseling setting making diagnoses and treatment plans for reimbursement purposes or to meet other governmental regulations will have to have the endorsement or be supervised by another licensed counselor who has the endorsement, a licensed psychologist, or a psychiatrist. While the Board will have to more clearly define the endorsement procedures, the intent of this provision, is to distinguish between the qualifications needed to provide counseling services that are developmental and preventive in nature from those which involve the clinical procedures of diagnosis and treatment.

-Bill Nemeck and Charlotte Huddle

For a "Synopsis of the Licensure Bill as it Applies to Counselors" write to Dr. Bill Nemeck, The University of Akron, 127 Carroll Hall, Akron, OH 44325 or Dr. Charlotte Huddle, 384 E. Broad Street, Columbus, OH 43215.

Legal Forum

Law provides for public input as Counselor Board develops rules

by B. Paul Pettie, J.D.

B. Paul Pettie has a Doctorate in Jurisprudence and a Master's Degree in Counseling. His column, "Legal Forum," will be a regular feature in each future issue of Guidelines. The column will deal with topics that have legal implications for counselors. If you have legal or ethical questions you would like addressed please write to B. Paul Pettie, P.O. Box 2277, North Canton, OH 44720.

This month my column deals with questions relating to the recently enacted Counselor and Social Worker licensure law, specifically the procedures relating to the rule-making power of the Counselor and Social Worker Board created by the law.

The Bill as passed (see OACD Guidelines, July, 1984) enacted several new sections of the Ohio Revised Code. Some of these sections specifically grant to the Board which was created by the law, the power to make rules with regard to licensure, examinations, continuing education requirements, counselor training, diagnostic training requirements, defining approved associate and baccalaureate programs, what constitutes "supervised experience" and what constitutes "closely related fields." The board is also authorized to make "such other rules" as are required or necessary to carry out the law. The new law also provides that the rules shall be adopted in accordance with chapter 119 of state law.

The basic question then becomes, what are our rights to have some input into the Board's rule-making authority?

Ohio Revised Code chapter 119 provides the administrative procedure that the board must follow in order for any rule, amendment or rescission (rescinding) of a rule to be valid. (I am confining this article to rule adoption only). The failure of the Board to comply with the procedures invalidates the action.

Revised Code Sec. 119.03 provides the following requirements:

"the agency (Board) shall give public notice at least thirty days prior to the date set for a hearing. The notice must include a statement of intent to adopt a rule, a synopsis of the rule, reason or purpose of the rule, and the date, time and place of hearing on the proposed adoption."

The Board is required to file the full text of the proposed rule with the secretary of state and the director of the legislative service commission. This must be done at least sixty days prior to the date of adoption. A legislative joint committee on agency rule review may recommend invalidation of the rule to the general assembly. If the general assembly does not act, the rule may be adopted at the public hearing.

State law provides at least three ways in which we may inform ourselves of proposed rule activity. We may get on a subscription list or send a self-addressed, stamped envelope to receive the public notice. We may also appear to the office of the Board and get the full text of proposed rules at no cost. In the latter instance the law provides that we must be affected by the proposal. As a practical matter I believe that all proposed rules will be freely distributed by the Board.

Next there is the public hearing at which any person affected by the proposed action may appear and be heard in person and by his attorney. They may present evidence, witnesses and both written and oral argument tending to show that the proposed rule will be unreasonable or unlawful.

The final action of the Board will be to adopt the rule, designating in its order an

effective date which shall not be earlier than ten days after a final draft of the rule has been filed with the secretary of state and the director of the legislative service commission.

It is clear that the rule-making process is not too cumbersome or unduly lengthy. Assuming sixty days for the joint committee on agency rule review, plus a few days for redrafting and filing the order of adoption and rules with the necessary agencies and a ten day waiting period, a rule could get through the bureaucratic process within 90 days.

Implications for Counselors

As to our input. Even though the law provides that input is limited to showing unreasonableness or unlawfulness of proposed rules, it would be to our benefit to at least write letters that support proposed rules of the board with which we agree. The opponents of rules will be present at the hearing. If our voices in support are not present we should not and cannot complain when needed regulations are not implemented.

Some examples of rules to be anticipated. The Board will be making rules approving courses of graduate study leading to master's degrees in counseling. The licensure bill provides that the "counseling training" shall be "acceptable to the Board." This provision affects all prospective licensees and persons in the educational process. Will the program you complete be "acceptable?" The law requires "supervised experience" in several different areas for licensure. Will your practicum or internship (either student or educator) be "of a type approved by the Board?" Will your Ed.D. be considered a "Doctorate in Counseling" for purposes of licensure? Most of these matters will probably be resolved positively, but what about administrative oversights and mistakes?

We will all be better represented if the Board hears our voices on matters of which we are knowledgeable and informed.

There are many other areas that the Board will address. In future articles we will consider our rights in investigation and enforcement of the licensure law and what administrative procedures are required in licensure revocation and suspension.

We will also address matters relating to privileged communication, confidentiality, duties to warn and protect clients and others, and other matters that you may bring to our attention.

Reality Therapy Workshop scheduled for March 1-5

Dr. Robert E. Wubbolding, Director, Center for Reality Therapy/Midwest, will lead an Intensive Training Workshop at the College of Mt. St. Joseph in Cincinnati Friday, March 1, 6:00-10:00 p.m., through Tuesday, March 5, 1985, 9:00 a.m.-4:30 p.m.


For further information, including fees, lodging, and registration procedures, call Dr. Wubbolding, 9 a.m. to 12:00 noon, Monday through Friday, at (513) 851-7523 or write the Center for Reality Therapy/Midwest, P.O. Box 46421, Cincinnati, OH 45246.

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1985 AACD National Convention April 2-5, 1985 New York, NY

Dealing with perinatal bereavement

by Elizabeth Kirkley Best, Ph.D.

Elizabeth Kirkley Best, Ph.D., recently joined the Behavioral Sciences faculty of Northeastern Ohio Universities College of Medicine (NEOUCOM) from the Psychology Department of The University of North Florida at Jacksonville. She received her Ph.D. from The University of Florida at Gainesville where she was a research psychologist and bereavement counselor in the Perinatal Mortality Counseling Program in OB/GYN at Shands Teaching Hospital.

Dr. Best's research specialties include bereavement and attachment, especially in the perinatal period, as well as studies of the self. Here are her thoughts on understanding the grief of parents when a baby dies. — Reprinted with permission from Fall 1984 NEOUCOM "Profiles", Human Values in Medicine newsletter.

With all of the possible tragedies, confrontations and crises we encounter as individuals over the course of our lifetime, there is no single crisis which is so painful, shattering, and yet pervasive as that of grief at the death of someone we love. Indeed, most of the incidents which lead us to the most painful questions about life involve loss, whether the loss be a loved one, plans for the future, health, or meaning of life. When a baby is stillborn, or dies shortly after birth, grieving parents are frightened by their reactions. They don't realize that the whole range of human emotion and understanding is turned upside down in normal grief.

We are probably most unkind to the bereaved and, ultimately, to ourselves in that we do not overtly recognize: (1) the painfulness of grief and the range of perfectly normal reactions, and (2) that grief does not have a time limit. We do not get "over" grief; rather, we learn to live with it. Grief may be tempered by time (much more than most expect or allow), but a reminder can bring grief back in a moment in all its intensity and unreality.

Given the recognition that we often misunderstand grief, it is important to note a particular kind of grief, which suffers not only from misunderstanding but also from neglect. This "forgotten grief" is the grief that occurs when a baby dies before birth or shortly after — perinatal death.

Stillbirth in particular has been called a "nonevent" because people often assume that no attachment has taken place before birth. The nine months in the womb, however, do not take place in a vacuum. The mother feels the baby move for over half of her pregnancy. Both parents choose names, make plans, create a place for the baby. The attachment of parents to the new son or daughter progresses steadily in quantity and quality over the course of pregnancy and does not level off as some have suggested. This attachment appears to progress, whether or not the pregnancy is wanted or planned for and without regard to the situation in which the child will be born.

When a baby is stillborn, expectations turn upside down. At the moment when one expects life's greatest joy, the death of one's child occurs. The horror of the announcement, either before birth or after, that the baby has died, strikes each person who encounters the death. Unfortunately society, family and some medical professionals denigrate the intense grief that occurs, either by neglecting to recognize the special relationship the parents and family have already formed to the infant, or by attempting to "hide" the death, which may be accomplished by washing away the baby without allowing the parents to see their son or daughter, or by sedating the mother so that she will not remember or be pained

by the event, (an impossibility,) or by avoiding mention of the baby's death for the remainder of what becomes the shortest hospital stay possible, as much for the hospital staff's sake as for the sake of the parents.

The reality that a son or daughter has died cannot be covered up or dismissed. There are immediate, poignant choices which must be made. Instead of deciding what to dress the baby in for his/her homecoming, the decision becomes how to dress the infant for his/her funeral. The father, who is also a grieving parent, is relied upon to make all the arrangements and decisions without regard to his own sense of loss. Well-meaning family and friends may put away nursery items, erasing all traces of the baby's expected arrival home, denying a mother and/or father the chance to work through that task in their own time.

Among the reactions which are perfectly normal when a person is confronted with perinatal death are: an inability to comprehend the reality of the death, even after some time has passed; preoccupations with thoughts and memories of the baby; severe disruptions in sleeping and eating habits; an inability to concentrate; guilt; anger; hallucinations and illusions associated with the baby. When confronted with frightening nightmares and illusions, some persons experiencing grief for the first time worry that they may be losing their minds. They are not cognizant that their reactions are a normal part of the excruciating ebb and flow of the process of grief.

A mother who has a stillborn may hear a baby cry, or still feel the baby's movement, only to realize that it has been days, weeks, or even months since her child died. These reactions are met by the bereaved and by persons surrounding the bereaved as bizarre, and yet they are all a part of the heart-wrenching searching for the baby who has died. Many bereaved persons even describe catching themselves scanning the environment for their loved one automatically, as though somehow the deceased person could still be "found." (We frequently, for example, describe death as a "loss.") The conscious realization that the death is final only brings back a despair and painful longing which eludes description.

The decisions which parents make in early grief can affect their well-being later. In my work with many families over the past few years, certain choices have surfaced which appear to facilitate perinatal grief. The decisions parents make which are later reported as helpful seem to center around an open dealing with the baby's death in a manner similar to dealing with the death of any loved person. Parents find that naming a baby helps define their brief encounter with this little individual.

While controversial to some persons, the great majority of parents choose to see or hold their babies. Although the wisdom of seeing their baby may not be intuitive to all, viewing is helpful because it gives moms and dads a chance to both say hello to their infants, be parents even for a moment, and to say goodbye as well. When parents have not seen the baby, the nebulous reality of the baby's death is impossible to define. One mother with whom I worked reported that she was discouraged from seeing her baby. Years later she remarked that she would give everything she owned if only she had a picture of her little boy. Grief needs memories and events as anchors, and if these are unavailable, accepting the reality of death can be an endless process.

Parents also find that it is helpful to have a memorial service of their own choosing for the baby, and this choice seems to be even more important than

whether they choose burial or cremation. It also appears to be helpful to keep mementos of their baby, including such items as clothing, toys, ultra-sound photographs, photographs (even of the deceased infant, which can be tastefully done), footprints, birth/death certificates and so forth.

Because mothers almost always comb the details of their pregnancies to try and find some cause of the baby's death, many parents find an autopsy helpful to allay some concerns. Some parents also find small anniversary remembrances

helpful. (One family remembered their deceased newborn son with a special dessert on his birthday.)

While it is not possible in this brief description to present all aspects of perinatal bereavement, these thoughts may be helpful in supporting parents in this difficult grief. Most importantly, grief at perinatal deaths must be recognized and grieving parents supported. Grief takes time and never completely ends. A stillborn son or daughter, therefore, maintains a lifelong place in his/her family.

Women's Health Fair held Oct. 16

"Kaleidoscope — Women's Health Day 1984," an annual event sponsored by Akron General Medical Center in cooperation with the M. O'Neil Company, the University of Akron and Kent State University, was held Oct. 16 at the Quaker Square Hilton Inn in Akron.

This year's seven-hour program carried the theme, "Achieving Your Personal Best" and featured area speakers, community displays and a keynote speaker from the University of California at Berkeley.

The event began at 3:00 p.m. with an optional workshop, "Promote Yourself," presented by Fay Biles, Ph.D., professor of health and safety education at Kent State University. The program followed

with two break-out sessions of one hour each.

A 7:00 p.m. keynote speech, "Maximizing Your Potential," by Marian Diamond, Ph.D., Department of Physiology-Anatomy at the University of California, covered left-brain, right-brain phenomena. With more than 100 publications and 20 years of research to her credit, Dr. Diamond discussed whether we actually can get smarter as we get older, what separates the gifted person from the average thinker and whether men and women really "think" differently.

This was the third year for Kaleidoscope, designed to inform and update women of all ages on issues of healthy living.

'Family Happenings' game therapeutic tool

Daisy Takacs, OACD Archivist, reports that Richard L. Boardman, M.S.Ed., a Wisconsin Elementary Counselor and School Psychologist, has come up with a therapeutic board game called "Family Happenings" intended to help focus young players' conversation on the thoughts, feelings and behaviors related to family dynamics and change.

The game, based on a family systems approach to treatment and usable with children aged six through adult, is being made available only to individuals who have received advanced training in the mental health field.

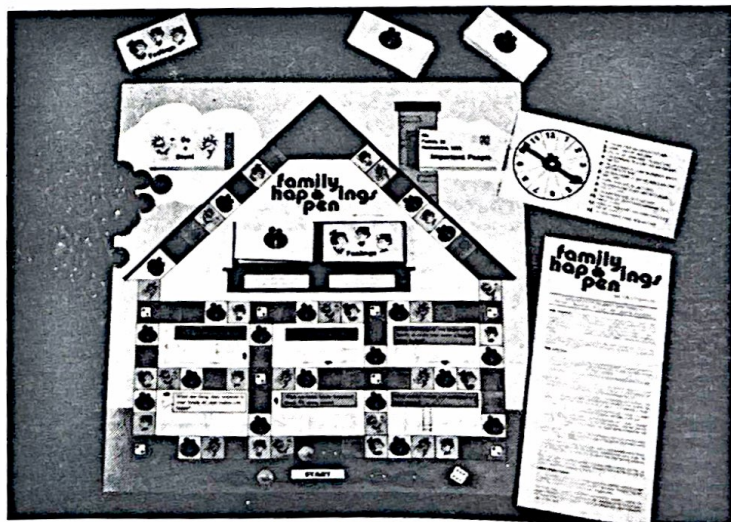
Daisy met Boardman at the National Elementary/Middle School Convention in Tulsa in June, went through the entire game and "found it to be a quality product". The basic elements of family relationships, roles, family rules and communication patterns are central to the content of the game, which consists of numerous cards that ask questions, identify feelings, and provide stem sentences

related to the functioning of the individual and their family.

Useful for individual or small group therapy, the innovative game includes specialized "Family Happenings" cards which directly address family changes such as separation, divorce, alcoholism, adoption, birth, remarriage, death, abuse and neglect, family relocation and some school problems. Additional blank cards are available for therapists to add questions of their own.

Boardman has field tested "Family Happenings" in a school setting with students from the entire school population, aged six to twelve, including handicapped and minority children. He reports that counselors participating in the field testing found the game easy to use with both regular and special needs students, and found the format fun, flexible and productive.

"Family Happenings" is available from Kids in Progress, Inc., Dept. 43, 2749 Third St., Eau Claire, WI 54703 for \$25.45 including shipping and handling.



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Counselor employment outlook improves in latest projections

Reprinted with permission from October 4, 1984 AACD Guidepost.

As many as 167,000 people will be employed as counselors during the 1982-1995 period, according to the 1984 edition of *Occupational Projections and Training Data* published by the Department of Labor's Bureau of Labor Statistics.

The total number of people employed as counselors in 1982 was approximately 148,000, the report says.

Occupational Projections and Training Data is a statistical and research supplement to the *Occupational Outlook Handbook*. It presents detailed, comprehensive statistics on current and projected occupational employment.

The 167,000 figure represents the bureau's highest counselor employment projection for the 1982-1995 period. If it proves correct, the number of counselors in the country will have increased by 12.4 percent since 1982.

The bureau made "moderate" and "low" projections also. The moderate counselor employment projection predicts there will be 163,000 counselors in the United States by 1995, a 9.8 percent increase from 1982.

If the low projection proves correct, there will be 159,000 counselors by 1995, a 7.4 percent change from the 1982 figures.

The source of these data, the report says, is the 1982-1995 National Industry-Occupation Employment Matrix, which is based on the Occupational Employment Statistics survey.

The report says 51.8 percent of counselors in 1982 were female, 12.8 percent were black and 13.6 percent were employed part-time.

Sixty-one percent of counselors that year were employed in educational services. Counselors employed in social service settings accounted for 17.9 percent of the total. And 12.5 percent of counselors in 1982 were employed by state

governments.

Unemployment among counselors in 1982 was "average," or on par with the overall national unemployment rate, the report states.

The rate of employment change or growth in the counseling profession, however, is listed as "slower than average." The annual replacement rate in counseling — the proportion of workers who are likely to leave the occupation each year — is 13.5 percent.

The report listed the usual entry requirements into the counseling profession as a master's degree in some area of counseling or psychology. It noted, however, that in some cases, individuals with a bachelor's degree in psychology, sociology, counseling or rehabilitation services are qualified to work as counselors, especially if they have appropriate work experience.

In 1982 the number of people awarded bachelor's degrees in counseling, student personnel, educational psychology and psychology for counseling was 568, according to the bureau. Some 16,263 held master's degrees in one of the above-mentioned counseling-related fields. Doctorate degrees in counseling were awarded to approximately 1,468 individuals.

The report says most entrants into the counseling field are college graduates who transfer from related fields such as social work, teaching, interviewing, job placement, psychology or personnel work.

Because prior work experience is usual for counselors, entrants tend to be somewhat older than people who go into other occupations.

An article on the employment status of AACD members by primary job setting will appear in a future issue of the *Guidepost*.

To obtain a copy of "Occupational Projections and Training Data," send \$4 to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Membership made easy —

Understanding membership seems to be somewhat of a challenge for some counselors across the state of Ohio. For this reason, I will attempt to explain an E-Z method to remember for one's own future reference and to help you explain it correctly to others.

The Ohio Association for Counseling and Development (OACD), formerly The Ohio Personnel and Guidance Association (OPGA), is your official state guidance organization. OACD is divided into chapters and divisions. The chapters represent localities and are widely spread across the state. Our chapters are:

- 1) East Ohio Counselors Assn. (EOCA)
- 2) Central Ohio Personnel & Guidance Assn. (COPGA)
- 3) Greater Cincinnati Personnel & Guidance Assn. (GCPGA)
- 4) Lorain Co. Guidance Assn. (LCGA)
- 5) Miami Valley Personnel & Guidance Assn. (MVPGA)
- 6) Northeastern Ohio Guidance Assn. (NEOGA)
- 7) Northwestern Ohio Guidance Assn. (NWOGA)
- 8) Portage Co. Guidance Assn. (PCGA)
- 9) Summit Co. Counselors Assn. (SCCA)

OACD's membership fee of \$25 yearly includes \$3 toward chapter dues. All chapter dues are presently \$3, with the exception of Chapter No. 6 above, NEOGA, which is \$4 and Chapter No. 7 above, NWOGA, which is \$4. What a

bargain! Two organizations for the price of one!

The divisions represent the various counseling specialties in terms of work setting, clientele, and/or counseling focus. Like ice cream, OACD divisions are appealing and offer a variety for everyone. OACD divisions are:

- 1) Ohio Assn. of Counselor Educators and Supervisors (OACES)
- 2) Ohio Assn. for Non-White Concerns (OANWC)
- 3) Ohio Assn. for Specialists in Group Work (OASGW)
- 4) Ohio College Personnel Assn. (OCPA)
- 5) Ohio Mental Health Counselors Assn. (OMHCA)
- 6) Ohio School Counselors Assn. (OSCA)
- 7) Ohio Vocational Guidance Assn. (OVGA)

Costs for division membership vary with each individual organization.

Counselors often mistake OACD for OSCA and vice versa. OSCA is a division of your state organization and represents one of the largest divisions in membership. Counselors may join OSCA through a payroll deduction plan of the Ohio Education Association (OEA). One may join OACD by direct mail only to: Sandra K. Weller, OACD Membership Chairperson, 2602 Eastmoreland Dr., Oregon, OH 43616. A copy of an OACD membership form is listed in most issues of the OACD newsletter, *Guidelines* (page 8, this issue). Check, Mastercard and Visa are all accepted in payment of dues. OACD membership expires on the member's individual membership anniversary date now, also.

As membership chairperson, I would encourage you to join OACD — and all chapters and divisions which interest you at the same time as provided for on our membership form. The E-Z method! By doing this, you eliminate the possibility of forgetting to join one or more organizations and don't have to try to remember which organizations you actually did remember to join. Your name and membership fees are sent directly to the organizations of your choice without fail. You needn't worry about your name never reaching its appropriate destination. It is all done for you as a service of OACD, one of many provided to you as an OACD member.

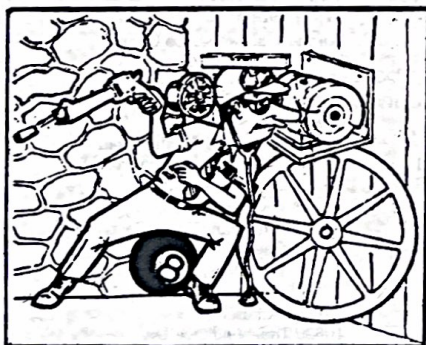
I believe in our organization, OACD, and you should, too! Encourage a friend or colleague to "JOIN THE PROFESSIONALS" of OACD. Should you encourage four persons to join OACD in 1984, you will be eligible for the new OACD award: "4 in '84". (See separate article on page 2.)

Our membership goal this year is for each OACD member to solicit a new membership from a friend or colleague. This is a simple and very effective way to double our membership.

It has been a pleasure serving you as membership chairperson. If I can be of service to any one or any organization, please feel free to contact me at the address above.

Sincerely,
Sandy Weller

THE MODERN HELPING PROFESSIONAL



— Original art by Stan Wenclewicz reprinted by permission from MVPGA Newsletter.

1. Square shooter
2. Self-starter
3. Shoulder to the wheel
4. Level-headed
5. Nose to the grindstone
6. Keeps his cool
7. On the "8" ball
8. Keeps on his toes
9. Ear to the ground
10. Well dressed
11. Keeps a stiff upper lip
12. Safety conscious
13. Modern (pocket calculator)
14. A joiner (logos on hat)
15. Diversified background

Substance abuse conference to be held in Independence November 15

"Drugs: 1984 Issues" is the theme for the November 15 conference sponsored by NEO Chapter A.L.M.A.C.A., non-profit national health organization of professionals involved in occupational alcoholism programming.

The conference will be held at the Holiday Inn, Rockside Road, Independence, Ohio beginning at 8:00 a.m. Topics and presenters include: Trends of Use and Abuse, Jan Christiansen, Michigan Dept. of Health; Current Issues: Employee Assistance Programs, Don Sparks, McDon-

nel/Douglas Corp.; Current Issues: Health Care/Treatment Systems, Ronald Gaetano, Awareness Media Assoc.; Current Issues: Criminal Justice System, Tom Mullins, Cuyahoga Co. Juvenile Court; 800-Cocaine Helpline, Mark Gold, The Psychiatric Diagnostic Laboratories of America.

Registrations made after November 5 must be made on site. For further information, contact John Bohn (216) 579-3222.

Committee on Adult Development & Aging promotes interest

The purpose of the AACD Committee on Adult Development and Aging (AD&A) is to promote and coordinate interest in adult development and aging issues in the association. For the last ten years, the Committee has worked to increase among AACD members an awareness of the counseling needs and appropriate techniques for adults and older persons.

Since its beginning in 1974, the Committee has worked with the association on several national projects. One of these, the "Special Training Project on Counseling the Aged", resulted in the publication of several AACD books on the subject. In an extension of this program, "The National Project on Counseling Older People", additional books were developed and model counseling programs were encouraged at the local level.

Other activities sponsored by the Committee include a newsletter, a system of regional and state liaisons, AD&A interest committees in each AACD division, and sponsorship of AD&A-related content sessions at state conventions and at the AACD annual convention.

Adult development and aging issues cross many divisional and professional boundaries. The mailing list for the newsletter includes counselor educators, gerontological counselors, group specialists, public offender counselors, and counselors from various community agencies who have an adult clientele or family orientation.

Anyone interested in helping with the work of this AACD Committee may contact Dr. Jane E. Myers, Chair, 313E McCracken Hall, Ohio University, Athens, OH 45701-2979, (614-594-5149) or Barbara K. Shelton, Newsletter Editor, Department of Human Resources, East Central University, Ada, OK 74820.

If you are interested in working on the OACD Committee on Adult Development and Aging (at the state level, rather than national), please contact Charlene Hosenfeld, Co-Chair with Dr. Myers (above), at 313E McCracken Hall, Ohio University, Athens, OH 45701.

WHEN YOU FINISH READING THIS COPY OF GUIDELINES — Share it with a colleague who is not a member of OACD! Encourage others to join!

Chapter and Division News

Miami Valley Personnel and Guidance Association (MVPGA) announces that this year's officers are Rich Moore, President; Mark Aman, President-Elect; Stan Wenclewicz, Past President; Jim Evans, Secretary; and Carolyn Taylor, Treasurer. Other members of the Executive Council include Bruce Duke, Linda Fish, Jim Heikes, Harold Silverman, Gerry Thompson, Gloria Ross, Ruth Widman, and Ken Rhoads.

MVPGA will vote on a proposed name change to Miami Valley Association of Counseling and Development at the Winter meeting, which will feature OACD President Charlotte Huddle explaining licensure and the grandparenting provisions for experienced professional counselors.



Retta Trautman clowns it up at the June OACD Board meeting/picnic.

MVPGA also sponsored a workshop in cooperation with the University of Dayton on WOE Day, October 10, at the Engineers' Club, Dayton, on Crisis Intervention. Presenters were Thomas W. Rueth and Joan M. Evans.

Ohio Association for Specialists in Group Work (OASGW) has elected their first officers. They are James Wigtil, President; Lorean Roberts, President-Elect; Lorraine Canzonetta, Secretary; and Mary Claytor, Treasurer. Annual Business Meeting for OASGW will be held at the All Ohio Conference, November 5, 8:00 a.m. in the Champaign Room of the Ohio Center.

Dr. James Wigtil, Ohio State University, was among the presenters at the Fort Wayne Counseling Conference co-sponsored by the Indiana Association for Counseling and Development. Theme for the morning conference was "Counseling: New Directions".



Left to right: Lon Herman, Legislative Aide to Senator Margiene Valiquette; Dave Shull, Legislative Aide to Representative Dean Conley; Connie Mate, President-Elect of OSCA; and Jerry Friedman, Legislative Aide to Senator Michael Schwarzwalder.

OACD Executive Council Meeting Dates

- Nov. 4 (Optional — All Ohio Conf.)
- *Jan. 25
- *Mar. 15
- Apr. 24 (Optional — AACD, NYC)
- *May 17
- June ? (Party)

*January, March and May meetings at 854 E. Broad St., Columbus, OH 43205. OSCA Board meetings will be held the Saturday following each OACD meeting at 10:00 a.m. in the OEA Building, Columbus.

Dayton University offers seminar on how to 'Relax Without Pills'

Counseling seminars offered by the Department of Counselor Education & Human Services at the University of Dayton this Fall include "Relax Without Pills", November 30, 6:00-9:00 p.m., and December 1, 9:00 a.m.-4:00 p.m. Joyce Dangle, Clinician, Whitehall Community Counseling Center, will address "everyday tensions that get us all uptight", headaches, stiff necks, tiredness, ulcers, and strategies to "hang loose".

"Stop Fighting and Live", strategies for couples in conflict, is being presented November 2 and 3 by Holly Dorna, Director, Oxford Crisis and Referral Center. Ralph Beegan, Executive Director, Guernsey Co. Drug Abuse Council, pre-

sented "Living with Impossible People" October 26 and 27 and Joan Maynard, Director, Social Services, Heartland of Marysville, presented "Care of Aged Parents" October 5 and 6.

A special seminar, "Introduction to Uncommon Counseling", finishes up November 9 and 10; other sessions were September 14 and 15 and October 12 and 13.

For further information on Dayton counseling seminars or to register for "Relax Without Pills", contact Amie B. Revere, Assistant Professor, Counselor Education & Human Services, University of Dayton, Dayton, OH 45469, (513) 229-3644.

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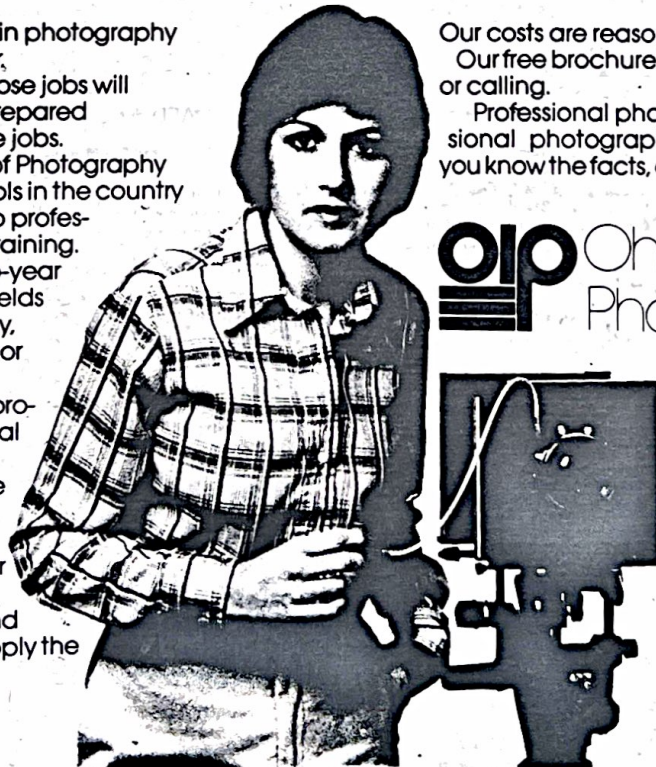
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OHIO ASSOCIATION FOR COUNSELING & DEVELOPMENT CHAPTERS & DIVISIONS

OACD is the **State** umbrella organization representing all **counselors**. It serves the same function as AACD on the national level. Membership is open to **all** persons interested in affiliation.

WHY JOIN OACD?

BECAUSE OACD IS WORKING FOR YOU:

1. Representing your interests inside and outside counseling in Ohio and nationally.
2. Working toward improving and strengthening the counseling profession.
3. Acting as liaison and coordinator for many activities of other counseling organizations in Ohio.

SPECIFIC WAYS WE WILL SERVE YOU INCLUDE:

1. An outstanding convention.
2. Newsletter.
3. Work toward legislation helping counselors.
4. Monitoring and acting on state and federal activities affecting counseling.
5. Representing counselors in Ohio and nationally.

TO JOIN, PLEASE RETURN THE ATTACHED FORM TO:
Sandra K. Weller, 2602 Eastmoreland Drive, Oregon, Ohio 43616

--- DETACH HERE ---

--- DETACH HERE ---

OACD 1984-1985 MEMBERSHIP APPLICATION

Date _____ Social Security Number _____

Last Name _____ First _____ Middle _____

Street _____

City _____ State _____ Zip Code _____

Home Phone _____ Business Phone _____

Present Position _____ Employer _____

Full-time Student (Check for student rate)

New Member Reinstating Member Check if you would like informatin on AACD

Advisor's Signature (Necessary for student rate) _____

OACD Membership\$25
(includes \$3 for chapter dues)
OACD Student Membership.....\$15

To join any of the following Chapters or Divisions, add OACD Member Price(s) to OACD dues.

CHAPTERS	OACD Member Prices	DIVISIONS	OACD Member Prices
East Ohio Counselor Assn. (EOCA).....	\$4.50	Ohio Assn. of Counselor Educators & Supervisors (OACES).....	\$12.00
(Student Membership EOCA).....	2.00	(Student Membership OACES).....	3.00
Central Ohio Personnel & Guidance Assn. (COPGA).....	0	Ohio Assn. for Non-White Concerns (OANWC).....	5.00
Greater Cincinnati Personnel & Guidance Assn. (GCPGA).....	0	Ohio Assn. for Specialists in Group Work (OASGW).....	5.00
Lorain County Guidance Assn. (LCGA).....	0	Ohio College Personnel Assn. (OCPA).....	5.00
Miami Valley Personnel & Guidance Assn. (MVPGA).....	0	Ohio Mental Health Counselors Assn. (OMHCA).....	12.00
Northeastern Ohio Guidance Assn. (NEOGA).....	1.00	Ohio School Counselors Assn. (OSCA).....	20.00
Northwestern Ohio Guidance Assn. (NWOGA).....	1.00	(Student Membership OSCA).....	10.00
Portage County Guidance Assn. (PCGA).....	0	Ohio Vocational Guidance Assn. (OVGA).....	3.00
Summit County Counselors Assn. (SCCA).....	0		

TOTAL ENCLOSED _____

List one division that you want to receive \$1.00 rebate for your membership _____

Add \$1.00 service charge for VISA OR MASTERCARD # _____

Expiration Date: _____

NBCC News

Ohio is third in Certified Counselors

As of February, 1984, Ohio had 490 National Certified Counselors (NCCs), according to the Fall 1984 "News Notes" of the National Board for Certified Counselors (NBCC). New York had 506 and Pennsylvania had 494. Another 67 Ohioans were scheduled to test June 30.

Almost 6,000 applications for certification had been received by the NBCC, office prior to the August 1 deadline for the October 27 examination. That test is expected to bring the total number of National Certified Counselors to over 13,000.

Dates for the examination to be given in 1985 are Tuesday, April 2 (AACD Convention site only), Saturday, April 27 (National administration) and Saturday, September 28 (National administration). Deadline for applications for the April examinations is December 15. Deadline for application for the September exam is June 15, 1985. For further information, write to the NBCC at 5999 Stevenson Ave., Alexandria, Virginia 22304.

NBCC plans to publish its Register of National Certified Counselors for the first time in 1985. This is expected to further enhance recognition of National Certified Counselors by both the public and professional peers. It will also serve as a resource for consumers seeking counseling services in a particular state or region of the United States.

Wallet-sized professional identification cards will be distributed to all NCCs in 1985. The cards will feature the certificate number and expiration date of each NCC.

The NBCC examination pool currently contains approximately 700 items, but new items are still very much needed. Item contributors are paid for items retained for the item pool. Contributors should forward potential items to: Dr. Larry Loesch, AACD Examination Consultant, Dept. of Counselor Education, 1215 Norman Hall, University of Florida, Gainesville, FL 32611.

WANTED: WRITERS! WANT TO WRITE?

We need to know...
What's happening in counseling with you and your colleagues —
Awards
Promotions
Photographs
New Programs
Good Old Programs
Past, Present, Future
— Your Views
Book Reviews
Workshops
Institutes
Ideas on Human Growth & Development
News of the Profession
Send to Editor, OACD Guidelines, 137 E. Waterloo Road, Akron, Ohio 44319.

DEADLINES

Tentative deadlines and publication dates for the next three issues of Guidelines are:

Deadline	Publication Date
Nov. 15, 1984	Dec. 15, 1984
Feb. 15, 1985	March 15, 1985
April 15, 1985	May 15, 1985

Have You written a letter of "THANKS!" to your legislators for passing THE LICENSING BILL?

OACD GUIDELINES

Helen Sutton
137 E. Waterloo Road
Akron, Ohio 44319

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