



GUIDELINES

A PUBLICATION OF THE OHIO ASSOCIATION FOR COUNSELING AND DEVELOPMENT
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AACD ISSUES REQUIRE OACD INPUT

The Ohio Association for Counseling and Development will have a single collective vote on two issues of major concern at the American Association for Counseling and Development (AACD) Convention in Baltimore, March 27-30, 1992. One issue concerns a name change from the American Association for Counseling and Development to the American Counseling Association. The second issue concerns a proposal by the AACD Human Rights Committee to ban all armed services advertising from AACD publications because of the military views on homosexuality and women's issues.

This article will attempt to summarize both sides of each issue in order to allow OACD members to consider each viewpoint. OACD President Sally Navin will be informally "polled" in February on OACD's reaction to these issues. Comments on these two important issues should be directed to Sally Navin (see The President's Corner inside for more information).

THE NAME CHANGE

PRO- The name recommended, American Counseling Association, clarifies who we are, identifies what we all do and affirms our profession. It is simple, straight-forward and similar to the

American Psychological Association, American Psychiatric Association, American Bar Association, American Medical Association, and many other highly visible associations. These examples constitute a compelling argument for the American Counseling Association rather than the American Counselors Association or the American Professional Counselors Association (once considered by the AACD Task Force and rejected).

The change will involve modifying the AACD Articles of Incorporation and paying associated attorney's fees (which appear to be minimal). Printing charges related to stationery, journals, and documents would naturally occur as supplies are reordered. A one year transition period is recommended.

As a state branch of AACD, OACD would adopt a similar name change (becoming OCA—the Ohio Counseling Association). **CON-** Establishing recognition in the public eye and especially in licensure and legislation has been an ongoing battle. A name change could interfere with progress that has already been made in these areas.

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Sally Navin, OACD President

The Midwest Region Leadership Development meeting held in Des Moines, Iowa was attended by Doris Coy, Nancy Yoder, and me. An excellent opportunity to share materials and discuss issues and concerns in the professions was afforded those in attendance. Several areas were dealt with in great length. First was the notion of strategic planning which those in leadership positions in AACD have been promoting for operation of the Association. Such a plan for 1991-94 was approved by the AACD Governing Council in March 1990. We will discuss creating a strategic plan for OACD in the January Executive Council meeting and will be looking for interested participants shortly after that.

A second issue dealt with changing the name of the organization to the American Counseling Association (ACA). In July 1991, mem-

bers of the AACD Governing Council approved a motion stating that the Bylaws Committee be directed to prepare proposed Bylaws changes that would incorporate this change in name.

Furthermore, AACD is considering a ban on all armed services advertising in their publications.

OACD will have a single vote on these issues at the Baltimore Conference, and action will be taken. Your voice is important. If you have ideas, reactions or positions on any of these issues, please contact me directly as soon as possible.

I will use just a tiny bit of my column to share with you a brief editorial "brag" on the All Ohio and Ohio University. Seven of our eight faculty members, and 33 OU students attended. Two of our faculty received annual state awards, Tom Sweeney and Tom Davis, and an award of a unique nature was presented to Richard Hazler and Vonnie Bittikofer, who received second place in the Twist

THE PRESIDENT'S CORNER

Dance Contest. The conference was very well attended (924 participants!) and professionally an outstanding event.

OACD Bylaws must be updated this year. If you have any comments or suggestions, please contact Sally Navin by December 15.

Finally, at the September Executive Council meeting, a Multicultural Education Resolution, which was accepted by the AACD Governing Council in April 1991, was reviewed. Council members agreed that a similar resolution should be adopted by OACD. Please examine this resolution (as printed on the following page) and send any changes you believe should be made to me at the following address by December 15: **Sally Navin, 203 McCracken Hall, Ohio University, Athens, Ohio 45701.** A final resolution will be approved at the January 11, 1992 Executive Council meeting.

MULTICULTURAL EDUCATION

WHEREAS, the multicultural education issue is a major area of concern in the American society.

WHEREAS, multicultural education is education which promotes the recognition, understanding, and acceptance of individual uniqueness, interdependence and cultural diversity within a pluralistic society.

WHEREAS, a multicultural education also gives all students opportunities to "see themselves" in the curriculum in positive ways, and on a continuing basis.

WHEREAS, the term "multicultural" as used here refers broadly to the many cultural groups within our nation and our world: racial, ethnic, regional, religious, socio-economic groups, as well as males and females, the young and old, and disabled persons.

WHEREAS, multicultural education is designed to change the total educational environment so that students from diverse racial and ethnic groups, both gender groups, exceptional students, the students from each social class group will experience equal educational opportunities in schools, colleges, and universities.

WHEREAS, multicultural education is designed to more adequately provide for the infusion of contributions of Black, Hispanic, Asian, Native American and other groups into the school texts, lesson plans, and in the curriculum in general.

WHEREAS, multicultural education is further designed to help students to develop tolerance and respect for differences, and help students to develop cross cultural competency and literacy.

NOW THEREFORE, be it resolved that, AACD [OACD] embraces and supports the intent of multicultural education as defined herein.

NOW THEREFORE, be it further resolved that, AACD [OACD] encourage counselors and helping professionals to participate with state and local multicultural education infusion efforts.

NOW THEREFORE, be it further resolved that, AACD [OACD] will collaborate with AMCD [OAMCD] in efforts to better educate the AACD [OACD] membership in promoting multicultural education.

POSTSECONDARY ENROLLMENT OPTIONS

The postsecondary enrollment provisions of Senate Bill 140 became effective for most Ohio school districts this school year. According to the State Department in "Ohio's Postsecondary Enrollment Options 1990," a publication sent to all high schools, the program is intended to provide courses at the college or university level for all able students to expand their educational opportunities.

Unfortunately, it appears as though several unethical practices are being legislated in some of Ohio's high schools. These include:

1. Prohibiting or strongly pressuring students to avoid certain courses that compete with high school offerings;

2. Trying to deny students participation in sports or other extracurricular activities;

3. Failing to list college courses on high school transcripts;

4. Failing to provide counseling on SB 140 options as required by law.

The law is explicit in allowing students to take any university/college course for high school credit, providing that the course is similar in content. For example, if a student takes a freshman university composition course, the high school must not only award credit, but must also grant the student credit toward graduation requirements.

Some schools have stated that students must be passing

4 credits taken at the high school to be eligible for interscholastic athletic competition. Not so. Under SB 140 option B, concurrent high school credit counts toward the 4 unit requirement.

The counseling requirements under SB 140 are mandatory. While high schools may point out the possible pitfalls and negative consequences of taking postsecondary courses, they should not use the counseling sessions to discourage participation. While students must be accepted by the designated college or university, participation in the program is a RIGHT, not a discretionary privilege that the schools have the authority to remove.

*information for this article was taken from an article submitted by Dr. Karen Vedder, a counselor at Crooksville High School in Athens, Ohio. The entire article is available upon request from OACD Executive Director Nancy Yoder.

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Although the term "American" could apply to South and Central America, it is primarily recognized as an abbreviation applying to the United States of America.

However, as a profession with deep roots in multicultural concerns, counselors and human development specialists may want to consider the benefits of this name change. AACD primarily represents counselors in the United States, with a few counselors associated with the U.S. institutions in Europe.

THE BAN ON MILITARY ADS

PRO- The advertising policy of AACD states that "AACD reserves the right to edit all copy and refuse ads that are not in consonance with the principles of the Title VII of the Civil Rights Act of 1964 (Equal Employment Opportunity)." The purpose of Title VII is to prevent the "limiting, segregation, or classification of applicants" on the basis of race, color, religion, sex, or national origin.

There are still several jobs (MOS's) in the military which are not open to women (such as combat arms). Also, homosexuals and lesbians who declare their sexual preference on enlistment forms are discouraged from entering the military. Homosexuality is considered incompatible with military service.

By refusing armed services advertising, AACD will join other professional groups which have taken a similar stand. Coupled with increased lobbying to change the attitudes in Congress and in the military, this collaboration may have a significant impact.

CON- The following statements on women's issues and homosexuality are "bullets" from a press conference by General Colin Powell. These materials were provided by the U.S. Army Recruiting Command Public Affairs Office in Ft. Sheridan, IL.



ON WOMEN IN COMBAT

"At present, we are awaiting the outcome of Congressional action [concerning the Senate vote on women in combat, 31 July 1991] as well as guidance from the Secretary of Defense. Our current policy remains in effect. That is, we continue to abide by the provisions of the direct combat exclu-

sion policy and the DOD 'risk rule.'"

"As I look to the future, I want to ensure that our total army gives every soldier an opportunity to realize professional fulfillment. At the same time, my first and foremost duty to the nation and those who serve it must be to field a strategic land force that is always combat ready. As the debate on women in combat unfolds, I am hopeful that we can reach a solution that combines uncompromising readiness for the land force and ample professional opportunities for all career soldiers.

ON HOMOSEXUALITY

"Congress and the courts have recognized that the military is a unique society quite different from civilian society. Most of the demands placed on our military personnel are involuntary. Although we attempt to accommodate personal desires where possible, the bottom line is that military personnel can't decide where they will be assigned or with whom they will serve...I am reluctant to allow homosexuals into an environment of involuntary associations when, in my best professional judgment, their presence will undermine the team building process that is the heart of combat readiness. Young troops bond together based on shared values and goals, and they do not trust or respect those who threaten their values and their self-image."

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"The unique mission of the armed forces requires personnel policies that have no counterpart in civilian life. For example, military personnel policies "discriminate" against the physically and mentally disabled, single parents, non-high school graduates, individuals that exceed certain weight standards, individuals over or under certain ages. By necessity, the personnel policies needed to manage a force as large and complex as the armed forces must deal with categories rather than with individualized suitability determinations. Even though these policies exclude large numbers of individuals from service, they are not "anti-handicapped," "anti-single parent," "anti-gay," or "anti" any other group or category; they merely seek to ensure that the armed forces recruit and maintain a force structure capable of performing the vital and complex mission of national defense."

AACD's HUMAN RIGHTS COMMITTEE REPORTS

The armed services offer opportunities to many who have few other educational or career choices. This presents the dilemma of the needs of the majority of those in the military versus those who are excluded. The AACD membership should be surveyed.

FROM THE EDITOR

Doris Rhea Coy



This past summer, Hannah Dixon and I had the unique opportunity to take part in the Kettering Foundation's Summer Public Policy Institute. We were involved in three days of training which included videos, presenters, posters, discussions, study materials, forums, and study groups--all techniques that could be used by professional counselors in group settings. Terms such as "common ground" and "harvesting" took on new meanings for us as our training concluded.

As a result of this training, I have had the opportunity to share my new skills and knowledge with two AACD regions, Midwest and Western. The AACD Midwest Branch, of which OACD is a part, is under the leadership of Julie Conaster, Oklahoma. This past October, at the annual meeting in Des Moines, Iowa, Ohio was represented by two delegates, Sally Navin and me. Nancy Yoder, our Executive Director, was also in attendance.

The branch meeting provides an opportunity for state branches to interact with national leaders and with leaders from other states. Rae Gunderson of Kansas was elected to a three year term on the AACD Governing Council, and Bobbie Davis of Nebraska was elected as secretary of the Midwest Branch. Both will assume office on July 1, 1992. Ohio offers congratulations to both of these individuals.

In addition to leadership development presentations at the Midwest Conference, time was devoted to discussions on topics being addressed by AACD in a two hour presentation on the Public Policy Summer Institute. Individuals interested in investigating or using this technique in their community are welcome to get in touch with me or the Kettering Foundation in Kettering, OH.

Toll Free Numbers You Should Know

Ohio Legislative Information
1-800-282-0253
In Columbus
466-8842

AACD Information
1-800-347-6647

DIVISION NEWS

OSCA

Ohio School Counselor Association

Using Florida's "75/25" legislation as a model, OSCA and the Ohio Coalition for the Future of School Counseling have begun an assertive proactive response to the demands upon counselor's time for administrative and non-counseling duties.

OSCA's "80/20 Initiative" defines the role of school counselors and defines "Direct Counseling Services" and "Indirect Counseling Services." The "Initiative" would provide legislation enabling school counselors to spend no less than 80% of their time providing "Direct Counseling Services" (for example, individual and group counseling) and not more than 20% of their time providing "Indirect Counseling Services" (for example, consultation and program coordination).

OSCA President-Elect Terri Pregitzer and OACD/OSCA Government Relations Chair Susan Sears, OSCA Past-President Judy Morgan, and OSCA President Joanne Kitchen have worked with Senator Cooper Snyder and his aide Elizabeth Connolly regarding this initiative.

OSCA received a draft of a bill from Senator Snyder's

office and the OSCA Government Relations Committee is currently reviewing this draft. We will meet with Senator Snyder to finalize a revised draft which can then move on to committee!

For more information, contact Terri Pregitzer, 5512 Old Farm Drive, Mason, OH 45040; (513) 398-7082.

OCDA

Ohio Career Development Association

In November, from a grant provided by the National Career Development Association, OCDA sponsored a leadership training program. Dr. Jane Goodman, NCDA Midwest Trustee, conducted the training for officers and potential future leaders of OCDA.

Participants were President Vic Carman, President-Elect Major Harris, Secretary Jayne Beckner, Treasurer Cynthia Marco, Past-President Steve Rosenthal, and members Juliet Miller, Marlene Patton, Louise Stinson, and Sharie Shoaf.

A Spring Workshop, in conjunction with the OACD Spring Conference, will feature national speaker Majorie Mastie on "Using Career Assessment in Counseling." The workshop is scheduled for May 14. Contact Major Harris (216) 561-0840.

Anyone who has questions or suggestions for OCDA is encouraged to contact President Vic Carman, (513) 825-6764.

OACES

Ohio Association for Counselor Educators

The OACES Winter Meeting will be held on Feb. 21, 1992 at Rickenbacker Air National Guard Base in Columbus. Topics will include "Managed Health Care" and "Counselor Effectiveness-What Works and What Doesn't Work."

The overall mission of OACES is to train and supervise agency and school counselors and conduct related research. If you would like more information about OACES or the Winter Meeting, contact President Dave Santoro, Cleveland State University R.T. 1419, Cleveland, OH 44115 (216) 687-4587.

OMHCA

Ohio Mental Health Counselor Association

Mental Health Counselors, regardless of licensure and/or certification, are excluded from the Federal Employees Health Benefit Plan (FEHBP) in 1991. However, under certain conditions, FEHBP contracts will allow for the reimbursement of mental health services rendered by some mental health counselors. Counselors in Ohio are NOT included in FEHBP contracts and are not automatically entitled to reimbursement under FEHBP contracts.

Currently, the "Federal Employees Health Care Freedom of Choice Act," HR 211 and S 1048, has included mental health counselors in the list of recognized providers. However, this important legislation was not

passed by the 101st Congress. Inclusion of qualified mental health counselors in this act is considered to be a first tier priority. In addition, AACD and AMHCA advocate for the inclusion of such provisions in the broader FEHBP reform legislation, such as HR 4958, which establishes a Federal Employees Health Benefits Board to consider provider options.

OMHCA members are encouraged to aid in the passage of these bills by writing letters of support to their respective Congressional representatives and requesting that they co-sponsor these or similar bills during the 1991 Congress.

OAMCD

Ohio Association for Multicultural Development

In an attempt to identify characteristics of instructors and courses offered by Ohio colleges and universities in the area of multicultural counseling, surveys were sent to 14 Ohio institutions. Listed below are some of the results. For a copy of the survey and a complete list of the results, contact Dr. Anita Jackson 310 White Hall, Kent State University, Kent, OH 44242-0001.

* 85.7% responded that they did receive some type of training in multicultural counseling. Note: A majority of the respondents received training from weekend seminars, lectures, and/or independent training. Fifty-seven percent were moderately satisfied with their instruction,

one instructor was not at all satisfied. A question that comes to mind is whether students are being adequately prepared if the instructors are not satisfied with their own training in this area.

* class sizes ranged from 16 to 50 students. Is there a need for more processing in the class and if so, what are the implications for smaller class sizes to achieve this?

* topics covered in classes centered primarily around the study of specific cultures, understanding culturally specific terminology, ethnocentrism in counseling relationships, the appropriateness of counseling theories and interventions in working with culturally difference populations, and understanding cultural identity and how it impacts clients.

All instructors indicated that they invite culturally specific speakers to make presentations on issues related to their culture as well as the counseling profession.

Congratulations to the following OAMCD members who were published in the Fall AACD Journal of Counseling and Development: Dr. Suzette L. Speight, Dr. Linda J. Myers, Dr. Chikako I. Cox, Dr. Pamela S. Highlen, Dr. C. Patricia Hunley, Dr. Frederick L. Leong, Dr. Helen H.W. Kim, Dr. Anita P. Jackson, and Dr. Ferguson B. Meadows, Jr.

OCPA

Ohio College Personnel Association

December 6, 1991 OCPA presented a workshop entitled "Campus Violence Redefined: A Workshop for Campus Leaders." The workshop and accompanying 100-page manual focused on models and tools for planning and carrying out effective programs, activities, policies, and services to prevent and respond to campus violence.

For those who missed the workshop, a national teleconference featuring a panel of distinguished national speakers will be held April 8, 1992 from 1-3 pm (EST) on NUTN- National University Television Network. For more information, contact Bob Gatti (614) 898-1250.

OASGW

Ohio Association for Specialists in Group Work

OASGW has been reactivated as a division of OACD thanks to the efforts of Jim Wigtil of Ohio State University. Elections have been completed and the Executive Board will be meeting in early December.

Judy Morgan of Zanesville, OH will be presiding over OASGW activities as the new president. Members can look forward to receiving a written notice of upcoming professional development opportunities and OASGW activities shortly after the new year.

For more information, contact Judy Morgan (614) 454-0839.

CHAPTER NEWS

NWOACD

Northwest Association for Counseling and Development

Wellness for all...practitioner and client! NWOACD kicked off its 1991-92 theme with an outstanding program entitled "Wellness for Helpers" on Oct. 9. Andy Elliott, Director of Community Services of the Wood County Council on Alcohol and Drugs, (and OACD member!) presented a humorous yet insightful look at wellness. Members will come together for some "social interaction" at the annual holiday dinner on Dec. 4. Eve Kripke and Susan Huss will treat members and "significant others" to a program on Holiday Stress.

NWOACD invites all counselors throughout Ohio to mark your calendars for March 6! NWOACD has joined with the Maumee Valley School Psychologists Association and the Family and Child Abuse Prevention Center to present a one-day seminar. Dr. Carolyn Moore Newburger of Children's Hospital, Boston, Mass. will present her program "Family Violence: A Life Span Perspective." CEU's will be available and interested counselors may contact NWOACD President-Elect, Ralph Gross at (419) 826-3626 for information.

EOACD

Eastern Ohio Association for Counseling and Development

Mark you calendars for Thursday, March 27, when EOACD will hold its annual Spring Workshop in conjunction with Youngstown State University's Outreach Department. We are moving from our usual half-day program to a FULL-DAY workshop. The theme will follow OACD's lead with Unity, Action, Empowerment. CEU's will be offered.

Members present at our fall dinner meeting on

Sept. 16, voted on a bylaws change which increased the EOACD Executive Board by adding two members at large. Nominated and elected to fill those positions were Lindy Kirk and Rose Quinones. Congratulations!

MOACD

Mid-Ohio Association for Counseling and Development

MOACD has regular meetings which are open to all members. The first meeting for the year was a general business meeting; however, the all remaining meetings provide professional development opportunities. Dr. Eugene Moulins from the University of Dayton presented at the second meeting on factors which influence a person's attitude toward therapy and the therapist.

The remaining chapter meetings will be as follows:

Jan. 21, 1992 "Growing Up At Risk" Presenter: Hannah Dixon

Mar. 7, 1992 "Wellness for Counselor's" Presenter: TBA

May 19, 1992 "Family Counseling" Presenter: Ric Gulley

All chapter meetings are on Tuesday evenings at 6:30 pm at the Springfield Warder Library with the exception of the March meeting (location to be announced). Independent graduate credit hours are available through the University of Dayton. Registration begins at 6 pm on the night of the program. Also, counselor clock hours have been applied for.

MOACD is presently laying groundwork to provide licensure supervision for chapter members. President Nancy Mescher Franklin would like to get input from other chapters that may be considering the same project.

Congratulations to former MOACD Secretary Susan Stuckey for being selected as a presenter at the All Ohio Counselor Conference. Her topic was "Stress Management for Kids."

For more information on MOACD activities, please call Nancy Mescher Franklin at (513)498-4882 (h) or (513) 653-7746 (w).

GCACD

Greater Cincinnati Association for Counseling and Development

On Jan. 10 and 11, 1992, GCACD will present its annual Winter Workshop in Kelley Auditorium at Xavier University. Borrowing from the AACD theme for the year, the workshop is entitled: "Building Societal Excellence through Collaboration." The workshop times are Friday, Jan. 10, 3-10 pm and Saturday 8 am-5 pm. CEU's have been applied for and both Xavier University and the University of Cincinnati are offering credit.

Fees, which include 2 meals and a continental breakfast, range from \$40-\$60, depending on OACD/GCACD membership and time of registration. Contact Mary Beth Clark (513) 872-2567, Mary Ellen Williams (513) 761-7600, or Dr. Robert Wubbolding (513) 745-3655.

Plans are now complete for the Spring Workshop, April 3-4, featuring nationally recognized authors, Gerald and Marianne Corey. They will discuss "Groups: Process and Practice" in a combined didactic/experiential workshop involving participants in exploring key issues in the evolution of a group.

This GCACD workshop is co-sponsored by the Aring Institute of Beech Acres and Good Samaritan Hospital. It will be held at the Ramada Inn Cincinnati North from 8 am-4:30 pm each day. Fees, which include all materials and continental breakfast, lunch, and refreshments each day, range from \$95-\$130, depending on OACD/GCACD membership and time of registration.

The workshop is limited to 300 participants. Contact Carol Morgan (513) 761-7600 or Dave Brewer (513) 231-6630.

MVACD

Miami Valley Association for Counseling and Development

With the continuing changes in interpersonal relationships, social practices and diseases, counseling professionals face a variety of client behaviors which challenge their objectivity.

Counselors are faced with the identification, recognition, and finding the means for dealing with any such biases.

MVACD's program "Have You Checked Your Biases Lately?" will increase awareness of and help professionals deal with biases in themselves and others. The program will be held Dec. 10 at the Holiday Inn South in Dayton from 1:30 pm-8:30 pm. Fees range from \$30-\$40 depending on OACD/MVACD membership. The fee includes dinner.

The presenter is James Murphy who holds a clinical membership in the American Association of Marriage and Family Therapists. CEU's have been applied for. Contact Wray Rieger (513) 277-4215.

Important Membership Information

The OACD membership committee would like to work more closely with Chapters and Divisions to not only increase our numbers but to improve our ethnocultural diversity. We hope to collaborate with you in this effort and look forward to your support. To facilitate this process, please forward the name, address, and phone number of your Chapter or Division Membership Chair to Sherlon P. Brown at the address listed below by Dec. 20, 1991. We will then contact you and submit specific information as to the process and plans.

The membership committee would like to hear your ideas, concerns, and suggestions relative to OACD membership and renewal procedures. Please contact one of our committee members:

Sherlon P. Brown, Chair, Dept. of EDFI,
Bowling Green State University, Bowling
Green, OH 43403

Barbara Davis, Dept. of EDFI, Bowling
Green State University, Bowling Green, OH
43403

Charles Haynes, 202 White Hall, Kent State
University, Kent, OH 44242

ALL OHIO COUNSELORS CONFERENCE - A PICTORIAL REVIEW



Tom Davis- recipient of the OACD
Herman J. Peters Award



Participants react to Toody's humor



Keynote Speaker Toody Byrd



Former OACD Presidents L to R: Bill Nemec, Jan Gill-Wigal,
Jack Cochran, Frank O'Dell, Hannah Dixon, Joel Chermonte,
Jim Wigtil



OACD Award Recipients L to R: Dr. Tom Sweeney- Charles
"Chuck" Weaver Award; Mrs. Marge Burin-You Done Good
Award; Dr. Dave Zimpher-Meritorious Service Award

RUSSELL BARKLEY, Ph.D.

DIRECTOR OF PSYCHOLOGY, PROFESSOR OF PSYCHIATRY
AND NEUROLOGY, UNIVERSITY OF MASSACHUSETTS MEDICAL CENTER
INTERNATIONALLY RECOGNIZED AUTHORITY ON ADHD

Presents A WORKSHOP FOR PROFESSIONALS on

ATTENTION DEFICIT DISORDER IN CHILDREN:

Diagnosis, Assessment and Treatment

WEDNESDAY, MARCH 11, 1992 8:30 AM to 4:30 PM
Mr. Anthony's, 7440 South Avenue, Boardman, OH 44512
For registration information call (216) 726-5656

Sponsored by the Psychiatric Professional Group
Gregory X. Boehm, M.D. - Nancy Duff-Boehm, Ph.D. - Pradeep Mathur, M.D.
and Youth Services Unit, TOD Children's Hospital

ETHICAL DILEMMAS IN THE COUNSELING PROFESSION

Christopher M. Favier, Ph.D., John Carroll University

Sandy Lopez-Baez, Ph.D., Walsh College

Sherry Martinek, Ph.D., Youngstown State University

The OACD Ethics Committee once again presents ethical dilemmas for counselors and counselors in training. These vignettes represent rather common scenarios in which ethical and legal concerns are in the forefront.

Dilemma 1

Steve, a junior communications major, is having personal problems, including those of career choice and relationship with his girlfriend. He seeks counseling at the college counseling center and is assigned a counselor-in-training. After a thorough assessment and several sessions, Steve's mother and father find out from him that he is receiving counseling. The parents phone Mary, the counselor-in-training, demanding to know what is happening in the sessions as well as the prognosis for their son. The parents state that they are paying for Steve's education and have a right to know about their son's progress.

Response

Since Steve is over 18, he must okay in writing any or all disclosures to the parents or anyone else, for that matter. The form to be used would be a "release of information" stipulating to whom, for what time, and what type of information would be shared. Even though Steve's parents are paying the bill, they have no legal or ethical right to know about the counseling of their adult son. Were Steve below the age of 18, his parents would have the right to the information. This latter situation may present the counselor and counselor-in-training additional concerns regarding trust issues in therapy. Further, if the counselor or counselor-in-training determined that either an adult or adolescent client was in danger to self or others, the counselor would be obligated to violate confidentiality to seek help for the client.

Dilemma 2

One of the yearly goals for an elementary school counselor is to provide a child abuse/neglect education program for classroom presentation to students. With the administration's approval, the counselor is able to contract with a community mental health agency offering such a program.

On the day that the presentation is to occur, the school counselor meets with the agency "Abuse/Neglect Team" and informs them of their schedule for speaking with 3rd graders. All goes seemingly well. However, the next day, one of the 3rd graders reveals to his teacher that his dad was "doing bad things" to him and he was "scared." The teacher panics, leaving the room abruptly and heads directly for the school counselor's office, and explains to the counselor that she feels inept in handling the situation.

The school counselor immediately questions the student. It becomes apparent that the child is describing apparent serious and ongoing abuse. Although the school counselor does what is ethically (and legally) required by reporting the child's story to the proper authorities, in this case the local Children's Services Board, the issue of the teacher's feelings of inadequacy and incompetency still remain.

Response

The American School Counselors Association position statement (among others) is clear on reporting cases of suspected child abuse or neglect: "It is the absolute responsibility of the school counselor to report suspected cases of child abuse/neglect to the proper authorities (Huey & Remley, 1988b, p. 336)." Therefore, the question of ethics in this case is not that the school counselor failed to report the abuse, but that he/she failed to provide the appropriate information on detection and prevention to the teachers and administrators prior to offering the program itself to the children.

ASCA recommends that the role of the school counselor in abuse/neglect prevention programs is to

"help teachers and administrators in understanding the dynamics of abuse and abusive parents, and in developing a non-judgemental attitude so they can react more appropriately in crisis situations (p. 338)." The counselor in this case could have provided an in-service for teachers, administrators and other school personnel to better educate them in the dynamics of abuse/neglect.

Some additional counseling and guidance activities for school counselors recommended by ASCA include:

- Coordinate team efforts involving the principal, teacher, counselor, school nurse, protective services worker, and the child.
 - Serve as a support to teachers and other school personnel, especially if the child was abused as a result of a report sent home about the child from the school.
 - Emphasize the non-punitive role of protective services and allay the fears that the child will be removed immediately from the home.
 - Facilitate the contact between the child and the social worker. The issue of confidentiality and re-establishing the trust of the child after the report is made is critical to the child-counselor relationship.
 - Provide on-going counseling services to the child and/or family after the crisis is over, or refer to an appropriate community agency.
 - Provide programs designed to help prevent child abuse. Counselors can help children with coping skills and ways to prevent their own abuse by improving their self-concepts, being able to recognize stress in their parents, and being sensitive to cues that abuse may occur if their own behavior is not changed.
 - Provide developmental workshops and/or support groups for parents focusing upon alternative methods of discipline, handling anger and frustration, and enhancing parenting skills.
- Summary: School counselors are key people in the child abuse prevention network. The school counselor must be able to guide and help and provide all appropriate services during a crisis situation. Up-to-date information can sometimes mean a turning point in the life and behavior of an abusive family (p. 338).

Dilemma 3

Mark T. is an LPCC, employed as a therapist at the local mental health center. Last week, Mark received a new referral, Mr. Javier Arce, a 29-year-old Hispanic, who appeared angry and agitated at having difficulty focusing on the questions asked, or following a topic. Since Mark could not complete the intake form or get enough information to arrive at a proper diagnosis, he had Mr. Arce take an MMPI to obtain further data.

Upon receiving Mr. Arce's MMPI, Mark notices a very chaotic pattern of answering the test. At this point, Mark is in a quandary--are the results due to "pathology," uncooperativeness, or perhaps a third variable unknown to him?

Mark decides to consult Dr. Delgado, the referring psychiatrist at the agency, for further input on the case.

Response

Mark's quandary is very justified. The use of psychological tests with some minority populations is contraindicated if appropriate versions (which take linguistic and cultural variables into consideration) and norms (relevant to the cultural group) are unavailable. Furthermore, if Mark has little or no experience/training in dealing with this particular culture, he may need a consultation and may even need to refer this particular client to a therapist with training/experience in cross-cultural counseling.

Section c-10 of the Ethical Standards for Counselors states: "The member must proceed with caution when attempting to evaluate and interpret the performance of minority group members or other persons who are not represented in the norm group upon which the instrument was standardized (Blocher, 1987, p. 409)."

Sources: American Association for Counseling and Development. (1986). Ethical Standards of the American Association for Counseling and Development. Washington, D.C. - Blocher, D. (1978). The Professional Counselor NY: MacMillan.- Corey, G., Corey, M., Callahan, P. (1988). Issues and Ethics in the Helping Professions (3rd ed.). Monterey, CA: Brooks/Cole.- Huey, W. & Remley, T., Jr. (1988b). Ethical and Legal Issues in School Counseling. Alexandria, VA: AACD (ASCA).- Sears, S., Nemeck, W., Davis, T., Navin, S. & Witmer, M. (1989). Professional Counseling in Ohio: A Legal Casebook. available from OACD. \$10.00 (614) 577-1942.

The Last Word

Executive Director Nancy Yoder

It's hard to believe that we are starting the second half of the 1991-92 year! I hope that you continue to see improvements in the professional image of OACD as we strive to provide more and better member services. I am working closely with many of the committee members, Executive Council members, and Division and Chapter officers.

I was happy to meet so many of you at the All Ohio and truly appreciate your suggestions and ideas. Thank you for honoring the deadlines, leaving short messages on my Fax/phone so there is room for other callers, and supporting my work.

Have a wonderful holiday season and a Happy New Year!

OACD Raffle Winners from the All Ohio Counselors Conference:
Virginia Little- Broadview Hts, OH
Bobbie Watkins- Solon, OH
Thomas Arnold- Peebles, OH
Ron Zidian- Lancaster, OH

Calendar of Events

Programs in **BOLD TYPE** are programs which offer CEU's approved by OACD. Sponsors who seek CEU credits must have pre-approval.

Contact Carol Miller (614) 888-3448.

December

- 10 **MVACD "Have You Checked Your Biases Lately?"**
Wray Rieger (513) 277-4215
- 15 Multicultural comments and Bylaws changes to Sally Navin (p.2)
- 20 Chapter/Division info to Sherlon Brown (see article p. 6)

January

- 10-11 **GCACD Winter Workshop** Mary Beth Clark
(513) 872-2567
- 11 OACD Executive Council Meeting, Columbus Nancy Yoder
(614) 577-1942
- 21 **MOACD "Growing Up at Risk"** Nancy Franklin
(513) 498-4882

February

- 1 **DEADLINE FOR MARCH GUIDELINES**
- 21 OACES Winter Meeting "Managed Mental Health Care"
"Counselor Effectiveness" Dave Santoro (216) 687-4613

March

- 6 **NWOACD "Family Violence: A Life Span Perspective"**
Ralph Gross (419) 826-3626
- 7 **MOACD "Wellness for Counselors"** Nancy Franklin
(513) 498-4882
- 27 **EOACD Annual Spring Workshop** Janet Thornton
(216) 744-9225

April

- 3-4 **GCACD Spring Workshop with Gerald and Marianne Corey.** Carol Morgan (513) 761-7600
- 8 **OCPA National Teleconference "Campus Violence Redefined"**
1-3 pm Eastern Standard Time NUTN (see OCPA article).

May

OACD/OMHCA/OCDA SPRING CONFERENCE

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MATERIALS WILL BE SENT UPON REGISTRATION
Free Brochure and Sample of Materials Sent Upon Request

OACD Executive Council 1991-92 - President Sally Navin (614) 593-4444 (w) - President-Elect Doris Coy (614) 235-2725 (w) - Secretary Judy Kaltenbach (614) 642-2550 (w) - Treasurer Marlene Purdy (419) 332-2626x126 (w) - Past President Jan Gill-Wigal (216) 742-1936 (w). For member services call Executive Director Nancy Yoder (614) 577-1942.



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