

Development History of the Counseling Compact

The Counseling Compact was developed through a collaborative effort between the American Counseling Association (ACA) and The Council of State Governments (CSG) to enhance licensure portability in the counseling profession. The project began in 2019 with the services of CSG being contracted by ACA to assist with the creation of the compact.

To develop the compact legislation, the organizations used a multitier, stakeholder informed process that prioritized transparency, collaboration and consensus.

The following details the project steps and process:

1. Conduct Project Research

CSG provided research, analysis and support to ACA in understanding the scope of the proposed interstate compact, including a detailed examination of strengths, barriers, benefits, impacts, historical data, timelines and other extraordinary or specialized data.

2. Develop and Convene Technical Assistance Group to Study Impacts

CSG and ACA formed a technical assistance group to review research, examine issues and the current policy spectrum, explore best practices and alternative structures and develop recommendations for the draft interstate compact. The technical assistance group was composed of approximately 20 subject matter experts, project organizations, partner organizations, policymakers, elected officials and other stakeholders.

Technical Assistance Group Members

- Marcus Beauregard, Department of Defense, Defense-State Liaison Office
- Sen. David Bradley, Arizona
- Dr. Isaac Burt, Florida International University
- Nathaniel Flinchbaugh, Tennessee Board of Licensed Professional Counselors
- Duane France, Family Care Centers of Colorado
- Lance Goede, Wyoming Board of Licensed Professional Counselors
- William Green, New Jersey Board of Licensed Professional Counselors
- Chris Griffith, Christian Appalachian Project
- Dr. Shane Haberstroh, Northern Arizona University
- Laura Haddock, Southern New Hampshire University
- Dr. Laklieshia Izzard, Shekinah Counseling
- Dr. Simone Lambert, ACA, Capella University
- Dr. Lynn Linde, ACA
- Kimberly Link, Maryland Board of Professional Counselors
- Bryan Morrow, Kentucky Board of Licensed Professional Counselors
- Assemblywoman Connie Munk, Nevada State Assembly

- Mary Alice Olsan, Certemy
- Gary Williams, Alabama Licensing Board
- Dr. Kathy Ybanez-Llorente, Texas State University

3. Develop and Convene Document Team

In consultation with project stakeholders, CSG and ACA formed a document team to draft the interstate compact. CSG attorneys and staff supported the work of the document team by providing legal and policy technical assistance. The team produced a draft interstate compact that conforms to standard and accepted language and structure based on the policy provisions recommended by the technical assistance group.

Document Team Roster

- Brian Banks, ACA
- Marcus Beauregard, Department of Defense, Civilian Liaison Office
- Nathaniel Flinchbaugh, Tennessee Board of Licensed Professional Counselors
- Nahale Kalfas, CSG
- Kimberly Link, Maryland Board of Professional Counselors
- Dan Logsdon, CSG
- Bryan Morrow, Kentucky Board of Licensed Professional Counselors
- Mary Alice Olsan, Certemy
- Dr. Ryan Pickut, Ohio Board of Licensed Professional Counselors
- Dr. Lynn Linde, ACA
- Dominique Marsalek, ACA
- Rick Masters, CSG
- Jazmone Wilkerson, ACA

4. Conduct Stakeholder Review

CSG conducted a transparent and extensive stakeholder draft review process that was open to the public. CSG also solicited feedback on the proposed draft compact from identified stakeholders and interested parties. In total, 32 stakeholder review calls were held by the project partners. CSG organized comments and reconvened the document team to analyze the feedback and decide if the issues raised warranted changes to the draft document.

5. Document Finalization

After the document team completed its analysis of the comments from the stakeholder review process, a final draft of the interstate compact was delivered to the technical assistance group. CSG reconvened the technical assistance group to review the proposed final draft, stakeholder feedback, technical assistance group recommendations, project scope materials and research to finalize the compact.