

THESIS

THE NATIONAL ASSOCIATION FOR MUSIC THERAPY:

A HISTORY FROM 1981 TO 1985

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ABSTRACT

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Beginning in 1950, the National Association for Music Therapy (NAMT) served as the primary professional association for music therapists in the United States until the founding of the American Association for Music Therapy (AAMT; originally known as the Urban Federation of Music Therapists) in 1971 and subsequent reunification of these associations into the American Music Therapy Association (AMTA) in 1998. This study examines in detail the activities of NAMT from 1981 to 1985. During this time period, NAMT grew in membership, increased in stability, and contributed to many advances in the study and practice of music therapy. Important contributions to the field are identified and discussed, as are the individuals and groups whose efforts made these advances possible. The Association's relocation of its national office, the first printing of *Music Therapy Perspectives*, the founding of the Certification Board for Music Therapists, and the first administration of the music therapy Board Certification exam are explored in detail as NAMT's most lasting accomplishments during the early 1980s.

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CHAPTER 1

Introduction

Purpose & Research Questions

The purpose of this work is to discover and narrate a history of the major events and milestones of the National Association for Music Therapy during the time period of 1981 to 1985. In doing so, this paper will examine the backstory of major events in the history of NAMT, how these events unfolded, who the key leaders were, and what the consequences of these events were throughout NAMT's development. It is the intent of this author to follow directly in the footsteps of prior historical research conducted by Ruth Boxberger, who researched the activities of NAMT from its founding in 1950 through its first decade¹; and Alan Solomon, who chronicled NAMT's activities from 1960-1980.² The importance of such archival research rests in its unique ability to illuminate the paths taken by an organization, successes earned, failures endured, and lessons learned, which may directly or indirectly influence the character, activities, and areas of need within the profession in the present day.

¹ Ruth Boxberger, "A Historical Study of the National Association for Music Therapy." In *Music Therapy 1962: Twelfth Book of Proceedings of the National Association for Music Therapy, Inc.*, edited by Erwin H. Schneider (Lawrence: Allen Press, 1963), 133-197.

² Alan L. Solomon, "A Historical Study of the National Association for Music Therapy, 1960-1980," (PhD diss., University of Kansas, 1984).

The research questions directing this study are as follows for the period of 1981 to 1985:

(1) What structural changes took place within NAMT; (2) What were the major changes in NAMT's policies and political processes; (3) How did the membership of NAMT change and evolve, (4) What kinds of conference activities took place; (5) Who were the key people involved in NAMT's activities; (6) How did NAMT's publications change and develop; (7) What communications took place with neighboring associations and organizations, including the American Association for Music Therapy (AAMT); (8) How did NAMT affect the development of the profession of music therapy in such areas as education, clinical training, government relations, certification, research, applied clinical practice, and other areas; and (9) what were the lasting ramifications of the events described herein?

Assumptions & Delimitations

This study possesses two assumptions. The first is that understanding the history of the music therapy profession is critical to ensuring the future success of that profession, through two mechanisms: (1) Studies of history can and should inform the goals and objectives of present and future governing bodies within the profession of music therapy, and (2) Studies such as this can enable practitioners and educators to learn from the successes and failures of the past, further informing their actions in the present. The second assumption is that because an understanding of

history can have such an effect upon the success of the profession of music therapy, historical information thus presented in a cohesive narrative is of value to the profession.³

Several delimitations are in effect to limit the scope of this study. First, the study is limited to the activities of the National Association for Music Therapy (NAMT). For a detailed account of the activities of AAMT, see “The American Association for Music Therapy: from Inception to Unification,” by Dena Condrón. Second, this study excludes details of biography, which -- while important to the overall study of the history of music therapy -- are beyond the scope of this work. Third, the bulk of this paper is limited to an investigation of the years of 1981 to 1985. For a detailed history of the preceding years, see “A Historical Study of the National Association for Music Therapy,” by Ruth Boxberger, Ph. D., and “A Historical Study of the National Association for Music Therapy, 1960-1980,” by Alan L. Solomon, Ph. D. The final delimitation of this work is that detailed accounts of regional and student association activities are excluded in order to maintain a focus upon activity at the national level.

Procedure

The procedure for carrying out this research included the following steps: (1) Identification of all possible sources of data within the archive of the American Music Therapy Association, housed at Colorado State University; (2) Compilation of data via computerized

³ Solomon, “A Historical Study of the National Association for Music Therapy, 1960-1980,” 9. The assumptions of the present study are largely inspired by those found in Solomon’s work.

notes and digital photography, done with permission from archive staff and used only for these research purposes; (3) Rough categorization of data by chronology and topic, (4) Prioritization of data according to relevance to research questions, significance of data, completeness of data, and precedent as determined by past historical research in music therapy, (5) Review of data for content validity, accomplished by verifying the acceptance of meeting minutes and changes to minutes as provided by relevant NAMT committee members, (6) Construction of detailed timelines and outlines structuring data by chronology and topic, and (7) Construction of a formal narrative incorporating data into a cohesive history of NAMT.

Related Literature

Literature related to the research questions addressed within this thesis is located within the archive of the American Music Therapy Association, housed at Colorado State University. Primary source material includes annual and mid-year meeting minutes as well as handbooks of the NAMT Executive Board, minutes and handbooks of the NAMT Assembly of Delegates, NAMT officer and committee reports, minutes of General Business Meetings where available, NAMT publications including newsletters and journals, NAMT National Office reports, conference programs, correspondence, and other official NAMT documents as available.

CHAPTER 2

1981 - A Year of Change and New Beginnings

1981 Annual Conference

The thirty-second annual conference of the National Association for Music Therapy was held in Denver, Colorado at the Fairmont Hotel. Entitled “Music Therapy: Pure Gold,” it took place from November 5 to November 8, and was led by Conference Coordinator Margaret Sears, with Michelle Leicester and Jane Daughterty-Drabkin acting as chairpersons for local arrangements, and Alicia C. Gibbons working as the Conference Program Chair.⁴

As of March 1, 1981, the NAMT membership consisted of 2811 active members, including 1587 active registered music therapists (RMTs), 918 student members, 206 active non-registered members, sixty-five associate members, seventeen retired RMTs, ten life members, four affiliate members, three honorary life members, and one patron member.⁵ In addition to the 2811 active members of NAMT, there were an additional 230 RMTs who were not active members of NAMT during 1981.⁶

⁴ NAMT, Program of the Thirty-Second Annual Conference, November 5-8, 1981.

⁵ Gail Simmons, Executive Director’s Report, Executive Board Book, Mid-Year Meeting, March 22-23, 1983. The Executive Director’s Report from 1983 also included membership data from 1981 and 1982.

⁶ Ibid.

After Margaret Sears' resignation from the position of Executive Director of NAMT on October 3, 1981, Patti Doyle, Alicia Gibbons, and Ted Tims worked as Acting Executive Directors.⁷ Sears' resignation bore significance to the NAMT community, as evidenced by the fact that a committee was formed by the Assembly of Delegates to recognize her contributions to NAMT.⁸ Committee members recognizing Sears' contributions included Michelle Leisester, Robert Unkefer, Leslie Hunter, and Leo Muskatevc.⁹

The NAMT budget was under strain in 1981 due a number of massive projects underway. In a letter to the Assembly of Delegates, President Carol Bitcon described the measures taken to control the budget while accomplishing the goals of the Association. She wrote,

We have cut back [the budget] in order to have funds available for the cost of a move [to Washington, D.C.], we have projected over a three year period the extension of funds needed to accomplish the goals and objectives of our organization with extended service in legislative action and public relations. A freeze in central office staff was determined so that staff would not be hired that would have to be relocated in another job, and so that there would be some salary savings ... In addition to the already established line items, new items were not considered, in some circumstances, or cut back in the amount allotted.¹⁰

At the 1981 Executive Board mid-year meeting, the Board decided that a 10% budget cut would be necessary in order to balance the budget.¹¹ Items that underwent cuts included budgets for the

⁷ NAMT, Minutes of the Executive Board, Meeting I, November 3, 1981, 3. Carol Bitcon, "A Message From the President," *Dateline: Alert to Action*, October, 1981, 1.

⁸ NAMT, Minutes of Assembly of Delegates, Meeting III, November 6, 1981, 29.

⁹ Ibid.

¹⁰ Carol Bitcon to the Assembly of Delegates, March 14, 1981, 1.

¹¹ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, February 20, 1981, 9.

Journal of Music Therapy, the Member Newsletter, career brochures, professional affiliations activities, office supplies, travel & lodging, and staff budgets including those of the President Elect, Vice President, Past President, Treasurer, Executive Director, Council Coordinators, Development Council, Professional Training Council, Ethics & Standards Council, and the Professional Services Council.¹² Under the revised budget for the year, total revenue would reach \$222,076, with expenditures of \$209,266.¹³ Further underscoring the difficult economic times facing NAMT in the early 1980s, a message from President Bitcon in the October 1981 edition of NAMT's *Dateline* highlighted the importance of the music therapy community's support of NAMT through membership dues, even in the midst of the great economic recession plaguing the United States during the early 1980s.¹⁴

Committee & Governance Activity

NAMT committee activity was abundant during the 1981 conference. The Council on Professional Services was at the time in the process of developing a manual with job descriptions

¹² Bitcon to the Assembly of Delegates, 1-2.

¹³ NAMT, Minutes of the Executive Board, Mid-Year Meeting III, February 21, 1981, 10.

¹⁴ Carol Bitcon, "A Letter to All Members of NAMT," *Dateline: Alert to Action*, October, 1981, 2.

and qualifications for committee members.¹⁵ The Ethics Committee, which was part of the Council on Ethics and Standards of Practice, was granted approval by the Executive Board to begin revisions to the Code of Ethics.¹⁶ An additional concept for an Ethics Handbook was put forth to the Board; however, after further discussions within the Board, this concept did not go forward.¹⁷

The Executive Board charged the Standards of Practice Committee to initiate two new projects of significance during their meeting at the annual conference. First, a motion carried that the Standards of Practice Committee should take part in developing a new document containing standards of clinical practice for the internship setting.¹⁸ They were to carry this out in conjunction with the Clinical Training and Student Affairs Committees.¹⁹ Second, the Executive Board carried a motion that the Standards of Practice Committee should begin the process of developing “a system of practice review by professionals for music therapy clinicians, educators, and research personnel.”²⁰

In the midst of these developments, the Judicial Review Committee submitted and received approval from the Assembly of Delegates for a new set of appeals procedures.

¹⁵ NAMT, Minutes of the Executive Board, Meeting II, November 14, 1981, 11. The minutes give November 14 as the meeting date; however, this appears to be an error. The correct date appears to be November 5, 1981, as stated on page 13 of the document.

¹⁶ NAMT, Minutes of the Executive Board, Meeting II, 11.

¹⁷ NAMT, Minutes of the Executive Board, Meeting III, November 8, 1981, 18-19.

¹⁸ NAMT, Minutes of the Executive Board, Meeting II, 11.

¹⁹ Ibid.

²⁰ Ibid., 12.

Revisions included “new definitions, a log to track the procedures, and qualifications of members.”²¹ In addition, a new step was created in the appeals procedures which called for mediation prior to committee involvement.²²

Several other committee and governance activities took place within and around the conference time frame, and were significant during the 1981 year. In August of 1981, the Employment Relations committee completed an update of the Civil Service Classifications Resume.²³ During the Executive Board meetings, Charles Eagle was appointed as administrator to the William Sears Memorial Fund.²⁴ A discussion also took place as to whether the NAMT archives should be moved to the University of Maryland, but this proposal was tabled for further investigation.²⁵ In addition, the Board increased the time allowance for receiving bids to host NAMT conferences from two and a half years to three years; this decision was subsequently announced to the membership in the April member newsletter.²⁶

At the Executive Board mid-year meetings, a motion carried that would prove to be of special significance to the student community; namely, the Executive Board voted unanimously

²¹ NAMT, Minutes of the Assembly of Delegates, Meeting III, 28.

²² Ibid.

²³ NAMT, “Civil Service Classifications Resume is Available,” *NAMT Member Newsletter*, August 1981, 3.

²⁴ NAMT, Minutes of the Executive Board, Meeting II, 14.

²⁵ NAMT, Minutes of the Executive Board, Meeting III, 19.

²⁶ NAMT, “Executive Board OKs Government Relations, Certifying Exam Plans,” *NAMT Member Newsletter*, April 1981, 1.

to recognize NAMTS as the official student organization of NAMT.²⁷ During discussion at the fall Executive Board meeting, NAMTS proposed that its President would serve on the NAMT Executive board as an ex officio member, serving as Coordinator for NAMTS.²⁸ This proposal, however, was rejected due to the cost of transporting another board member to mid-year meetings.²⁹ The rejection of this proposal is consistent with prior board actions, given the many financial concerns plaguing the Association during this time period. A solution was ultimately found, as a motion carried to have the President of NAMT appoint a Board member to act as liaison to NAMTS³⁰

Several interesting developments occurred within the area of education. The Assembly of Delegates passed a motion to recommend to NAMT-approved college music therapy programs an “optimal” faculty/student ratio of 1:35.³¹ Another motion carried which stated that students pursuing bachelor’s equivalency studies may only do so from an NAMT-approved program.³² In addition, the Executive Board moved that proposals for new college and university music therapy programs would only be accepted if the state in which the school was located had fewer

²⁷ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, February 20, 1981, 5.

²⁸ NAMT, Minutes of the Executive Board, Meeting II, 15.

²⁹ Ibid.

³⁰ Ibid.

³¹ NAMT, Minutes of the Assembly of Delegates, Meeting I, November 4, 1981, 8.

³² Ibid.

than two NAMT-approved music therapy programs.³³ With these three motions, the governing bodies of NAMT exerted a great deal of influence on the educational market of music therapy at the time.

A fascinating discussion took place within the Executive Board and Assembly of Delegates meetings surrounding graduate music therapy coursework and teaching, especially the qualifications for teaching, otherwise known as “faculty authorization standards.”³⁴ A question arose regarding whether graduate music therapy coursework could be taken after the internship or whether it could be done prior to it.³⁵ Ultimately the concern was over whether and how many graduate credits were to be required to qualify one to teach music therapy. During these discussions, Board members expressed confusion over the difference between the bachelor’s level music therapy degree and the master’s equivalency level degree.³⁶ At the time, the master’s degree was the terminal degree in the field. Ultimately, a motion requiring at least fifteen music therapy graduate credit hours for faculty authorization was defeated in the board meetings,³⁷ however, at the request of the Assembly of Delegates the motion was reviewed and the Education Committee developed an alternate recommendation, which after substantial discussion

³³ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 7. The minutes also note that because this was a “policy issue” it needed to be sent to the Assembly of Delegates. No further discussion on this issue took place; according to the Executive Board Minutes of Meeting II, 1981, page 12, the issue was dropped “as per legal advise on 1/4/82.”

³⁴ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 7. NAMT, Minutes of the Executive Board, Meeting II, 12. NAMT, Minutes of the Assembly of Delegates, Meeting I, 8-10.

³⁵ NAMT, Minutes of the Assembly of Delegates, Meeting I, 8-10.

³⁶ Ibid.

³⁷ Ibid.

was passed during the Assembly meetings.³⁸ This newly passed set of requirements stipulated that “An applicant for faculty authorization must have completed at least twelve (12) semester hours (18 q.h.) in graduate music therapy courses,” with a minimum of eight to nine hours taught or supervised by an NAMT-authorized faculty member--only three of which could be practicum, thesis, or independent study hours--and an additional three to four graduate music credits in research, practicum, or seminar courses relevant to music therapy, which did not have to be taught by an NAMT-authorized faculty member.³⁹ These new standards would begin to be implemented for applications for faculty authorization submitted after September of 1983.⁴⁰ The rationale given for this new legislation stated the following: “This motion is more flexible than the original motion, yet maintains the purpose of providing prospective teachers with music therapy academic expertise at the graduate level.”⁴¹

Certification

Since 1980, NAMT had been an affiliate member of the National Commission for Health Certifying Agencies (NCHCA).⁴² The affiliate level of membership in NCHCA was a temporary

³⁸ NAMT, Minutes of the Assembly of Delegates, Meeting III, 28.

³⁹ NAMT, “Recommendation: Addition to Current Faculty Authorization” insert in Minutes of the Assembly of Delegates, Meeting III, following page 28.

⁴⁰ Ibid.

⁴¹ Ibid.

⁴² NAMT, Minutes of the Assembly of Delegates, Meeting I, 3.

status which could last for a maximum of three years, after which NAMT would be required to become eligible for full membership.⁴³ In order to become eligible for full membership, NCHCA required that a member organization have a certifying exam.⁴⁴ In response to this requirement, the Executive Board unanimously passed a motion to fund an exam development project for the amount of \$5000 for the 1981 fiscal year.⁴⁵

At the 1981 conference the leadership of NAMT began to take a number of concrete steps to bring about the goal of establishing a certification exam. First, the Executive Board annual meeting included a presentation by Neil Weisfeld of NCHCA, in which critical information was discussed regarding the goals, purposes, and details of carrying out the process of exam development.⁴⁶ Weisfeld gave four reasons for why NAMT in particular should have an exam: “1. Delineate firmly the competencies of our members. 2. Recognize these competencies. 3. Give out a certificate the members can present to prospective employers. 4. Serve as an example of what Music Therapy [*sic*] is about.”⁴⁷ Weisfeld further stated four goals for the certification program as follows: “1. Certification program should be directed to outcomes of care ... 2. Certification program should be directed to actual competencies ... 3. Certification program

⁴³ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 4.

⁴⁴ Ibid.

⁴⁵ Ibid.

⁴⁶ NAMT, Minutes of the Executive Board, Meeting II, 6.

⁴⁷ NAMT, Addendum to Executive Board Minutes: Certification Program, included with Minutes of the Executive Board, 1981, 1.

should be valid. 4. Certification program should be innovative so that the profession can realize its leadership potential.”⁴⁸

Weisfeld explained that there were two types of credentialing that would be possible: licensure, which would be non-voluntary, run by the public sector, and typically regulated by state governments; and certification, which would be voluntary, run by the private sector, and would be best conducted nationally.⁴⁹ Weisfeld projected that NAMT would be able to develop a certification program within two to three years, and that it would cost “in the neighborhood of \$50,000,”⁵⁰ an estimate that later on proved to be far lower than what would be required. Weisfeld noted at this time that the exam program, once successfully implemented, would ultimately be self-sustaining via new music therapists entering the profession and a recertification program for professionals in the field.⁵¹

During the presentation, Weisfeld reminded the Board of two distinct purposes of the certification program. They were: “1. To enhance the prestige of Music Therapy [*sic*] as a profession. In an increasing [*sic*] competitive environment, this is a crucial point. 2. To demonstrate competency for reimbursement and salary levels. The development of a certification program represents an investment for the profession, because it will increase reimbursement

⁴⁸ NAMT, Addendum to Executive Board Minutes: Certification Program, 1.

⁴⁹ Ibid.

⁵⁰ Ibid., 2.

⁵¹ Ibid.

options.”⁵² Carol Bitcon additionally voiced a hope that the certification program could be used to certify music therapists internationally.⁵³

The Executive Board also began to consider elements of exam development, including exam content. During his presentation, Weisfeld presented a test model which consisted of a two-tiered test including multiple choice questions and a live interaction between the test taker and a client or simulated client situation.⁵⁴ Actual test questions were to be developed based on the results of a job analysis survey of current practicing music therapists.⁵⁵ Wanda Lathom contributed to this effort by developing and administering a survey containing academic and competency-oriented material.⁵⁶

In 1981 the Certification Board did not yet exist as a working entity; however, Weisfeld and the Executive Board discussed its role as a separate body, distinct from any NAMT committees working on the exam development project.⁵⁷ According to Weisfeld, the NAMT exam committee would be responsible for choosing a testing agency to work with in developing the exam.⁵⁸ The Certification Board, on the other hand, would be the body responsible for

⁵² NAMT, Addendum to Executive Board Minutes: Certification Program, 2-3.

⁵³ *Ibid.*, 3.

⁵⁴ *Ibid.*, 2.

⁵⁵ *Ibid.*

⁵⁶ *Ibid.* NAMT, Minutes of the Executive Board, Meeting II, 6.

⁵⁷ NAMT, Minutes of the Executive Board, Meeting II, 6.

⁵⁸ NAMT, Addendum to Executive Board Minutes: Certification Program, 3.

establishing eligibility requirements to take the exam.⁵⁹ The Executive Board minutes note that according to NCHCA requirements, it was imperative that the Certification Board be “administratively independent” from NAMT, in order to “avoid anti-trust liability and conflict of interest issues.”⁶⁰

At the 1981 meeting of the Assembly of Delegates, Anthony Decuir noted that NAMT was now at the stage in which it would need to prepare a document known as a Request for Proposal.⁶¹ The Request for Proposal, or RFP, would then be submitted to testing agencies, which would in turn submit proposals back to NAMT.⁶² NAMT’s exam committee would then review the proposals and decide which testing agency would be its best fit.⁶³ After much discussion, the Assembly of Delegates passed a motion that NAMT proceed with development of an RFP.⁶⁴ This action represented a significant step toward the eventual development of the certification exam.

⁵⁹ NAMT, Minutes of the Executive Board, Meeting II, 6.

⁶⁰ Ibid.

⁶¹ NAMT, Minutes of the Assembly of Delegates, Meeting I, 3.

⁶² NAMT, Minutes of the Executive Board, Meeting II, 6.

⁶³ Ibid.

⁶⁴ NAMT, Minutes of the Assembly of Delegates, Meeting I, 3-4.

Constitution & Bylaws Revisions

Revisions to the NAMT Constitution and Bylaws were in keeping with the vast changes occurring in the organization at this time. Among the most significant were the changes to Article Four, “Certification and Certification Board.” New sections of the bylaws mandated that the Certification Board will set its own fees, that it will be an independent body of the Association, and that it will include one public member from outside the Association.⁶⁵ New language also gave the Certification Board the power to set eligibility requirements for taking the certification exam, as well as the content of the exam and the cut-off score for passing.⁶⁶

Another area with significant bylaws revision was Article Six, “Appeals and Judicial Review Board.” This set of bylaws allowed for the creation and empowerment of the Judicial Review Board as the conflict resolution body of the Association.⁶⁷ It set forth regulations and procedures to be followed in the process of conflict resolution.⁶⁸ The rationale given for these changes to the bylaws was “to take the process out of a committee structure and place it in a separate, independent board.”⁶⁹

Finally, Article Eleven outlined major changes to the standing councils and committee structure. It was largely the result of the work of a Task Force which included the President-

⁶⁵ NAMT, Minutes of the Assembly of Delegates, Meeting I, 5. NAMT, Minutes of the General Business Meeting of the Association II, November 7, 1981, 8.

⁶⁶ NAMT, Minutes of the General Business Meeting of the Association II, November 7, 1981, 8.

⁶⁷ Ibid., 8-10.

⁶⁸ Ibid.

⁶⁹ NAMT, Minutes of the Assembly of Delegates, Meeting I, 6.

Elect, Council Coordinators, President, and Vice President of the Association.⁷⁰ The Task Force's recommendations included cutting down from four to two councils, and from sixteen to ten committees.⁷¹ The Council on Professional Training and Development would include the Committees on Education, Clinical Training, Research, Certification & Continuing Education, and Registration. The Council on Professional Practices would include Committees on International and Affiliate Relations, Government Relations, Employee Relations, Standards and Special Target Populations, and Peer Review.⁷² The rationale for these changes, as outlined by Cheryl Maranto, was "1) To facilitate communication and efficiency, 2) To reduce expenses, [and] 3) To reduce overlap business functions between committees and national office [*sic*]."⁷³ Rationales for the elimination of specific committees were discussed in the prior mid-year meetings of the Executive Board.⁷⁴ One such eliminated committee was the Finance Committee, whose functions were determined would best be carried out by a subset of the Executive Board.⁷⁵ Another eliminated committee was the Student Affairs Committee, whose functions were to be taken over by NAMTS.⁷⁶ The work of the Public Relations Committee was considered best handled by the National Office, and that of the Publications Committee was thought best

⁷⁰ NAMT, Minutes of the Assembly of Delegates, Meeting I, 6.

⁷¹ Ibid.

⁷² Ibid.

⁷³ Ibid.

⁷⁴ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 8.

⁷⁵ Ibid.

⁷⁶ Ibid.

conducted as a “business operation.”⁷⁷ Finally, the Executive Board voiced that the Judicial Review Committee did not fit into “the established standing committees plan,” and that one of the key differences was that its members were required to have “specific expertise⁷⁸,” hence the creation of the newly empowered Judicial Review Board as its replacement.⁷⁹

Washington, D.C.

In 1981 the Task Force to Study the Role and Scope and Relocation of the National Office, chaired by Barbara Wheeler, presented a report with details on NAMT’s upcoming move from Lawrence, Kansas, to Washington, D.C.⁸⁰ It stated that a number of association management firms had submitted proposals for managing NAMT in D.C.⁸¹ A prime concern of the Task Force at this time was the financial feasibility of the move; in addition, the report provided a time frame, job descriptions, projected operating costs, pros and cons of moving, and other information related to the decision.⁸² Debate for and against the move in the Assembly of

⁷⁷ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 8.

⁷⁸ Ibid.

⁷⁹ NAMT, “Constitution and Bylaws Changes Enacted by Membership,” *Dateline: Alert to Action*, March, 1982, 1.

⁸⁰ Carol Bitcon, “Letter From the President,” *NAMT Member Newsletter*, August, 1981, 1.

⁸¹ NAMT, Task Force Report: Redesigning National Office Functions/Moving to Washington D.C., August, 1981.

⁸² Ibid.

Delegates was heated, but ultimately a motion to move the National Office to D.C. carried, although with dissent.⁸³ Arguments in favor of the move included that NAMT would have increased visibility and greater opportunity for interaction with related professions.⁸⁴ Arguments against the move cited the relatively low cost of operating in Kansas, as well as the University of Kansas' role as a leader in special education and health professions.⁸⁵ A second motion passed by the Assembly of Delegates charged the Executive Board to "pursue a contract with an association management firm to move and administer the national office in the Washington, DC area."⁸⁶ This motion indicates that two major changes were being made to NAMT. Not only would the Office be making its move to the nation's capital, but it would also now be run by an association management firm. In the midst of the decision-making process, delegates expressed concern over whether the firms would be able to handle the move, and also over larger issues of identity of the organization. Marilyn Sandness voiced that the Executive Board needed to give "strong direction to the firm to address the concerns of identity."⁸⁷ Meanwhile, Patti Doyle would serve as Acting Executive Director in the interim period.⁸⁸

⁸³ NAMT, Minutes of the Assembly of Delegates, Meeting II, November 5, 1981, 17-19.

⁸⁴ Ibid.

⁸⁵ Ibid.

⁸⁶ Ibid., 20.

⁸⁷ Ibid.

⁸⁸ Ibid.

Government Relations

At the 1981 mid-year meeting, the Executive Board voted to accept a proposal from Hawkins and Associates that would provide representation services to NAMT in Washington, D.C.⁸⁹ The total cost of the proposal was \$10,000 for one year of services.⁹⁰ As part of the service, Hawkins and Associates would oversee the dissemination of news releases which would contain calls to action on legislative issues.⁹¹ These releases would be distributed six times a year to four hundred key leaders within NAMT, and would replace the Association's *Washington Report*.⁹² Second, Hawkins and Associates would coordinate round-table luncheons in which selected NAMT members would host key leaders and persons involved in legislative activity.⁹³ Third, Hawkins and Associates would cultivate interest in music therapy in Washington through direct contact with government officials and appointments with NAMT members.⁹⁴ While costly, this investment demonstrated NAMT's commitment to expansion of government relations efforts, a theme which would continue throughout the next several years of NAMT activity.

In conjunction with increased government relations activity, the Executive Board made strategic decisions that influenced the direction of NAMT's efforts. In 1980, as a result of the

⁸⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 4-5.

⁹⁰ Ibid., 5.

⁹¹ Ibid, 4.

⁹² Ibid. 4-5.

⁹³ Ibid., 4.

⁹⁴ Ibid.

work of NAMT officers and Hawkins' office, the creative arts therapies, including music therapy, had been listed under the definition of "Physical and Mental Restorative Services" in the U.S. Department of Education's rehabilitation training regulations.⁹⁵ However, federal trends in 1981 indicated that there would be reductions in government support for the arts, to which Hawkins and Associates advised that music therapy ally itself with health, education, and recreation rather than the creative arts.⁹⁶ As such, the Executive Board passed a motion to discontinue participation in the Legislative Alliance of Creative Arts Therapies (LACAT).⁹⁷

Publications

Journal of Music Therapy

In 1981 the Executive Board appointed a new member to the editorial board of the *Journal of Music Therapy* (here referred to as JMT), Dr. Mary J. Nicholas, following the resignation of Herb Galloway.⁹⁸ Around this time, an interesting debate took place during the Executive Board meetings regarding student access to the JMT. Janet Gilbert, the Editor of the JMT, voiced a concern that an undue burden was being placed upon music therapy students who

⁹⁵ Carol Bitcon, President's Report, Mid-Year Executive Board Report, February 18-21, 1981, 2.

⁹⁶ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 4.

⁹⁷ Ibid., 5.

⁹⁸ NAMT, Minutes of the Executive Board, Meeting II, 7.

needed to purchase many back issues of the JMT in order to have access to current research articles needed for their music therapy classes.⁹⁹ Gilbert's argument as recorded by the minutes further stated, "[T]here can be other ways to introduce the JMT to students in a more positive manner that motivates them to subscribe to the JMT as student members of NAMT."¹⁰⁰ As a solution to this problem, Gilbert requested that the Executive Board consider allowing students to duplicate JMT articles for educational purposes; however, a motion to allow this died.¹⁰¹ Instead, a motion carried which asked Gilbert to investigate the possibility of selling reprints of journal articles.¹⁰² This motion was controversial, however, as the minutes of the Executive Board noted that several members dissented and spoke in favor of students purchasing full issues of the JMT.¹⁰³

Music Therapy Perspectives

One of the most exciting developments of NAMT's history in the early 1980s was the genesis of its second journal, now known as *Music Therapy Perspectives* (here referred to as MTP). Michael McGuire was one of the most instrumental leaders in the establishment of MTP,

⁹⁹ NAMT, Minutes of the Executive Board, Meeting II, 8.

¹⁰⁰ Ibid.

¹⁰¹ Ibid.

¹⁰² Ibid.

¹⁰³ Ibid., 8-9.

which in 1981 was known only as the “Second Publication” or simply “P2.”¹⁰⁴ Joellyn Berky worked as the business manager of P2.¹⁰⁵ Work done on P2 in 1981 was largely conceptual in nature, with a focus on defining the overall idea and plan for the publication.

A column featured in the August 1981 edition of the NAMT Member Newsletter invited members to submit articles for publication in the as yet unnamed publication.¹⁰⁶ This column also delineated Task Force recommendations for the new publication’s objectives, editorial policy, and standing columns.¹⁰⁷ The objectives addressed the overarching mission of the publication, and were as follows: “1. To speak to the immediate client service needs of the music therapy clinician. 2. To appeal to a wide readership, both inside and outside the profession.”¹⁰⁸

The Task Force’s recommendations for an editorial policy addressed who may submit articles, and what kind of articles would be appropriate for the publication.¹⁰⁹ It included the following provisions: “1. Any person professionally qualified to address music therapy (or closely related fields) may submit articles for consideration. 2. Articles dealing with the practice of music therapy and those which are particularly relevant to the music therapist will be considered.”¹¹⁰ The Task Force’s recommendations for standing columns for the new publication

¹⁰⁴ NAMT, Minutes of the Executive Board, Meeting II, 9-10.

¹⁰⁵ Ibid., 9.

¹⁰⁶ NAMT, “Articles Needed for NAMT Second Journal,” *NAMT Member Newsletter*, August, 1981, 1.

¹⁰⁷ Ibid.

¹⁰⁸ Ibid.

¹⁰⁹ Ibid.

¹¹⁰ Ibid.

included an Editor's letter, letters to the Editor, columns for each clinical specialty, notices of upcoming workshops and conferences, readers' letters responding to prior articles, reviews of recent publications, and information sharing.¹¹¹

In addition to the Task Force's recommendations on the second publication, Michael McGuire made several recommendations to the Executive Board.¹¹² His recommendations included the following five points: "that (1) a second magazine be self-supporting, (2) the magazine, conceptually, be similar to Music Educators Journal, (3) the readership include NAMT members and others interested in the field, (4) the task force develop one year's worth of content to present to the membership by annual meeting 1981, and (5) a marketing/business plan be developed."¹¹³

Despite the magnitude of effort that went into defining the concept of what would become *Music Therapy Perspectives*, many within NAMT voiced concerns about what exactly the role of the second publication would be. The *Journal of Music Therapy* editorial board, for example, feared a blurring of the lines between the JMT and the new publication.¹¹⁴ McGuire spoke to the Executive Board on behalf of the JMT board in summarizing their concerns that the second publication would not be limited to clinically-oriented articles only, that contributors might be confused about whether an article on clinical research should go to the JMT or to the

¹¹¹ NAMT, "Articles Needed for NAMT Second Journal," *NAMT Member Newsletter*, August, 1981, 1.

¹¹² NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 8.

¹¹³ Ibid.

¹¹⁴ NAMT, Minutes of the Executive Board, Meeting II, 7.

new publication, and that the second publication must not merely become a place for articles rejected by the JMT.¹¹⁵ Within the Executive Board, members raised questions about what would happen between the two publications if an article was rejected from one of them; how would reprints from one publication to another be handled; and what would be the start-up costs associated with getting the publication to the point of self-sufficiency?¹¹⁶

McGuire and the Board addressed each of these issues in turn. Regarding the concept and limitations of the publication, McGuire suggested that P2 could present articles on common practices in music therapy, whereas the JMT would focus on innovative clinical approaches. Further distinguishing the two, McGuire stated that the JMT has a limit on the length of articles while P2 would not. In addition, P2 could have opinion-based articles while the JMT could not; and P2 could feature reviews more often and in a more timely manner than the JMT.¹¹⁷

Regarding the issue of rejections, and specifically in answer to the question of what would happen if an article were rejected by one of the publications, Janet Gilbert, Editor of the JMT, stated that there would be two types of rejections.¹¹⁸ The first would be a rejection of an article that was deemed inappropriate for the concept of the publication.¹¹⁹ This type of rejection would not reflect on the quality of the article submitted.¹²⁰ The second would be a rejection from

¹¹⁵ NAMT, Minutes of the Executive Board, Meeting II, 7.

¹¹⁶ Ibid., 9-10.

¹¹⁷ Ibid., 9.

¹¹⁸ Ibid.

¹¹⁹ Ibid., 10.

¹²⁰ Ibid.

the JMT on the basis of unsound research design and analysis, and would rule out referral of the article to P2.¹²¹ Concerning reprints, Alicia Gibbons suggested a distinction between the type of content printed in the second publication and in the regional newsletters, with articles going to the second publication, and items of a political nature going to the member newsletters.¹²² This would guard against the possibility of overprinting an article by printing it both in the second publication and in a member newsletter.¹²³

The Board also addressed the issue of money for the second publication. Jayne Alley and Michael McGuire projected that the cost of two issues for 1981-1982 would be \$7000;¹²⁴ and Joellyn Berky estimated that with the help of advertising and initial subsidization from NAMT, the publication would soon become self-sufficient.¹²⁵ Anthony Decuir introduced a motion to title the new publication, “Music Therapy Perspectives,” and the motion carried.¹²⁶ Motions granting approval of both the concept and the title of *Music Therapy Perspectives* also passed in the Assembly of Delegates.¹²⁷

¹²¹ NAMT, Minutes of the Executive Board, Meeting II, 10.

¹²² Ibid.

¹²³ Ibid.

¹²⁴ Ibid., 13.

¹²⁵ Ibid., 10.

¹²⁶ Ibid., 13.

¹²⁷ NAMT, Minutes of the Assembly of Delegates, Meeting II, 21.

Newsletters

During contract discussions with Hawkins & Associates, the Executive Board voted to discontinue *The Washington Report* in favor of a new newsletter format.¹²⁸ The new format became the *Dateline: Alert to Action*, first published in May, 1981.¹²⁹ Early issues of *Dateline* were sent to all NAMT members, with the future intent of reducing the number to 400 key members, who would then spread the information to other fellow members.¹³⁰ The purpose of *Dateline* was to keep the membership informed of national legislative activity affecting music therapy, with particular emphasis on those items requiring any action by the membership.¹³¹ Key personnel involved in the administration of *Dateline* included President Bitcon; Carolyn Sonnen, Chairperson of the Government Relations Committee; Margaret Sears, Executive Director; Marian F Bendixson, Editor; and Ruth E. Katz, Associate Editor.¹³²

The first issue of *Dateline*, published in May 1981, contained detailed tables entitled “Key Issues and Action Needed.”¹³³ The tables contained the following four categories of

¹²⁸ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 5.

¹²⁹ NAMT, “Executive Board OKs Government Relations, Certifying Exam Plans,” *NAMT Member Newsletter*, April 1981, 1. The article referenced here describes the new publication as the replacement for the prior *Washington Report*.

¹³⁰ Carol Bitcon, “A Message From Carol Bitcon,” *Dateline: Alert to Action*, May, 1981, 1.

¹³¹ Ibid.

¹³² NAMT, *Dateline: Alert to Action*, May, 1981, 1. Personnel listing found at the bottom of page 1.

¹³³ Ibid., 2.

information: Proposed Legislation or Review, Impact, Whom to Contact, and Action Needed.¹³⁴ Further pages contained more detailed descriptions of the information presented in the tables.¹³⁵ In this way, *Dateline* provided the music therapy community with the means of putting forth a relatively clear and unified voice into the larger public sphere, in order for the community to act upon governmental issues in which it had a vested interest.

The May 1981 issue of *Dateline* addressed such items as the national budgets for education, social service, health service, and mental health. It included details regarding PL 94-142, the Individuals with Disabilities Education Act (IDEA), discussing Individual Education Plans (IEPs) and classroom mainstreaming. It discussed Medicaid regulations, and other issues relevant to the music therapy community. Its final pages contained lists of the relevant legislative personnel, such as U.S. House or Senate committee members, for NAMT members to contact.¹³⁶ Finally, on the last page was a request that members inform NAMT of any actions taken according to the advisories in *Dateline*.¹³⁷

Over the year, several changes came about in the *Dateline* publication. The July 1981 issue was sent to all members instead of a select group,¹³⁸ thereby further disseminating the information it contained. Rather than information tables, the new issue contained briefings on current events in legislation, each followed by a boxed “Action Alert!!!!” which contained

¹³⁴ NAMT, *Dateline: Alert to Action*, May, 1981, 2-4.

¹³⁵ Ibid., 5-13.

¹³⁶ Ibid., 13-15.

¹³⁷ Ibid., 16.

¹³⁸ Carol Bitcon, “A Message from the President, Carol H. Bitcon,” *Dateline: Alert to Action*, July, 1981, 1.

information on whom to contact regarding the legislative issues discussed.¹³⁹ Topics in the July 1981 issue included the Reagan Administration's Supplemental Appropriations and Rescission Act, which made budget cuts to programs within the Office of Special Education and Rehabilitation Services Administration.¹⁴⁰ Other topics centered on funding and regulatory issues for health services and special education.¹⁴¹ Following this information, *Dateline* contained a set of recommendations for following up on "Action Alerts!!!!" such as instructions for communicating with members of Congress or other committee members, as well as advisories regarding copying letters to NAMT and submitting material to the media.¹⁴² A final new feature was found in the July 1981 issue: job listings for music therapy positions across the country,¹⁴³ thereby adding to the utility of the publication for the music therapy community at large.

In October 1981 another issue of *Dateline* was released. It contained special information on research, including funding opportunities, joint ventures through the National Council on the Arts and Arts Endowment, and information on a newly available "NAMT Essential Publications Package," which contained reviews of current research in music therapy.¹⁴⁴ In this sense, *Dateline* was beginning to function more similarly to a general newsletter, as it was beginning to publish more information on matters internal to the music therapy community. It did, however,

¹³⁹ NAMT, *Dateline: Alert to Action*, July, 1981, 2-5.

¹⁴⁰ *Ibid.*, 2-3.

¹⁴¹ *Ibid.*, 3-5.

¹⁴² *Ibid.*, 7-8.

¹⁴³ *Ibid.*, 6-7.

¹⁴⁴ NAMT, *Dateline: Alert to Action*, October, 1981, 3-8.

contain a briefing regarding a Senate hearing on the nomination of Jean Tufts as Assistant Secretary of the Office of Special Education and Rehabilitation Services; as well as information on available grants and a briefing on the status of regulations regarding handicap access to federal and federally-funded facilities.¹⁴⁵ On the other hand, there were no longer any “Action Alerts!!!!” or tables with recommended actions for members to take. This was the biggest change in the publication between the July and October 1981 issues. Because of this change, *Dateline* further seemed to be converging with the general newsletter format.

At the same time, the *NAMT Member Newsletter* continued to provide the NAMT community with updates and vital information about various aspects of the organization. It contained important upcoming dates, announcements of publications that were newly available, job listings, updates on clinical training or internship sites, and other announcements and articles. Among the news stories within the April 1981 Newsletter was a notice regarding two new works to be published: “A Behavioral Guide to the Mentally Retarded” by Clifford Madsen, and “Merchandising Your Job Talents,” by the NAMT Employment Relations Committee.¹⁴⁶

¹⁴⁵ NAMT, *Dateline: Alert to Action*, October, 1981, 3, 6-8.

¹⁴⁶ NAMT, “Executive Board OKs Government Relations, Certifying Exam Plans,” *NAMT Member Newsletter*, April 1981, 1.

Summary

The year 1981 saw momentous changes for NAMT, including the decision to relocate the central office to Washington, D.C., immense progress made toward the development of a certification exam, and the development of NAMT publications including *Music Therapy Perspectives*. The NAMT membership and governing bodies took on intense scrutiny of far-reaching issues and came to an impressive level of consensus. At the end of 1981, a letter of appreciation was written to Carol Bitcon on behalf of the Assembly of Delegates, by Speaker of the Assembly Christina Lucia, with assistance from a committee consisting of Marian Palmer, Michael McGuire, and Alice Ball Parente.¹⁴⁷ The letter praises President Bitcon for her “energy, creativity, support, direction, and boldness of thought,” stating that they “have enabled us to move forward, and have given us the courage to make far-reaching decisions for the Association.”¹⁴⁸ The letter acknowledged that Bitcon’s presidency came at a significant point in NAMT’s history when it stated, “We recognize that your tenure as President has not been an easy one, as you have been asked to deal with great tensions...”¹⁴⁹ Those tensions were likely spurred by momentous changes such as NAMT’s move to Washington, D.C., the beginning of the Certification Board, and *Music Therapy Perspectives*. Despite the difficulties encountered along

¹⁴⁷ Christina Lucia to Carol Bitcon, December 8, 1981. NAMT, Minutes of the Assembly of Delegates-Elect, Meeting I, November 8, 1981, 31.

¹⁴⁸ Christina Lucia to Carol Bitcon, December 8, 1981.

¹⁴⁹ Ibid.

the way, history indicates that these were among some of the most successful and far-reaching accomplishments of NAMT's history, as their results persist into the present day.

CHAPTER 3

1982 - A Year of Stabilization

1982 Annual Conference

The thirty-third annual conference of the National Association for Music Therapy took place from November 9 to November 13, 1982.¹⁵⁰ Entitled “Setting Sail for the Future,” the conference was held at the Hyatt-Regency Hotel in Baltimore, Maryland.¹⁵¹ The event evidently made an impression upon the city, as the mayor of Baltimore, Donald Schaefer, designated November 9-13 at “Music Therapy Week” in the city and commented on the high energy of the conference.¹⁵² At this conference, United States Secretary of Education Terrell Bell made NAMT history by becoming the first cabinet-level official ever to speak at an NAMT conference.¹⁵³

During the 1982 year, the issue of the rift between NAMT and AAMT seemed to enter the foreground of many discussions. In his message to the membership in the April 1982 NAMT Newsletter, President Frederick Tims urged cooperation among the memberships of NAMT,

¹⁵⁰ NAMT, Program of the Thirty-Third Annual Conference, November 9-13, 1982.

¹⁵¹ Ibid.

¹⁵² NAMT, “Secretary Bell Addresses 33rd Annual Conference,” *NAMT Member Newsletter*, December, 1982-February, 1983, 1.

¹⁵³ Ibid.

AAMT, and CAMT, the Canadian Association for Music Therapy.¹⁵⁴ Tims made a powerful statement about the need for collaboration in the face of the pressing issues of the time:

They [AAMT and CAMT] have high standards, and it seems we are much more alike than we are different. We can ill-afford continuance in a competitive manner to fragment energies and independently carry out the same efforts. Economics and good sense point to a pooling of efforts: getting the quality people in the several organizations to form a brain trust to collectively solve problems for the mutual benefit. Our uniqueness and differences can remain, but should become a strength rather than a devisive [*sic*] force.¹⁵⁵

Further exemplifying this spirit of collaboration, a panel discussion took place at the conference in Baltimore in which officers of NAMT and AAMT sat down together to discuss the organizations' similarities and differences.¹⁵⁶ Entitled "AAMT/NAMT.. 'Same/Different'" it was presided over by Sam Hope, the Executive Director of NASM, the National Association of Schools of Music.¹⁵⁷ Panel members included Barbara Hesser, President of AAMT; Kenneth Bruscia, Past President of AAMT; Carol Merle Fishman, President-Elect of AMT; Frederick Tims, President of NAMT, Carol Bitcon, Past President of NAMT; and Alicia Gibbons, President-Elect of NAMT.¹⁵⁸ As stated in the 1982 conference program, members of the panel were to discuss "similarities and differences concerning the two organizations," including "issues concerning education, training, practice, and certification."¹⁵⁹

¹⁵⁴ Frederick Tims, "Message From the President," *NAMT Member Newsletter*, April, 1982, 1.

¹⁵⁵ Ibid.

¹⁵⁶ NAMT, Program of the Thirty-Third Annual Conference, 1982.

¹⁵⁷ Ibid.

¹⁵⁸ Ibid.

¹⁵⁹ Ibid.

Membership

The total membership of NAMT during the year 1982 was 2,674, of which 1,684 were active RMTs.¹⁶⁰ Seven hundred fifteen were student members, one hundred eighty-seven were active non-registered members, sixty-six were associate members, eleven were retired RMTs, six were life members, three were affiliate members, one was a patron member, and one was an honorary life member.¹⁶¹ In addition, there were two hundred forty-seven RMTs who were registered non-members of the association.¹⁶² Overall, these numbers represented a drop from the prior year's membership, of which the total number of members was 2,811.¹⁶³ In spite of this drop, NAMT recorded two hundred eight new member registrations, twenty-one re-registrations, and three new members who received alternate certification from September 1, 1981, to March 1, 1982.¹⁶⁴

¹⁶⁰ Gail Simmons, Executive Director's Report, Executive Board Book, Mid-Year Meeting, March 22-23, 1983. As noted in the previous chapter, The Executive Director's Report from 1983 included membership data from 1981 and 1982. Membership totals are as of March 1, 1982.

¹⁶¹ Ibid.

¹⁶² Ibid.

¹⁶³ Ibid.

¹⁶⁴ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, March 13, 1982, 5.

Budget

The budget numbers reflected a fund balance of \$125,164 as of August 31, 1982.¹⁶⁵ Revenues were totaled at \$218,578, and expenses were calculated to be \$239,067, leaving a deficit of \$20,489.¹⁶⁶ According to the Executive Board minutes, these financial statements “underscored the extraordinary expenses of the past year due to the move to Washington, DC”; the board went on to emphasize that “such expenses were less than projected.”¹⁶⁷ Jayne Alley, the representative to the Executive Board from the Assembly of Delegates, further commented that NAMT was in a “‘retrenchment period’ following the move of the National Office to Washington, DC, and the Board wants to make sure that NAMT continues to stabilize before becoming involved in a number of costly new projects too quickly.”¹⁶⁸ Such statements suggest an atmosphere of caution in the midst of the financial adjustments necessitated by the large projects undertaken during the prior year.

¹⁶⁵ NAMT, Balance Sheet, Executive Board Book, Financial Statements, August 31, 1982

¹⁶⁶ NAMT, Statement of Revenue and Expenses, Executive Board Book, Financial Statements, August 31, 1982.

¹⁶⁷ NAMT, Minutes of the Executive Board, November 9, 1982, 4.

¹⁶⁸ NAMT, Minutes of the Assembly of Delegates, Meeting I, November 10, 1982, 2.

Committee & Governance Activity

The minutes of the Executive Board meetings highlighted some of the general activities of the Association during the 1982 year. During the mid-year meeting, a motion carried to form a Steering Committee which would be comprised of Executive Board members “to advise the president and help organize the functions of the Executive Board.”¹⁶⁹ Carol Bitcon, Alicia Gibbons, Jayne Alley, and Paul Ackerman were the first appointees to this new committee.¹⁷⁰ Patti Doyle was commended by the Executive Board “for her exemplary service since December, 1981.”¹⁷¹ Lee Garton was also commended by President Tims for his work as Treasurer of NAMT.¹⁷² Garton, who resigned so that a new treasurer in Washington DC could be appointed, was succeeded as Treasurer by the newly appointed JoDelle Waller.¹⁷³

Recognition of the exemplary efforts of NAMT members and music therapists throughout the profession was an item of importance throughout the 1982 year and moving forward. In the Executive Board annual meeting minutes, four Presidential Awards were announced “to those who had made an outstanding contribution to the profession and to NAMT.”¹⁷⁴ These four awards were presented to the following:

¹⁶⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 4.

¹⁷⁰ Ibid.

¹⁷¹ Ibid., 4-5.

¹⁷² NAMT, Minutes of the Executive Board, Mid-Year Meeting II, March 14, 1982, 11.

¹⁷³ Ibid. NAMT, “JoDelle Waller Appointed Treasurer,” *NAMT Member Newsletter*, June, 1982.

¹⁷⁴ NAMT, Minutes of the Executive Board, 1-2.

- 1) Kenneth Bruscia, Ph.D., CMT, for “his work with us while President of the American Association for Music Therapy”
- 2) Paul Ackerman, Ph.D., RMT, for “his invaluable contributions as a new leader in NAMT”
- 3) Wanda Lathom, Ph.D., RMT, for “her extraordinary work on the NAMT/Office of Special Education Grant”
- 4) Patricia K. Doyle, RMT, for “her work as Acting Executive Director from November 1981 to June 1982.”¹⁷⁵

In addition to these awards, a motion was carried by the Executive Board to create a Task Force appointed by the President, whose job would be to recommend a system of awards and recognition for outstanding service to NAMT and the music therapy profession.¹⁷⁶ This system would recognize individuals both nationally and regionally for their service, and would be presented to the Assembly of Delegates at the 1983 annual meeting.¹⁷⁷

In addition to the aforementioned Task Force on awards and recognition, a second Task Force was also created at this meeting, in order to study the organizational relationships between the national, regional, and state NAMT bodies.¹⁷⁸ This Task Force would be chaired by Alicia

¹⁷⁵ NAMT, Minutes of the Executive Board, 2.

¹⁷⁶ Ibid.

¹⁷⁷ Ibid.

¹⁷⁸ Ibid.

Gibbons and would include as its members Mary Rudenberg, Christina Lucia, and Leo Muskatevc.¹⁷⁹

The Council on Training and Development had several activities occurring on its committees. Firstly, the Education Committee granted tentative approval for undergraduate music therapy programs at Columbia Union College, Combs College of Music, Southwestern Oklahoma State University, and Radford University.¹⁸⁰ They also submitted a motion to the Executive Board “[t]hat all new faculty members (academic advisors) be required to attend an orientation to Registration and Certification procedures within their first year as instructors.”¹⁸¹ This motion was approved by the Executive Board, with the stipulation that the Certification Board would be responsible for working out the orientation details.¹⁸²

One of the issues that involved a significant amount of effort from NAMT was revisited again in 1982: namely, the issue of faculty authorization standards. A motion was presented to the Assembly of Delegates to rescind the “Addition to Current Faculty Authorization,” which was approved in 1981, and to task the Education Committee with developing an alternative proposal.¹⁸³ After a review of the rationale given by the Education Committee, the motion to

¹⁷⁹ NAMT, Minutes of the Executive Board, 2.

¹⁸⁰ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 7.

¹⁸¹ NAMT, Education Committee Report, Executive Board Book, Mid-Year Meeting, March, 1982. The motion is item five in the report.

¹⁸² NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 7.

¹⁸³ NAMT, Minutes of the Assembly of Delegates, Meeting II, November 11, 1982, 7-8.

rescind the “Addition” was ultimately defeated¹⁸⁴; however, this challenge demonstrated that the issue of faculty authorization standards remained somewhat contentious within NAMT.

The Clinical Training Committee was busy at work on revisions to their document entitled “Guidelines for Establishing and Maintaining Clinical Training Programs (Internships).”¹⁸⁵ Patti Doyle presented proposed revisions of the document to the Executive Board at their mid-year meeting in 1982.¹⁸⁶ Members expressed concern regarding the means of obtaining the competencies required, i.e. “development of competent supervisory skills,” and expressed an overall need for clarification and simplification of the document.¹⁸⁷ At the annual meeting, revisions were presented to the Assembly of Delegates for review.¹⁸⁸ The rationale given for the revisions was “to more clearly define or specify the existing ‘guidelines’ to improve the quality of approved internship sites.”¹⁸⁹ Following a period of discussion and clarification, the revisions and addendum were accepted, with a stipulation that current clinical training directors did not need to have two years of full-time experience post-internship until

¹⁸⁴ NAMT, Minutes of the Assembly of Delegates, Meeting II, November 11, 1982, 7-8.

¹⁸⁵ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 7.

¹⁸⁶ Ibid.

¹⁸⁷ Ibid., 7-8.

¹⁸⁸ NAMT, Minutes of the Assembly of Delegates, Meeting I, 2-3.

¹⁸⁹ Ibid.

November 1983, one year from approval of the revisions.¹⁹⁰ The Assembly of Delegates commended the Clinical Training Committee for its work on these revisions to the Guidelines.¹⁹¹

The Council on Professional Practices and Services had very active committees during the 1982 year. The Peer Review Committee, formerly known as the Ethics Committee, submitted several changes to the Code of Ethics to the Executive Board for review.¹⁹² All changes submitted were approved by the Executive Board.¹⁹³ A new section was added, Section 5.0 entitled “Organizational Relationships,” with the rationale that “The Code of Ethics currently discusses ethical concerns for the music therapy profession in terms of clinical and academic/ training settings. The committee believes the code also needs to address NAMT as our professional organization.”¹⁹⁴ Section 6.0 was retitled “Research Considerations” rather than “Research Precautions,” with a rationale stating that “this title sounds more positive... while retaining emphasis on the need for careful consideration of subjects in music therapy research.”¹⁹⁵ Section 2.0 was retitled “Interprofessional Relationships,” as there was a new section titled “Organizational Relationships.”¹⁹⁶ The final change implemented was that the first sentence was altered to read: “The members of and persons registered by the National...” with

¹⁹⁰ NAMT, Minutes of the Assembly of Delegates, Meeting I, 2-3.

¹⁹¹ Ibid.

¹⁹² NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 8.

¹⁹³ Ibid.

¹⁹⁴ Ibid.

¹⁹⁵ Ibid.

¹⁹⁶ Ibid.

the rationale of providing clarification “that the Code applies to all members of NAMT as well as RMTs who are not members of NAMT.”¹⁹⁷

The Judicial Review Board (subsequently referred to here as the JRB) had two noteworthy events occur during 1982. First, a draft contract for JRB members was presented to the Executive Board.¹⁹⁸ It outlined the responsibilities and duties of its members, and included a confidentiality agreement to be signed by all appointees to the JRB as well as the regional and national president.¹⁹⁹ Second, new Presidential and Regional appointees to the JRB were confirmed by the Assembly of Delegates.²⁰⁰ The new appointees included Marie DiGiammarino of the Great Lakes Region, Lawrence Haight of the Mid-Atlantic Region, Kay Metzger of the Midwest Region, Penny Schnell of the New England Region, Tom Eubanks of the South Central Region, Jim Jenkins of the Southeastern Region, Charles Eagle of the Southwestern Region, Diane Reimer of the Western Region; and the following at-large members: Carol Culton, Barbara Crowe, Roy Grant, Suzanne Hanser, Cheryl Maranto, Lorraine Peery-Long, Marilyn Sandness, and Sr Josepha Schorsch.²⁰¹

The following is a brief summary of the activities of the remaining committees represented on the Council on Professional Practices and Services. Among the most significant, the Standards of Practice and Special Target Populations Committee presented the fifth draft of

¹⁹⁷ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 8.

¹⁹⁸ NAMT, Minutes of the Executive Board, 5.

¹⁹⁹ Ibid.

²⁰⁰ NAMT, Minutes of the Assembly of Delegates, Meeting II, 7.

²⁰¹ Ibid.

its “Standards of Clinical Practice” document to the Executive Board and subsequently to the Assembly of Delegates, where it was approved and officially adopted.²⁰² This new draft was an expansion of the previous 1979 Standards of Clinical Practice.²⁰³ The Employment Relations Committee had developed a draft of a survey on employment benefits, practices, and policies; its publication entitled “Merchandising Your Job Talents” remained at the National Office; and it had completed new job descriptions for five areas of music therapy practice.²⁰⁴ The Government Relations Committee was working on a “network for political action” and on identifying state legislative issues, among other issues which will be explored in a subsequent section of this document.²⁰⁵ The Clinical Training Committee presented revisions to the “Clinical Training Guidelines” document, which were subsequently approved by the Executive Board for a two-year period, pending the approval of the Assembly of Delegates.²⁰⁶

²⁰² NAMT, Minutes of the Executive Board, 4. NAMT, Minutes of the Assembly of Delegates, Meeting II, 4.

²⁰³ NAMT, Minutes of the Assembly of Delegates, Meeting II, 4.

²⁰⁴ NAMT, Report of Employment Relations Committee for Fiscal Year 1981-1982, Executive Board Book, September 12, 1982.

²⁰⁵ NAMT, Minutes of the Executive Board, 5.

²⁰⁶ Ibid.

Washington, D.C., and Association Management

At the March mid-year meeting of the Executive Board, a motion carried to contract William S. Bergman Associates to manage the business of NAMT, “from now through the 1982-83 fiscal year.”²⁰⁷ Further, the Board resolved to have its Task Force in charge of the association management project “continue through contract negotiations, and the move to Washington, DC [...] monitor, implement, and evaluate results, and deal with other relevant issues related to the move, and [...] make recommendations for revisions at the next board meeting.”²⁰⁸ Members of the task force included Jayne Alley, Ted Tims, Paul Ackerman, and Patti Doyle in an *ex officio* role.²⁰⁹

The April 1982 Member Newsletter contained an announcement that summarized these important changes taking place in NAMT.²¹⁰ It stated that William S. Bergman Associates had been hired to manage the Association’s business, and that an RMT would be hired as Association Manager.²¹¹ It revealed that the Association’s move to Washington, D.C., would take place on June 1, 1982.²¹² The new address for NAMT, as of June 1, would be as follows:

²⁰⁷ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 1.

²⁰⁸ *Ibid.*, 1-2.

²⁰⁹ *Ibid.*, 2.

²¹⁰ NAMT, “NAMT National Office is Moving,” *NAMT Member Newsletter*, April, 1982, 1.

²¹¹ *Ibid.*

²¹² *Ibid.*

National Association for Music Therapy, Inc.

1001 Connecticut Ave NW, Suite 800

Washington, DC 20036²¹³

The June 1982 Member Newsletter highlighted new staff assuming leadership positions within NAMT. As of June 1, 1982, Nan Roman assumed the role of Executive Director of NAMT.²¹⁴ Prior to assuming this role, Roman had been employed with William S. Bergman Associates as Executive Vice President of the International Association of Cooking Schools.²¹⁵ A new position was also announced: Director of Professional Activities, which as of June 14, 1982, would be assumed by Edward L. Norwood, RMT.²¹⁶ Norwood and Roman were also listed on the Newsletter as its Editor and Executive Editor, respectively.²¹⁷

The October/November 1982 Newsletter indicates that another staffing change had occurred since the aforementioned appointments.²¹⁸ An announcement in the newsletter stated, “The last part of NAMT’s new management system was put into place on September 27, 1982, when Gail Simmons assumed the position of Executive Director, replacing transitional Executive

²¹³ NAMT, “NAMT National Office is Moving,” *NAMT Member Newsletter*, April, 1982, 1.

²¹⁴ NAMT, “NAMT Executive Director,” *NAMT Member Newsletter*, June, 1982, 2.

²¹⁵ Ibid.

²¹⁶ NAMT, “NAMT Director of Professional Activities,” *NAMT Member Newsletter*, June, 1982, 2.

²¹⁷ NAMT, *NAMT Member Newsletter*, June, 1982, 4. A listing of NAMT officers and staff is found on the back page of the newsletter.

²¹⁸ NAMT, “Simmons Welcomed to NAMT,” *NAMT Member Newsletter*, October-November, 1982, 2.

Director Nan Roman in our Washington-based office.”²¹⁹ The article communicated that Simmons had worked for six years as Executive Director of the Artists Equity Association (AEA), an organization for visual artists.²²⁰ Simmons was quoted in the article as stating, “I am hopeful that by aligning ourselves with others in related professions, we can have an even greater impact in the legislative arena.”²²¹ Further solidifying their new roles in the Association, both Simmons and Norwood spoke at the November meeting of the Assembly of Delegates, where they introduced themselves and their new roles in the National Office to the members of the Assembly.²²²

Certification

By the 1982 mid-year meeting of the Executive Board, much progress had been made toward NAMT’s goal of developing a certification program. At the mid-year meeting, a motion carried which was recommended by the Credentialing Task Force, “that the Executive Board empower the Credentialing Task Force plus Carol Bitcon of the Certification Board to begin negotiations with A.S.I. [Assessment Systems, Incorporated] to develop credentialing tests and

²¹⁹ NAMT, “Simmons Welcomed to NAMT,” *NAMT Member Newsletter*, October-November, 1982, 2.

²²⁰ Ibid.

²²¹ Ibid.

²²² NAMT, Minutes of the Assembly of Delegates, Meeting I, 2.

programs of testing.”²²³ The board resolved that a contract with ASI should be completed by June 1, 1982, and active by July 1, 1982.²²⁴ A second motion carried which was also recommended by the Credentialing Task Force, that the Task Force engage a private, non-NAMT consultant to monitor the test development process with ASI.²²⁵ This consultant was to report to the Certification Board and would be provided a \$5000 honorarium with expenses reimbursed for a period of twelve months.²²⁶

During the mid-year meeting, substantial dialogue took place among the officers of the Board regarding the many issues NAMT would be contending with in order to create the certification exam. Ray Salman discussed many of these issues with the Board, including the test item pool, confidentiality, grandfathering of RMTs, marketing, style of the test items, the appointment of the exam committees, associated costs to NAMT, and establishing fees.²²⁷ Paul Ackerman also gave a specific list of items that would need to be visited prior to negotiating with ASI. These items are quoted as follows:

- (1) The Certification Committee needs to have a monitoring function built in and should report to the Executive Board;
- (2) A rationale for role delineation and its translation to test items needs to be developed;
- (3) A means of evaluating clinical expertise needs to be developed, possibly clinical simulation;
- (4) A rationale for cut-off scores needs to be developed;
- (5) Selection of exam committee members;

²²³ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 2.

²²⁴ Ibid.

²²⁵ Ibid., 2-3.

²²⁶ Ibid.

²²⁷ Ibid., 3.

- (6) Certification issues such as degrees of certification, re-certification, and grandfathering;
- (7) An escape clause.²²⁸

Even more progress was made toward establishing a certification program at the Executive Board's annual meeting. The composition of the Certification Board was discussed, as well as the procedure in which the Assembly of Delegates would elect members; the Certification Board itself would elect its own public member from outside of NAMT.²²⁹ Indeed, it was announced in the April 1982 member newsletter that the very first Certification Board members had been confirmed by the Assembly of Delegates through mail ballot.²³⁰ Judith Jellison was selected as chair of the Certification Board, and Carol Bitcon, AG Black, Gerri Davis, Ted Ficken, and Sr. Mariam Pfeiffer were selected as members.²³¹ The public member was announced to be Judith Fullerton of the Division of Examiners of the American College of Nurse Mid-Wives.²³² In future years, the Certification Board would function autonomously, and all references to it in the NAMT bylaws would be deleted.²³³

At these meetings, the Board reviewed a draft contract from ASI and discussed costs of the program.²³⁴ Initial costs included \$2500 in legal fees, \$2600 for Certification Board

²²⁸ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 3-4.

²²⁹ NAMT, Minutes of the Executive Board, 3.

²³⁰ NAMT, "NAMT Certification Program," *NAMT Member Newsletter*, April, 1982, 2.

²³¹ Ibid.

²³² Ibid.

²³³ NAMT, Minutes of the Executive Board, 3.

²³⁴ Draft Contract Between ASI and NAMT, Executive Board Book, 1982.

expenses, and \$3000 due to NCHCA.²³⁵ Projected costs for the 1982-83 year were estimated to total \$29,460; 1983-84 costs were projected to reach the same amount; for 1984-1985 costs were projected at \$25,660; and for 1985-86, costs were again projected to reach \$25,660.²³⁶

Discussions continued to be held by the Executive Board on other matters related to the certification program, such as informing and educating the membership of the program.²³⁷ The Board talked about the need for projections of numbers of music therapists who would take the exam, and the question of how the association would recoup the substantial costs of the program.²³⁸ There was discussion of whether or not the contract with ASI should be signed at this time.²³⁹ Although the Board did not act on a contract as of yet, it nonetheless moved forward by resolving to allocate \$10,000 to the Certification Board to spend on “promotion, marketing, contractual relations, and public relations” for the continued development of the program.²⁴⁰

Extensive discussions regarding certification also took place at the meeting of the Assembly of Delegates. During talks on the Council on Training & Development, it was stated that the Registration Committee and the Certification Committee would both be incorporated under the Certification Board until the exam was finished, and that recommendations for alternate certification would go to the Certification Board rather than the Assembly of

²³⁵ NAMT, Minutes of the Executive Board, November 10, 1982, 7.

²³⁶ Ibid.

²³⁷ Ibid.

²³⁸ Ibid.

²³⁹ Ibid.

²⁴⁰ Ibid., 8.

Delegates.²⁴¹ Judith Jellison, the chair of the Certification Board, gave a report to the Assembly which provided an update on the current status of the project. According to Jellison, the Certification Board was working with Tom Samph of Assessment Systems, Inc, and they were in the early stages of developing the exam.²⁴² By the request of Michael McGuire, an open discussion was held following Jellison's report, in order to provide an opportunity for the Delegates to present their concerns regarding the Certification Board and Exam.²⁴³ The biggest concern of the Delegates at this time appeared to be the cost of the project, which was projected to be approximately \$100,000 over the next three years.²⁴⁴ According to Jellison, the Certification Board wanted to conduct a study of how much would truly be involved financially, and how much revenue might be generated from the fees of the first round of test-takers.²⁴⁵ According to the minutes, Jellison indicated that it was the recommendation of the Certification Board that NAMT "not engage in any long term committment [*sic*] to money at this time," but rather to study the issue further before engaging in a long-term contract with ASI.²⁴⁶

The Delegates voiced a number of other questions and concerns. They inquired as to who would need to take the exam, and how certification would be different from the current system of

²⁴¹ NAMT, Minutes of the Assembly of Delegates, Meeting I, 2.

²⁴² NAMT, Minutes of the Assembly of Delegates, Meeting II, 4.

²⁴³ *Ibid.*, 5.

²⁴⁴ *Ibid.*

²⁴⁵ *Ibid.*

²⁴⁶ *Ibid.*

registration.²⁴⁷ They questioned what percentage of the NAMT budget would be going toward the exam project, and voiced concerns that the revenue generated from the exam would still not be enough to make up for the cost of the project.²⁴⁸ Jellison responded by communicating that the Certification Board itself still had many unanswered questions, but would keep the membership informed as it progressed in determining answers.²⁴⁹ At this point the issues of who would be taking the exam and what the exam fee would be were as yet undecided.²⁵⁰ In reply to the Delegates' concerns, Christina Lucia encouraged the Delegates to attend two informational presentations on certification at the NAMT conference.²⁵¹ She indicated that continued discussion may be premature, but that NAMT would only fund what it could afford.²⁵² Lucia also invited Delegates to attend the Executive Board meetings, especially the budget meetings.²⁵³

The Delegates, however, remained concerned. They attempted to issue a motion that the Executive Board "limit funding on the Certification project until we have more information and a better plan of action with assurance that NAMT will be reimbursed for the cost of initiating the Certification process."²⁵⁴ This motion could not be voted on, however, because according to the

²⁴⁷ NAMT, Minutes of the Assembly of Delegates, Meeting II, 5.

²⁴⁸ Ibid.

²⁴⁹ Ibid.

²⁵⁰ Ibid.

²⁵¹ Ibid.

²⁵² Ibid.

²⁵³ Ibid.

²⁵⁴ Ibid.

NAMT Constitution, it was the Executive Board which determined the financial policies of the organization, and therefore the motion was unconstitutional. It could, however, be relayed to the Executive board in an advisory capacity, according to Lucia, and the amended motion carried thus: “We recommend that the Executive Board limit funding on the certification project until we have more information and a better plan of action with assurance that NAMT will be reimbursed for the cost of initiating the Certification process.”²⁵⁵ During this discussion, delegates voiced a desire to “trust and support the Executive Board,” but they remained firm in the position that a more detailed cost analysis would be needed.²⁵⁶

Constitution & Bylaws

Several revisions to the NAMT Bylaws were made in 1982, mostly affecting Articles III and IV. Article III, section two was amended to state, “The membership year shall coincide with the calendar year beginning January 1 and ending December 31.”²⁵⁷ Article III, section four was altered to allow new members who paid dues after October 1 to receive membership for the remainder of the current year plus the new year.²⁵⁸

²⁵⁵ NAMT, Minutes of the Assembly of Delegates, Meeting II, 5-6.

²⁵⁶ *Ibid.*, 5.

²⁵⁷ NAMT, Minutes of the General Business Meeting, November 13, 1982, 1-2.

²⁵⁸ *Ibid.*, 2.

Article IV, which dealt with certification, underwent substantial revision in 1982.

Addenda to Article IV were approved which delineated the procedure for initial appointments to the Certification Board and outlined selection of an initial chairperson.²⁵⁹ Further revision to the addenda solidified these procedures until the 1983 conference, “at which time they shall be renewed by the bylaws.”²⁶⁰ Most significantly, the composition of the Certification Board was officially stated with the following addition:

The certification board [sic] shall consist of seven (7) persons. Six (6) will be RMTs and one (1) will be a public member. The RMT members shall represent expertise in working with various client types served by RMTs. The public member will be elected by the Certification Board members for a two (2) year term. The public member may be re-elected. The chairperson of the Certification Board will be elected by the Certification Board members annually. Chairpersons may be re-elected. Terms of office for RMTs will be three (3) years with one third of the members elected every year. RMTs may be re-elected.²⁶¹

The addendum to Article IV also included new directives on the nomination and election of Certification Board members:

The Assembly of Delegates of the Association will elect the RMT Certification Board members at the annual meeting. A nominating committee appointed by the President shall nominate at least one person for each vacancy. Nominations may also be made from the floor. In the initial election two (2) members will be elected for three (3) years, two (2) members for two (2) years, and two (2) members for one (1) year with those persons receiving the highest votes being given the longest terms.²⁶²

²⁵⁹ NAMT, Minutes of the General Business Meeting, 2.

²⁶⁰ Ibid.

²⁶¹ Ibid., 2-3.

²⁶² Ibid., 3.

In addition to the above revisions, section one of Article IV was revised to state that NAMT could “establish various categories of professional recognition in music therapy.”²⁶³ Section three of Article IV also was revised to specify that the Certification Board had the authority to grant both certification and registration to candidates who met “Alternate Certification requirements.”²⁶⁴ Through this series of revisions, NAMT began to establish the basic procedures which would govern the birth of the Certification Board, until the Board could itself become a fully independent entity.

Government Relations

1982 proved to be a particularly eventful year for the government relations activities of NAMT. In the first newsletter of the year, President Tims announced that NAMT “is now coded by the US Department of Education as one of a select group of 20 influential national associations whose opinions will be considered before changes in educational programs or regulations are made.”²⁶⁵ Tims went on to state: “This is a major milestone for us, resulting from

²⁶³ NAMT, Minutes of the General Business Meeting, 3.

²⁶⁴ Ibid.

²⁶⁵ Frederick Tims, “Presidential Perspectives,” *NAMT Member Newsletter*, December, 1982-February, 1983, 1.

our recent work in the area of government relations.”²⁶⁶ Such work would continue throughout the year and would have lasting results.

The membership of NAMT was active in teaching and learning in the area of government relations. In the February 1982 Newsletter, a series of mini-institutes on music therapy in the education of handicapped children and youth was announced; these institutes were funded by a grant from the United States Office of Special Education.²⁶⁷ In the March 1982 edition of NAMT’s Dateline publication, it was announced that Hawkins and Associates would sponsor a legislative seminar for NAMT regional legal representatives.²⁶⁸ This seminar would serve a number of purposes, including acquainting representatives with current legislative proceedings, providing the background and skills necessary for conducting legislative sessions at NAMT conferences, and providing opportunities for meetings with Congressional representatives and attendance at Congressional hearings.²⁶⁹

The year 1982 was dubbed the National Year of Disabled Persons by President Reagan and the U.S. Congress, following the United Nations’ declaration of 1981 as the International Year of Disabled Persons.²⁷⁰ As part of the United States’ efforts in this area, the U.S. Council

²⁶⁶ Frederick Tims, “Presidential Perspectives,” *NAMT Member Newsletter*, December, 1982-February, 1983, 1.

²⁶⁷ NAMT, “Mini-institutes Announced,” *NAMT Member Newsletter*, February, 1982, 3.

²⁶⁸ NAMT, “NAMT Legislative Seminars Announced,” *Dateline: Alert to Action*, March, 1982, 3.

²⁶⁹ Ibid.

²⁷⁰ NAMT, “National Year of Disabled Persons,” *NAMT Member Newsletter*, April, 1982, 2. NAMT, “Effort Underway to Continue Goals of IYDP in 82,” *Dateline: Alert to Action*, March, 1982, 4.

for the International Year of Disabled Persons created a new privately funded U.S. Office on Disability, to continue the momentum of the 1981 year in disseminating information and furthering efforts of individuals and organizations to improve the lives of persons with disabilities.²⁷¹ It was against this backdrop that a legislative battle over Public Law 94-142 took place, with NAMT members playing a significant role.

Public Law 94-142, otherwise known as the Education for All Handicapped Children Act, and later renamed the Individuals with Disabilities Education Act, guarantees a free and appropriate public education to all children with disabilities. On August 4, 1982, the U.S. Secretary of Education announced a series of proposed amendments to Part B of the Act, the purpose of which would be to “satisfy the dual purpose of protecting the guarantees to a free appropriate public education for all handicapped children, while reducing fiscal and administrative burdens on state and local school systems.”²⁷² In the August 1982 Member Newsletter, Government Relations Committee Chair Michael Rohrbacher provided a detailed breakdown of the proposed revisions. Most notably, Rohrbacher stated that the revisions included deletion of the comment section of the Act, in which music therapy was listed as a related service, as well as redefinition of the following terms: related services, handicapped child, special education, and least restrictive environment.²⁷³ The new definition of “related

²⁷¹ NAMT, “Effort Underway to Continue Goals of IYDP in 82,” *Dateline: Alert to Action*, March, 1982, 4.

²⁷² Michael Rohrbacher, “Proposed Revision Announced for P.L. 94-142,” *NAMT Member Newsletter*, August, 1982, 4. Rohrbacher provided the quotation above, which he indicated in this article was from “a briefing on the proposed revisions at the U.S. Department of Education in Washington, D.C.”

²⁷³ *Ibid.*

services” would be “...transportation and such developmental, corrective, and other supportive services as are required to assist a handicapped child to benefit from special education, [including] speech pathology and audiology, psychological services, physical and occupational therapy, early identification and assessment of handicapping conditions in children, recreation, and counseling services.”²⁷⁴ This new definition did not include music therapy or any expressive arts therapies, which according to Rohrbacher were included in the comment section of the unrevised law.²⁷⁵ In addition, the proposed revisions included changes in documentation, such that multidisciplinary evaluations would no longer be required for all children, but only for children with severe, multiple, or complex disorders.²⁷⁶ The proposed revisions also stated that “a public agency is not precluded from establishing reasonable limitations relating to: (A) the level, frequency, location, and duration of the services required; or (B) the qualifications of the providers of those services, where services are available from more than one qualified provider.”²⁷⁷ In summary, under the proposed revisions, music therapy might have been excluded

²⁷⁴ [Subpart 300.4(b)(10)], quoted in Michael Rohrbacher, “Proposed Revision Announced for P.L. 94-142,” *NAMT Member Newsletter*, August, 1982, 4.

²⁷⁵ Michael Rohrbacher, “Proposed Revision Announced for P.L. 94-142,” *NAMT Member Newsletter*, August, 1982, 4. N.B. This comment section exists within the rules and regulations listed in the *Federal Register* and states that “The list of related services is not exhaustive and may include other developmental, corrective, or supportive services (such as artistic and cultural programs, and art, music, and dance therapy), if they are required to assist a handicapped child to benefit from special education.” Education of Handicapped Children, *Federal Register* 42, August 23, 1977, 42480. <http://loc.heinonline.org/loc/Page?handle=hein.fedreg/042163&id=1&collection=journals&index=fedreg/042#154> (accessed March 29, 2016).

²⁷⁶ Michael Rohrbacher, “Proposed Revision Announced for P.L. 94-142,” *NAMT Member Newsletter*, August, 1982, 4.

²⁷⁷ [Subpart 300. 4(b) (10)(ii)], quoted in *Ibid*.

from the multidisciplinary teams evaluating and providing services to children with special needs.²⁷⁸

In response to these proposed revisions, Government Relations Chair Michael Rohrbacher called for members of NAMT to make their voices heard. The August 1982 NAMT member newsletter contained information on how to submit comments to the U.S. Department of Education on P.L. 94-142, complete with guidelines for the comments and contact information for where to send them.²⁷⁹ Further, Rohrbacher's piece in the August newsletter encouraged NAMT members to testify at public hearings on revisions to P.L. 94-142, and provided schedules for these hearings, as well as information and recommendations on how to testify effectively.²⁸⁰

At the Executive Board meeting during the 1982 NAMT conference, Rohrbacher presented a draft position paper which would clearly and succinctly state NAMT's position on the proposed revisions. This paper requested that creative arts therapies be included in the related services section of the law, and defined creative arts therapies as "the use of art, music, dance, and psycho-drama therapy provided by registered and/or certified creative arts therapists."²⁸¹ It gave a brief rationale, stating "It is well known that creative arts therapies include the utilization of the scientific application of the arts to promote and affect [*sic*] change in behavior," and also

²⁷⁸ Michael Rohrbacher, "Proposed Revision Announced for P.L. 94-142," *NAMT Member Newsletter*, August, 1982, 4.

²⁷⁹ *Ibid.*

²⁸⁰ *Ibid.*, 4-5.

²⁸¹ Michael Rohrbacher, "NAMT Position P. L. 94-142," addendum to Executive Board Minutes, November 10, 1982.

briefly outlined a range of services provided by music therapists.²⁸² After Rohrbacher's paper was introduced at the Executive Board meeting, a motion carried to accept it as the official NAMT position on revisions to P.L. 94-142.²⁸³

On the front page of the October/November Member Newsletter, Rohrbacher reported that six of the proposed revisions to P.L. 94-142 had been withdrawn, as announced by U.S. Department of Education Secretary Terrell H. Bell on September 29, 1982.²⁸⁴ Revisions which were withdrawn included changes to the timelines for completing evaluations of disabled students, changes regarding parental consent and attendance of evaluation personnel at parent meetings, and significantly for NAMT, redefinitions of the terms "least restrictive environment," "related services," and "qualified personnel."²⁸⁵ The Government Relations Committee extended gratitude toward Ted Tims, Christina Lucia, Richard Graham, Carol Bitcon, Charles Eagle, and Wanda Lathom "for appearing as the official NAMT representatives at the regional hearings around the country where testimony from many varied organizations and individuals was overwhelmingly in favor of leaving the rules untouched."²⁸⁶ The Committee also recognized the "increasing number of letters being written by music therapists across the nation in response to

²⁸² Michael Rohrbacher, "NAMT Position P. L. 94-142," addendum to Executive Board Minutes, November 10, 1982.

²⁸³ NAMT, Minutes of the Executive Board, 8.

²⁸⁴ Michael Rohrbacher, "Proposed Revisions Withdrawn for P. L. 94-142," *NAMT Member Newsletter*, October-November, 1982, 1.

²⁸⁵ Ibid.

²⁸⁶ Ibid.

the proposed revisions.”²⁸⁷ This event marked a significant milestone in NAMT’s history, demonstrating its ability to organize its leadership and membership toward a needed political action.

Publications

The *Journal of Music Therapy* underwent several staffing changes during the 1982 year. At the mid-year meeting of the Executive Board, a motion carried to appoint David Wolfe as consulting editor for the *Journal*, to replace Ed Asmus who had resigned.²⁸⁸ In addition, Janet Gilbert resigned as editor of the *Journal*, and she was commended for her service by the Executive Board at their annual meeting.²⁸⁹ A search committee was formed at the board meeting to find a new editor, and that committee consisted of Gilbert , David Wolfe, and Leslie Hunter.²⁹⁰ It was reported at the meeting that the *Journal* had enough articles to make a smooth transition to a new editor, through the summer of 1983.²⁹¹ In other news related to the *Journal*, Gilbert

²⁸⁷ Michael Rohrbacher, “Proposed Revisions Withdrawn for P. L. 94-142,” *NAMT Member Newsletter*, October-November, 1982, 1.

²⁸⁸ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 6.

²⁸⁹ NAMT, Minutes of the Executive Board, 2, 7.

²⁹⁰ *Ibid.*, 7.

²⁹¹ *Ibid.*

recommended that NAMT's contract with Allen Press be retained for continuing publication work.²⁹²

Music Therapy Perspectives also underwent several interesting developments during this time period. The very first issue of the publication was released in the spring/summer of 1982. At the Executive Board mid-year meeting, it was announced that a copyright had been obtained for the publication.²⁹³ The Board also formed an Editorial Committee for *Music Therapy Perspectives*, consisting of Mary Boyle, Paul Bergett, Judith D'Arcangelis, Perry Guthrie, and Robert Krout.²⁹⁴ A discussion took place concerning the finances of the publication, which had an estimated printing cost of \$2500 for 4000 copies of each issue, at 36 pages per copy.²⁹⁵ Advertising revenue had unfortunately been low, totaling only \$380 for ads for two schools and four companies.²⁹⁶ Following this discussion, Jayne Alley, Michael McGuire, and Patti Doyle recommended that the association management firm take over the business management of *Music Therapy Perspectives* and delay its third issue.²⁹⁷

At the Executive Board's annual meeting, Michael McGuire, the editor of *Music Therapy Perspectives*, stated that he had sixteen articles for Volume 1, No. 2 of the publication.²⁹⁸

²⁹² NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 6.

²⁹³ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 9.

²⁹⁴ Ibid.

²⁹⁵ Ibid., 10.

²⁹⁶ Ibid.

²⁹⁷ Ibid.

²⁹⁸ NAMT, Minutes of the Executive Board, 6.

McGuire gave a cost estimate of \$3500 per issue, and argued that the publication could be viable with assistance in marketing and advertising.²⁹⁹ Following McGuire's report, the Board moved that the Executive Director would present a business and marketing plan for *Music Therapy Perspectives* at the mid-year meeting.³⁰⁰ Following the conclusion of the 1982 conference, a special meeting of the Executive Board was called, at which the Board resolved to fund an additional issue of *Music Therapy Perspectives*, which would incorporate the newly expanded and approved "Standards of Clinical Practice."³⁰¹

Summary

In the words of Assembly Delegate Jayne Alley, 1982 truly was a year of "retrenchment" and stabilization for NAMT, following a period of intense change and development in the prior year.³⁰² The Certification program underwent further progress toward the creation of an exam, and NAMT settled into its new office in Washington, D.C. Substantial government relations activity took place, much of which was focused on fighting the proposed revisions to P.L. 94-142. *Music Therapy Perspectives* released its first issue and continued its evolution toward

²⁹⁹ NAMT, Minutes of the Executive Board, 6.

³⁰⁰ Ibid., 7.

³⁰¹ Ibid., 8.

³⁰² NAMT, Minutes of the Assembly of Delegates, Meeting I, 2.

becoming a stable publication in its own right. Overall, 1982 proved to be an important year in the development and solidification of some of NAMT's most important undertakings.

CHAPTER 4

1983 - A Year of Overcoming Challenges

1983 Annual Conference

The thirty-fourth annual conference of the National Association for Music Therapy took place from November 20 to November 23, 1983.³⁰³ It was titled, “Music Therapy: A New Beat New Orleans Style,” and as its title suggested, it took place in New Orleans, Louisiana, at the Hilton Hotel.³⁰⁴ The conference was chaired by Mary Toombs Rudenberg, with Darlene Brooks and Nancy Frankel serving as local committee co-chairpersons.³⁰⁵

During the conference, President Frederick Tims presented four Presidential Awards for Outstanding Leadership Contributions. These four awards went to the following members:

- Mary Rudenberg, for “outstanding work as liaison with the NAMT Students and for outstanding contributions as program chairperson for the 1983 National Conference.”³⁰⁶

³⁰³ NAMT, Program of the Thirty-Fourth Annual Conference, November 20-23, 1983.

³⁰⁴ Ibid. NAMT, Conference Announcement in *NAMT Member Newsletter*, December 1982-February 1983, 1.

³⁰⁵ NAMT, Program of the Thirty-Fourth Annual Conference, 5.

³⁰⁶ NAMT, “Presidential Awards Announced at Conference,” *NAMT Member Newsletter*, January, 1984, 4.

- Jo Delle Waller, “for her dedicated work in helping to select a new management firm for NAMT by organizing the data and enabling the Executive Board to make an informed decision.”³⁰⁷
- AG Black, “for stepping into the ‘hottest seat’ in the profession of music therapy as chairperson of the Certification Board for Music Therapy, while rationally dealing with the issues and concerns of the membership.”³⁰⁸
- Darlene Brooks, “for her exceptional ability of working with others to make the 1983 National Conference possible, and for her uncanny ability to get things done no matter how ‘insane’ the situation may be.”³⁰⁹

These four awards recognized significant contributions made by NAMT members toward some of the organization’s loftier goals, such as certification, conference planning, and working with association management.

³⁰⁷ NAMT, “Presidential Awards Announced at Conference,” *NAMT Member Newsletter*, January, 1984, 4.

³⁰⁸ Ibid.

³⁰⁹ Ibid.

Membership

The membership statistics were presented by Executive Director Gail Simmons at the mid-year meeting of the Executive Board.³¹⁰ As of March 16, 1983, there were 2623 members of NAMT.³¹¹ This represented a 2% loss in total membership from the prior year, during which there were 2674 members.³¹² There was a 2% gain in active RMTs, which totaled 1713, up from 1684 during the prior year.³¹³ There was a 7% loss in active non-registered members, of which there were 174, down from 187.³¹⁴ The number of retired RMTs held steady at 11.³¹⁵ There was a 36% loss in Associate members, which totaled 42, down from 66.³¹⁶ The number of RMTs who were non-members of NAMT went up by 15%, and totaled 285, up from 247.³¹⁷ The Membership Report that accompanied these statistics surmised that the 15% gain in registered non-members may have been due to two circumstances: 1) economic recession, and 2) the

³¹⁰ Gail Simmons, Membership Report and “NAMT Membership by Membership Category 3/16/83,” Executive Director’s Report, Executive Board Book, Mid-Year Meeting, March 22-23, 1983.

³¹¹ Gail Simmons, “NAMT Membership by Membership Category 3/16/83,” Executive Director’s Report, Executive Board Book, Mid-Year Meeting, March 22-23, 1983.

³¹² Ibid.

³¹³ Ibid.

³¹⁴ Ibid.

³¹⁵ Ibid.

³¹⁶ Ibid.

³¹⁷ Ibid.

separation of membership and certification.³¹⁸ The report noted that it would be important for NAMT to continue to develop its member services, including continuing education and preparation for the certification exam, in order to stem the tide of decreasing RMT membership.³¹⁹

Membership in the student category decreased 6% from 1982 to 1983, down from 715 to 675.³²⁰ The Membership Report noted that this decrease was due to a high rate of change of address among the student population.³²¹ The Report also noted that there were no Patron Members in 1983, down from one the prior year.³²² There was one Affiliate Member, down from three; and there were six Life Members, a figure that held steady from 1982-83.³²³ In his mid-year report, Edward Norwood, Director of Professional Activities, also noted that registration applications were down over the past year.³²⁴

³¹⁸ Gail Simmons, Membership Report, Executive Director's Report, Executive Board Book, Mid-Year Meeting, March 22-23, 1983.

³¹⁹ Ibid.

³²⁰ Simmons, "NAMT Membership by Membership Category 3/16/83," Executive Director's Report, Executive Board Book, Mid-Year Meeting.

³²¹ Simmons, Membership Report, Executive Director's Report, Executive Board Book, Mid-Year Meeting.

³²² Simmons, "NAMT Membership by Membership Category 3/16/83," Executive Director's Report, Executive Board Book, Mid-Year Meeting.

³²³ Ibid.

³²⁴ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, March 22, 1983, 4.

Budget

At the Executive Board mid-year meeting, the financial statement for the 1982-83 year was presented. As of February 28, 1983, NAMT had \$188,503 in total assets and \$7588 in liabilities, leaving a fund balance of \$180,915.³²⁵ Revenue for the year was budgeted at \$270,496, and actual total revenue was \$201,249 as of February 28, 1983.³²⁶ Expenses for the year were budgeted to total \$271,631; actual expenses at this time came to \$145,498.³²⁷ The budget for the year was predicted to result in a \$1135 net deficit; as of February of 1983 the net result was a \$55,751 surplus.³²⁸ Further budget data for the remainder of the 1983 year were not available to this researcher. Of note, the Executive Director's report from the following year stated that an accounting error had compromised the 1983 and 1984 budget numbers.³²⁹ This issue will be explored in greater depth in the next chapter.

³²⁵ NAMT, Balance Sheet, Financial Statement, Executive Board Book, Mid-Year Meeting, February 28, 1983.

³²⁶ NAMT, Statement of Revenue and Expenditures, Financial Statement, Executive Board Book, Mid-Year Meeting, February 28, 1983.

³²⁷ NAMT, Statement of Revenue and Expenses [*sic*], Financial Statement, Executive Board Book, Mid-Year Meeting, February 28, 1983.

³²⁸ Ibid.

³²⁹ NAMT, Minutes of the Executive Board, November 14-15, 17, 1984, 2.

Committee & Governance Activity

A review of the 1983 activities of NAMT's governing bodies will examine, as in previous chapters, the work of the Executive Board, Assembly of Delegates, and the NAMT Councils & Committees. The Executive Board approved a number of new appointments from President Tims.³³⁰ Suzanne Hanser, Patricia Doyle, and Barbara Wheeler were appointed to the Nominating Committee for National Officers, with Hanser serving as chair.³³¹ Wanda Lathom, Christina Lucia, and Kay Roskam were appointed to the Nominating Committee for Members of the Certification Board for Music Therapists, with Lathom serving as chair.³³² Members were appointed to the Committee to Make Recommendations to the Executive Board on the Issue of Assembly Representation; appointees included Roy Grant (chair), Sandra Golden, Jane Clair, and Lorraine Peery-Long as alternate.³³³ Finally, Robert Unkefer was appointed as Coordinator of the Council on Training and Development.³³⁴ In addition to the presidential appointments approved by the Executive Board, two other appointments — those of Nancy Howard and Sr. Josepha Schorsch to the Judicial Review Board — were approved by the Assembly of Delegates.³³⁵

³³⁰ NAMT, Minutes of the Executive Board, November 19-21, 1983, 1.

³³¹ Ibid.

³³² Ibid.

³³³ Ibid.

³³⁴ Ibid.

³³⁵ NAMT, Minutes of the Assembly of Delegates, Meeting II, November 21, 1983, 1.

Several legislative decisions were made regarding conferences and other issues. The Executive Board passed one motion that annual conference sites would be selected two years in advance rather than three, upon a suggestion from Randy Dyer of William S. Bergman Associates. The reduction from three to two years for the selection of a conference site would facilitate flexibility in negotiating fares for airlines and hotels.³³⁶ Later on, however, another motion was passed stating that the Executive Director would be allowed to book national conferences five years in advance.³³⁷ While no discussion on this change of procedure was recorded in the Board minutes, President Gibbons hinted at the likely reason for the change in a newsletter column from the following year. She stated:

Hotels usually require a three to five year advance booking for preferred dates and the NAMT conference plan has not traditionally allowed planning that far ahead. However, the Executive Board has authorized Ed Norwood to investigate possible conference sites on several alternative dates for 1987, 1988, and 1989 in cities easily accessible to a large number of NAMT members.³³⁸

It appears that practicality and flexibility in working with hotels and obtaining the requisite data for conference planning were key to this decision. In addition to the above, a motion carried to approve the participation of NAMT in a tentative Joint Conference of the National Coalition of Arts Therapy Associations, scheduled to be held in Washington, D.C., in 1989.³³⁹

³³⁶ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 3.

³³⁷ NAMT, Minutes of the Executive Board, 2.

³³⁸ Alicia C. Gibbons, "Presidential Perspectives," *NAMT Notes*, November-December, 1984, 2.

³³⁹ NAMT, Minutes of the Executive Board, 2.

In other governance news, the Executive Board voted to increase the Gaston writing award to \$200 starting in 1984.³⁴⁰ There were, in addition, concerns voiced by NAMT Treasurer JoDelle Waller regarding the scope and authority of the role of the Treasurer.³⁴¹ The Assembly of Delegates recognized this issue and noted a need to redefine the position of Treasurer, as the association management firm was doing much of the work of the position.³⁴²

Within the Council on Training and Development, activities were taking place on the Education and Research Committees in conjunction with the Executive Board and Assembly of Delegates. Graduate programs in music therapy were approved at Radford University and Colorado State University.³⁴³ In addition, the “Operational Manual for Councils and Committees” was presented, as recently revised by Patricia Doyle.³⁴⁴ A motion was carried that “Current NAMT certification and registration procedures continue until September 1991,” referring to transcript evaluation and clinical training documentation.³⁴⁵ The Research Committee developed its Code of Ethics, which was in need of approval from the Assembly of Delegates.³⁴⁶ Finally, in the Assembly of Delegates, a motion was defeated that would have required that materials submitted for Conference presentation could not have been presented at

³⁴⁰ NAMT, Minutes of the Executive Board, 3.

³⁴¹ Ibid.

³⁴² NAMT, Minutes of the Assembly of Delegates, Meeting I, November 20, 1983, 4.

³⁴³ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 4.

³⁴⁴ Ibid.

³⁴⁵ NAMT, Minutes of the Assembly of Delegates, Meeting II, 2-3.

³⁴⁶ NAMT, Minutes of the Executive Board, 4.

another major conference.³⁴⁷ Rather, if materials were presented again, statements would be required to specify the details of the prior presentation.³⁴⁸

Within the Council on Professional Practices and Services, activities were taking place on the Employment Relations Committee, the Standards of Practice and Special Target Populations Committee, the International and Affiliate Relations Committee, and the Peer Review Committee. The Employment Relations Committee was continuing its work on job descriptions for the different populations served by music therapists, and it was preparing to submit a survey on employment benefits, practices, and policies to the Research Committee.³⁴⁹ The Standards of Practice and Special Target Populations Committee was hard at work on a set of standards for clinical training directors and directors of academic programs at affiliating universities; and for this project, it enlisted the help of the Clinical Training Committee and the Education Committee.³⁵⁰ The International and Affiliate Relations Committee was in the process of creating a music therapy brochure for professional outreach.³⁵¹ Finally, the Peer Review Committee was active in developing a new draft of peer review guidelines.³⁵²

³⁴⁷ NAMT, Minutes of the Assembly of Delegates, Meeting II, 2.

³⁴⁸ Ibid.

³⁴⁹ NAMT, Minutes of the Executive Board, 4.

³⁵⁰ Ibid. NAMT, Minutes of the Assembly of Delegates, Meeting I, 4.

³⁵¹ NAMT, Minutes of the Executive Board, 4. NAMT, Minutes of the Assembly of Delegates, Meeting I, 3-4.

³⁵² NAMT, Minutes of the Executive Board, 4. NAMT, Minutes of the Assembly of Delegates, Meeting I, 4.

The Assembly of Delegates-Elect chose a new set of delegates and alternates to serve on the Executive Board. New delegates included Christina Lucia, Jayne Alley, Patricia Doyle, and Wanda Lathom; alternates included Anthony Decuir, Robert Unkefer, Marian Palmer, and Lenore Schwankovsky.³⁵³ Christina Lucia was elected Speaker of the Assembly, and Alicia Gibbons was formally introduced to the Assembly-Elect as President-Elect; her term would begin on March 1, 1984.³⁵⁴ Also at this time, the Assembly began an undertaking to examine its own size and scope. President Tims appointed a task force to study the size of proportional representation to the Assembly; members of this new task force included Roy Grant (chair), Jane Clair, Sandra Golden, and Lorraine Peery-Long.³⁵⁵ Their task, as recommended by the Assembly-Elect to the President, would be not only to study the size of the Assembly of Delegates, but to also “examine the balance of voting representation on the Executive Board.”³⁵⁶

In 1983, the Sears Distinguished Lecturer Series was established by approval from the Executive Board.³⁵⁷ The Sears Memorial fund, which was founded in 1981 in memory of William W. Sears, would share the cost with NAMT in bringing distinguished scholars to the national NAMT conferences, starting with the 1983 conference in New Orleans.³⁵⁸ Margaret

³⁵³ NAMT, Minutes of the Assembly of Delegates-Elect, November 22, 1983, 2.

³⁵⁴ Ibid., 1-2.

³⁵⁵ NAMT, Minutes of the Assembly of Delegates, Meeting II, 3.

³⁵⁶ NAMT, Minutes of the Assembly of Delegates-Elect, 2.

³⁵⁷ NAMT, “Sears Distinguished Lecturer Series Established,” *NAMT Notes*, September-October, 1983, 2.

³⁵⁸ Ibid.

Sears, Frederick Tims, and Mary Rudenberg comprised the panel which would be tasked with choosing a speaker for the 1983 year.³⁵⁹

Also in 1983, NAMT defined a new set of goals and objectives for itself, which it announced in the September/October edition of the member newsletter, now newly titled “NAMT Notes.”³⁶⁰ The last set of goals and objectives was created in 1979, and the new list appears to be a revision of the 1979 document³⁶¹. The new set continued to focus on improving the training of music therapists, improving the quality of music therapy services, and increasing available research in music therapy.³⁶²

Association Management

In 1982, William S. Bergman Associates was hired to manage NAMT for the 1982-1983 fiscal year. At the 1983 mid-year meeting, the Executive Board met in executive session—excluding the national office staff—to discuss the performance of William S. Bergman

³⁵⁹ NAMT, “Sears Distinguished Lecturer Series Established,” *NAMT Notes*, September-October, 1983, 2.

³⁶⁰ NAMT, “NAMT Sets Goals and Objectives,” *NAMT Notes*, September-October, 1983, 10. According to the announcement, this edition of *NAMT Notes* also included a mailing called “Update: NAMT Goals and Objectives,” which this researcher was unable to locate. A draft document of the NAMT Goals and Objectives can be found in the 1983 Executive Board Book.

³⁶¹ NAMT, “Revision and Prioritization of NAMT Goals (first draft),” Executive Board Book, March 22-23, 1983. NAMT, “Goals and Objectives, NAMT, Inc.,” document dated April 12, 1979, found in Executive Board Book, March 22-23, 1983.

³⁶² NAMT, “NAMT Sets Goals and Objectives,” *NAMT Notes*, September-October, 1983, 10.

throughout the prior year.³⁶³ A committee was formed specifically to evaluate the management firm; it included Frederick Tims, Carol Bitcon, Alicia Gibbons, and JoDelle Waller.³⁶⁴

The evaluation was evidently not favorable for William S. Bergman Associates, since a process was undertaken to select a new management firm within the year. The Executive Board authorized a committee located in Washington, D.C., to solicit proposals from management firms, evaluate the proposals, and make recommendations to the Executive Board.³⁶⁵ Committee members included JoDelle Waller (chair), Gerald Rothschild, Robbi Watnik, and Paul Ackerman.³⁶⁶ In President Tims' report to the Executive Board, he reported that a contract with Association Management, Inc. (AMI) had been signed.³⁶⁷ Prior to that, the September-October 1983 member newsletter announced that "As of September 1, 1983, NAMT relocated its national headquarters and appointed Association Management, Inc. (AMI), Washington, DC, as its new management firm."³⁶⁸ The new headquarters were located at 1133 Fifteenth St NW, Washington, D.C., 20005.³⁶⁹ Ronald Watkins was appointed as the new Executive Director.³⁷⁰ Watkins was Vice President of Finance for AMI, and was experienced in accounting and business

³⁶³ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 5.

³⁶⁴ Ibid.

³⁶⁵ Frederick Tims, "Presidential Perspectives," *NAMT Notes*, September-October, 1983, 1.

³⁶⁶ Ibid.

³⁶⁷ NAMT, Minutes of the Executive Board, 2.

³⁶⁸ NAMT, "NAMT Move Strikes Capital Note," *NAMT Notes*, September-October, 1983, 1.

³⁶⁹ Ibid.

³⁷⁰ Ibid.

administration.³⁷¹ Ed Norwood, the Director of Professional programs, reported in his National Office Report to the Executive Board that “the administrative support and overall attitude at AMI was a big improvement” over that of the previous management firm.³⁷²

Neighboring Associations

In his mid-year report to the Executive Board, President Tims detailed ongoing efforts toward collaboration with other neighboring arts associations.³⁷³ According to the report, NAMT hosted a meeting with NCAT — the National Coalition of the Arts in Therapy — just after the Baltimore national conference.³⁷⁴ At this meeting members of several associations from art therapy, dance therapy, psychodrama, and other areas met together to discuss matters of common interest.³⁷⁵ AAMT was represented at this meeting as well.³⁷⁶ President Tims later reported that he and Alicia Gibbons, Patricia Doyle, and Ed Norwood represented NAMT at the AAMT

³⁷¹ Frederick Tims, “Presidential Report to the Assembly of Delegates,” dated November 1982-November 1983, in Executive Board Book, 1983, 3.

³⁷² NAMT, Minutes of the Executive Board, 3.

³⁷³ Frederick Tims, “Presidential Memo #5,” Executive Board Mid-Year Book, March 21, 1983.

³⁷⁴ *Ibid.*, 1.

³⁷⁵ *Ibid.*

³⁷⁶ *Ibid.*

national conference, and also met with their Executive Committee to discuss matters such as the certification exam and possible equivalency of the RMT and CMT credentials.³⁷⁷

In his annual report to the Executive Board, President Tims detailed further collaborative efforts with NCAT, which had then been renamed the National Coalition of Arts Therapy Associations (NCATA).³⁷⁸ NCATA was in the process of planning a joint conference in 1985, which would take place in New York City. This conference would be an exciting collaborative effort between NAMT, the American Dance Therapy Association, The American Art Therapy Association, The American Society of Group Psychotherapy and Psychodrama, the National Association for Drama Therapy, and the American Association for Music Therapy.³⁷⁹

Certification

In the December 1982-February 1983 edition of the NAMT Member Newsletter, President Tims provided a summary of the history of the certification project.³⁸⁰ He noted that NAMT first proclaimed that a National Examination Committee was tackling the project in

³⁷⁷ Frederick Tims, "Presidential Report to the Assembly of Delegates," Executive Board Book, 1983, 1.

³⁷⁸ NAMT, Minutes of the Executive Board, 2.

³⁷⁹ NAMT, Minutes of the Assembly of Delegates, Meeting 1, 4.

³⁸⁰ Frederick Tims, "Presidential Perspectives," *NAMT Member Newsletter*, December, 1982-February, 1983, 3. Tims particularly credits Alan Solomon with "track[ing] down some of this past."

1968, and that it was thought at that time that an exam would be “ready in the near future.”³⁸¹

Work on the exam was continuing as of 1974; however in 1975, the project was said to be “premature.”³⁸² Tims further noted that during Carol Bitcon’s presidency, NAMT had two National Exam Task Forces and many educational programs about the exam project at national conferences.³⁸³ Finally, in 1981 NAMT authorized the existence of the administratively independent Certification Board, and in 1982 members were named and ASI was selected to help the Certification Board develop the exam.³⁸⁴ Nonetheless, Tims passionately wrote in his address to the membership,

And now 14 years after the 1968 proclamation we are hearing again that the exam is premature and that the members need more educational programs on the exam before we proceed further.

Having our history in mind, the tendency of the past to repeat itself, and the tendency of NAMT to be overly cautious, I shall certainly not add one more dubious announcement to our archives as to when the exam will be in place.³⁸⁵

This being said, Tims nevertheless urged NAMT to complete the exam “without undue delay,” reminding its members that the finished exam would bring greater professional recognition, increase the possibility of third-party reimbursement, and would serve to protect those seeking out music therapy services.³⁸⁶

³⁸¹ Frederick Tims, “Presidential Perspectives,” *NAMT Member Newsletter*, December, 1982-February, 1983, 3.

³⁸² Ibid.

³⁸³ Ibid.

³⁸⁴ Ibid.

³⁸⁵ Ibid., 3-4.

³⁸⁶ Ibid., 4.

1983 was a year of both caution and groundbreaking movement toward the fulfillment of the exam project. In his report to the Executive Board, President Tims noted with surprise the resignation of Judith Jellison as Chairperson of the Certification Board on January 21.³⁸⁷ Following Jellison's resignation, A.G. Black was elected by the Certification Board as its new Chair, and Richard Graham was nominated by President Tims to fill Jellison's seat on the Board for the remainder of her term.³⁸⁸

The Executive Board continued to voice concern over funding for the certification program. A motion was carried to investigate external loans to cover its first year, with the Executive Board and the Certification Board to act as co-signers.³⁸⁹ Although the motion passed, it did not do so without dissent.³⁹⁰ Further motions carried compelling the President to appoint a committee to develop a grant to cover the program's expenses, and also requiring that the national office "aggressively develop and implement plans to cover revenue losses due to the certification program."³⁹¹

In addition to funding, implementation of the project also continued to be a contentious issue. The Executive Board was at this time concerned with when the exam would be functional, and who would have to take it.³⁹² They discussed postponing implementation until college

³⁸⁷ Frederick Tims, "Presidential Report to the Assembly of Delegates," Executive Board Book, 1983, 1.

³⁸⁸ Ibid.

³⁸⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, March 23, 1983, 6.

³⁹⁰ Ibid.

³⁹¹ Ibid.

³⁹² NAMT, Minutes of the Executive Board, 5.

students could be informed via their institutions' catalogues that the exam would be a requirement for graduation; notification was to be sent to NAMT-approved schools by mid-December, 1983.³⁹³

The Assembly of Delegates had another set of concerns. In his report to the Assembly, A.G. Black noted that "there has been concern that a written test is not a good measure of what a music therapist is able to do."³⁹⁴ Black assured the Assembly that the Certification Board was considering a peer review element to the exam, as well as an "ongoing recertification process."³⁹⁵ During their meetings, the Assembly developed a set of items which they recommended the Certification Board review, which partially echoed those addressed by Black. These included: "1. Eligibility requirements for taking the exam are determined and clearly stated. 2. A clinical evaluation component is included in the exam. 3. Evidence of field testing is presented."³⁹⁶ Further, they requested "that once these issues have been reviewed by the Certification Board that they also be reviewed and accepted by the Standards Committee, the Clinical Training Committee, the Education Committee, and the Assembly of Delegates."³⁹⁷ Lastly, the Assembly recommended a change of the term "grandfathering" to "automatic certification."³⁹⁸ All of these

³⁹³ NAMT, Minutes of the Executive Board, 4-5.

³⁹⁴ NAMT, Minutes of the Assembly of Delegates, Meeting II, 1.

³⁹⁵ Ibid.

³⁹⁶ Ibid.

³⁹⁷ Ibid., 2.

³⁹⁸ Ibid., 4.

concerns indicate that the Assembly of Delegates was active and thorough in their careful consideration of how the exam should be developed.

Despite the many reservations and issues still being debated, there was forward momentum on the certification project. On May 19, 1983, the Certification Board was incorporated in Washington, D.C., as an administratively independent body.³⁹⁹ Later on, a committee was formed to do the actual writing of the exam, and this Examination Committee had its first meeting in July of 1983, with members of AAMT joining in the endeavor.⁴⁰⁰ The Examination Committee consisted of music therapists from around the country who were matched with the NAMT membership in terms of age, sex, race, education, and job setting.⁴⁰¹ According to A.G. Black in his report in *NAMT Notes*, “It was the thought of the Board that by opening the exam committee to music therapists other than themselves, they begin then to dispel the ‘mysteries’ surrounding the exam and exam process and allow for ‘grass roots’ participation.”⁴⁰² It appeared that there was indeed a general effort to reach out to the membership at this time, as this edition of *NAMT Notes* also contained an extensive information sheet with answers to frequently-asked questions about the certification project, as well as a feedback form which members could use to forward questions or concerns to the Certification Board.⁴⁰³

³⁹⁹ NAMT, Minutes of the Executive Board, 3. Frederick Tims, “Presidential Perspectives,” *NAMT Notes*, September-October, 1983, 2.

⁴⁰⁰ Frederick Tims, “Presidential Perspectives,” *NAMT Notes*, September-October, 1983, 2.

⁴⁰¹ A.G. Black, Jr., “Certification Board Report,” *NAMT Notes*, September-October, 1983, 2.

⁴⁰² Ibid.

⁴⁰³ Ibid., 6, 9.

The Assembly of Delegates held their first formal election of Certification Board members at the 1983 conference in November.⁴⁰⁴ The election was carried out using written ballots, with the top six candidates winning by a plurality.⁴⁰⁵ Each Delegate had six votes, one for each member of the board, and those nominees receiving the most votes would serve the longest of three-year, two-year, or single-year terms.⁴⁰⁶ The winners of the first Certification Board election included Ted Ficken and A.G. Black for three-year terms, Carol Bitcon and Sr. Miriam Pfeiffer for two-year terms, and Darlene Brooks and Constance Willeford for one-year terms.⁴⁰⁷

Constitution & Bylaws Revisions

The following will be a summary of changes to the NAMT Constitution and Bylaws made in 1983. President-Elect Alicia Gibbons presented to the Executive Board the Bylaws revisions concerning autonomy of the Certification Board; however, such revisions were determined by the Board to be “premature.”⁴⁰⁸ In the Assembly of Delegates, a motion was introduced to slightly alter the wording of Article Three of the Constitution, which addresses

⁴⁰⁴ NAMT, Minutes of the Assembly of Delegates, Meeting II, 3-4.

⁴⁰⁵ Ibid., 3.

⁴⁰⁶ Ibid.

⁴⁰⁷ Ibid., 4.

⁴⁰⁸ NAMT, Minutes of the Executive Board, Mid-Year Meeting II, 5-6.

membership, but this motion was defeated.⁴⁰⁹ Article Six of the Constitution, which addresses the Executive Board, was amended to remove the Executive Director from the Board, as the Executive Director was an employee of the management firm and not an actual member of NAMT.⁴¹⁰ Article Eight of the Constitution, which was concerned with appeals and the Judicial Review Board, was revised to more broadly state that “Any official action taken by an elective or appointive officer or any official group within the Association may be appealed.”⁴¹¹ The rationale for the revision noted that too narrow a restriction on who could appeal could “provide cause for litigation”; it also noted, however, that those seeking certification could no longer appeal to NAMT due to its no longer functioning as the certification body.⁴¹² Changes to Article Nine, which addressed certification and the Certification Board, were tabled for later discussion.⁴¹³ A motion to amend Article Ten, which was concerned with the National Registry, was defeated.⁴¹⁴

⁴⁰⁹ NAMT, Minutes of the Assembly of Delegates, Meeting I, 2.

⁴¹⁰ Ibid. NAMT, Constitution and Bylaws Proposed Changes, Executive Board Book, October 13, 1983.

⁴¹¹ NAMT, Minutes of the Assembly of Delegates, Meeting I, 2. NAMT, Constitution and Bylaws Proposed Changes, Executive Board Book, October 13, 1983.

⁴¹² NAMT, Constitution and Bylaws Proposed Changes, Executive Board Book, October 13, 1983.

⁴¹³ NAMT, Minutes of the Assembly of Delegates, Meeting I, 3.

⁴¹⁴ Ibid.

Government Relations

The area of government relations saw less activity in 1983 than during the prior year; however, several issues were salient. Topics of discussion at the Executive Board mid-year meeting included third-party reimbursement, state licensure, and activity at the state level.⁴¹⁵ The government relations annual report detailed some of this activity, which included providing responses and commentary on proposed legislation in California, Illinois, New Jersey, Maryland, and Michigan.⁴¹⁶ According to the report, the committee was in the process of gathering information on third-party reimbursement and creating a government relations brochure, for which the committee was focused on determining the design, content, cost, and use.⁴¹⁷

Perhaps the greatest area of concern for the committee on the national scale was President Reagan's proposed "National Policy on Disability." Michael Rohrbacher, chair of the Government Relations Committee, wrote a report on the proposed policy for the September-October edition of *NAMT Notes*, in which he detailed areas of consideration for the music therapy community.⁴¹⁸ As of the November annual report, the Government Relations Committee would continue to monitor this issue for its impact on the field of music therapy.⁴¹⁹

⁴¹⁵ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 4.

⁴¹⁶ Michael Rohrbacher, Government Relations Committee 1982-1983 Annual Report, Executive Board Book, 1983.

⁴¹⁷ Ibid.

⁴¹⁸ Michael Rohrbacher, "Report on the Proposed 'National Policy on Disability,'" *NAMT Notes*, September-October, 1983, 7.

⁴¹⁹ Michael Rohrbacher, Government Relations Committee 1982-1983 Annual Report, Executive Board Book, 1983.

Publications

At the Executive Board mid-year meeting, a discussion was held regarding the marketing of NAMT's publications.⁴²⁰ Randy Dyer, who spoke on this issue at the meeting, identified a need to discern the market and target audience of each publication.⁴²¹ In response, the Board resolved that the President should appoint a task force to "study, develop, and implement a marketing plan for NAMT publications," to be ready by May 1, 1983.⁴²²

Journal of Music Therapy

The *Journal of Music Therapy* underwent several personnel changes in 1983. Richard Graham was appointed as the new editor, in a process described by President Tims in his annual report.⁴²³ According to Tims, "Eight qualified applicants were ranked by a screening committee, consisting of Janet Gilbert, Leslie Hunter, and David Wolfe," and from the top two applicants, Tims appointed Graham as editor for the next four years.⁴²⁴

⁴²⁰ NAMT, Minutes of the Executive Board, Mid-Year Meeting I, 3.

⁴²¹ Ibid.

⁴²² Ibid.

⁴²³ Frederick Tims, "Presidential Report to the Assembly of Delegates," Executive Board Book, 1983, 2.

⁴²⁴ Ibid.

The Executive Board then approved a series of appointments made by the editor.⁴²⁵ Janet Gilbert Galloway was appointed as Associate Editor.⁴²⁶ Consulting Editors appointed by Graham included Jayne Alley, Herbert Galloway, Anthony Decuir, Connie Isenberg-Grzeda, Wanda Lathom, Clifford Madsen, Leo Muskatevc, Zane Apprey, Myra Staum, and Charles Braswell.⁴²⁷

Music Therapy Perspectives

In President Tims' mid-year report to the Executive Board, he revealed a problem in the handling of *Music Therapy Perspectives*, which he asserted was the result of confusion and blurring of the lines between the roles of the Executive Board and the Assembly of Delegates.⁴²⁸ Tims clarified that the Assembly of Delegates was the legislative and policy-making body of NAMT, and he reminded the Executive Board that it had been given a mandate by the Assembly to implement its concept for *Music Therapy Perspectives*.⁴²⁹ The Executive Board, however, had instead questioned whether the second publication was necessary, and had failed to provide funding for subsequent issues of the publication.⁴³⁰ In his reports to both the Executive Board and the Assembly of Delegates, *Music Therapy Perspectives* Editor Michael McGuire reported

⁴²⁵ NAMT, Minutes of the Executive Board, 1-2.

⁴²⁶ Ibid.

⁴²⁷ Ibid.

⁴²⁸ Frederick Tims, "Presidential Memo #5," Executive Board Mid-Year Book, March 21, 1983, 4.

⁴²⁹ Ibid.

⁴³⁰ Ibid.

that there had been difficulty in obtaining manuscripts for the publication when contributors could not be assured that the publication would continue to exist.⁴³¹ In response to McGuire's report of *Music Therapy Perspectives*' uncertain future, the Assembly of Delegates passed a motion recommending that the Executive Board fund *Music Therapy Perspectives* as an ongoing publication of NAMT.⁴³² The Executive Board resolved that their management firm, Association Management, Inc., would explore marketing and advertising programs to address the financial issues surrounding *Music Therapy Perspectives*.⁴³³

Newsletters

Several changes took place within NAMT's news publications. In the 1983 year, no record is available of any further issues of *Dateline: Alert to Action*. The *Member Newsletter* underwent a title change at the September-October edition, and was thenceforth called *NAMT Notes*. In the President's column, Tims noted that a hiatus had occurred in the newsletter, but that with the change in association management, the newsletter would be back on track and on a bi-monthly schedule.⁴³⁴ Indeed, no newsletter appears in the record between the December 1982-February 1983 *Member Newsletter* and the September-October 1983 edition of *NAMT Notes*.

⁴³¹ NAMT, Minutes of the Executive Board, 5. NAMT, Minutes of the Assembly of Delegates, Meeting II, 1.

⁴³² NAMT, Minutes of the Assembly of Delegates, Meeting II, 1.

⁴³³ NAMT, Minutes of the Executive Board, 5.

⁴³⁴ Frederick Tims, "Presidential Perspectives," *NAMT Notes*, September-October, 1983, 1.

The newly redesigned *NAMT Notes* included a new logo. Indicating that the changes in the newsletter were due to the new management, Tims stated, “As you can see, this member newsletter is a showcase of the expertise that AMI has to offer NAMT.”⁴³⁵ It appeared that with the change in management, the status of the newsletter had stabilized.

Summary

1983 was a year of relatively steady forward momentum for NAMT, as it worked through some of the more difficult problems associated with its goals. The selection of Association Management, Inc., to replace William S. Bergman Associates as NAMT’s management firm was a significant move toward more effective management. Important accomplishments came about such as the establishment of new goals and objectives for NAMT and the creation of the Sears Distinguished Lecturer Series. The Certification Exam project moved forward, with the incorporation of the Certification Board as an administratively independent body, as well as the formation of the Examination Committee to begin the process of writing the exam. *Music Therapy Perspectives* experienced some growing pains, but had strong advocacy from Michael McGuire and the Assembly of Delegates. Finally the *NAMT Member Newsletter* experienced a rebirth as *NAMT Notes*. Overall, 1983 was a year of steady development and progress for the NAMT community.

⁴³⁵ Frederick Tims, “Presidential Perspectives,” *NAMT Notes*, September-October, 1983, 1.

CHAPTER 5

1984 - A Year of Progress and Setbacks

1984 Annual Conference

The thirty-fifth annual NAMT conference was titled, “Music Therapy: A New Frontier.”⁴³⁶ It took place in Albuquerque, New Mexico, at the Albuquerque Convention Center, from November 15 to November 18, 1984.⁴³⁷ The Conference Chairperson was Mary Toombs Rudenberg, and the Local Committee Chairperson was Juanita McElwain.⁴³⁸

Of particular note during this conference was the inauguration of the Sears Distinguished Speaker Series. The first speaker in this series was Dr. Karl Pribram, a professor of neuroscience and head of the neuropsychology laboratories at Stanford University.⁴³⁹ According to a newsletter feature, Pribram’s talk was to be on the topic of “Meaning and Music.”⁴⁴⁰ Other topics of special interest at this conference included the use of computers and technology,

⁴³⁶ NAMT, Program of the Thirty-Fifth Annual Conference, November 15-18, 1984.

⁴³⁷ Ibid.

⁴³⁸ Ibid., 4.

⁴³⁹ NAMT, “35th Annual Meeting Inaugurates Sears Distinguished Lecturer Series,” *NAMT Notes*, September-October, 1984, 1.

⁴⁴⁰ Ibid.

reimbursement, confidentiality and the ethics thereof, as well as holistic health practices with somewhat of an ethnographic approach.⁴⁴¹ Many sessions planned for the event focused especially on Native American music, dance, ritual, and healing practices.⁴⁴²

Membership

Membership numbers reflected an eight percent decrease in the total number of NAMT members, down from 2623 to 2414 in 1984.⁴⁴³ As of the March 1 report date, there were 1594 members who were active RMTs, down from 1713 the previous year, representing a seven percent decrease.⁴⁴⁴ The number of student members decreased from 675 during the previous year to 649 in 1984, representing a four percent decrease.⁴⁴⁵ In 1984 there were 124 active non-registered members, down from 174 during the previous year, which was decrease of twenty-nine percent.⁴⁴⁶ There were 38 associate members, down from 42 in the previous year, which was

⁴⁴¹ NAMT, "Music Frontiers To Be Explored At Albuquerque Conference," *NAMT Notes*, March-April, 1984, 4. Mary T. Rudenberg, "Stanford Neuroscientist Karl Pribram To Address 35th Annual Conference," *NAMT Notes*, July-August, 1984, 1, 4.

⁴⁴² Mary T. Rudenberg, "Stanford Neuroscientist Karl Pribram To Address 35th Annual Conference," *NAMT Notes*, July-August, 1984, 4.

⁴⁴³ Edward L. Norwood, "NAMT Membership by Membership Category," Executive Director's Report, Executive Board Book, Mid-Year Meeting, March 1, 1984.

⁴⁴⁴ Ibid.

⁴⁴⁵ Ibid.

⁴⁴⁶ Ibid.

a ten percent decrease.⁴⁴⁷ There were two retired RMTs listed in 1984, down from eleven during the previous year, which was an eighty-two percent decrease.⁴⁴⁸ The numbers of honorary life and life members held steady from 1983 to 1984, at one and six, respectively.⁴⁴⁹ There were no affiliate or patron members in 1984.⁴⁵⁰ The only category in the membership report that showed an increase was that of registered nonmembers, which grew from 285 in 1983 to 588 in 1984, an increase of approximately 106%.⁴⁵¹

While discussing membership data in the second set of Executive Board mid-year meetings, it was noted that non-renewals were very high, and that this may have been due to several reasons: dissatisfaction with member services, jobs which did not require the RMT credential, and awareness that music therapists could maintain their registrations without sustaining their NAMT memberships.⁴⁵² During the previous year, economic recession was also listed as a possible reason for this state of affairs. Interestingly, the recession of the early 1980s was not directly referenced in the 1984 documents; however, the Executive Director's report

⁴⁴⁷ Edward L. Norwood, "NAMT Membership by Membership Category," Executive Director's Report, Executive Board Book, Mid-Year Meeting, March 1, 1984.

⁴⁴⁸ Ibid.

⁴⁴⁹ Ibid.

⁴⁵⁰ Ibid.

⁴⁵¹ Ibid. The report incorrectly describes this change as a 51% increase.

⁴⁵² NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, July 27, 1984, 1.

made note of the “personal financial constraints of music therapists who feel they are unable to pay dues.”⁴⁵³

In response to the downturn in NAMT membership, the Executive Board recommended better marketing and the inclusion of membership services as a line item in the budget.⁴⁵⁴ In addition, a need was identified for an organized program to promote membership in NAMT; in response to this need, the Board appointed Anthony Decuir as Membership Chairman.⁴⁵⁵ A membership drive was subsequently implemented to incentivize the sponsorship of new members.⁴⁵⁶ Any NAMT member who sponsored ten or more new members would receive one free year of active NAMT membership.⁴⁵⁷ A member who sponsored twenty or more new members would receive free registration for the 1985 conference.⁴⁵⁸ If a member sponsored thirty or more new members, they would receive free round trip travel to the 1985 Conference.⁴⁵⁹ For taking part in the membership drive, one’s name would be posted in *NAMT Notes* along with the number of new members sponsored.⁴⁶⁰

⁴⁵³ Edward L. Norwood, Executive Director’s Report, Executive Board Book, Mid-Year Meeting, March 1, 1984, 3.

⁴⁵⁴ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, July 27, 1984, 1.

⁴⁵⁵ NAMT, Minutes of the Executive Board, Mid-Year Meeting, April 9-10, 1984, 3.

⁴⁵⁶ NAMT, “NAMT Sponsors Membership Drive,” *NAMT Notes*, September-October, 1984, 1.

⁴⁵⁷ Ibid.

⁴⁵⁸ Ibid.

⁴⁵⁹ Ibid.

⁴⁶⁰ Ibid, 1, 3.

Along with concern regarding NAMT's drop in membership, the Board was also concerned with how to increase revenue. At the Board's annual meeting, Ed Norwood provided an outline of the direct costs to NAMT for each member, which totaled \$55.86 per member.⁴⁶¹ It was subsequently noted that the annual dues per member were \$50 for active members and \$17 for student members, of which \$2 went to NAMTS.⁴⁶² According to the meeting minutes, newly elected President Gibbons and Ed Norwood explained to the Board that a dues increase would be needed for all members, to be implemented in 1986.⁴⁶³

There were several other items of note in the area of membership in 1984. Denise Early was named as the new Director of Membership Services for NAMT.⁴⁶⁴ Also, there was discussion of a need for standardization of the regional dues structure; and while the Executive Board recognized this as a need, they also acknowledged a hesitance to interfere with the workings of the regions.⁴⁶⁵ After her election as the new President of NAMT starting in 1984, Alicia Gibbons wrote that her highest priorities were "professional development and service to the membership."⁴⁶⁶ She later wrote that after speaking with the membership in several regions,

⁴⁶¹ NAMT, Minutes of the Executive Board, November 14-15, 17, 1984, 3.

⁴⁶² Ibid.

⁴⁶³ Ibid.

⁴⁶⁴ NAMT, Minutes of the Executive Board, 2.

⁴⁶⁵ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 2.

⁴⁶⁶ Alicia C. Gibbons, "Presidential Perspectives," *NAMT Notes*, March-April, 1984, 4.

members' concerns fell into three major categories: member services, legislation, and financial stability,⁴⁶⁷ all of which would be addressed in the 1984 year.

Budget

In his final *NAMT Notes* column as president, Frederick Tims observed that NAMT had survived a period of great transition.⁴⁶⁸ He stated, "During this time its [sic] seems that we were still able to maintain continuity and move forward in spite of changing conditions. We have emerged from this period of uncertainty and risk-taking considerably stronger as an association. We are even solvent!"⁴⁶⁹ Nonetheless, the financial status of NAMT became a major concern during 1984. Tims indicated that the health care market was requiring cost-effectiveness, and that NAMT was "considerably more complex and expensive to manage than other similar-sized associations."⁴⁷⁰ Gibbons later stated that "Service delivery and professional activity costs [were] inflating with the economy."⁴⁷¹ Indeed, finances were considered to be a "serious problem" by the Executive Board, and it resolved that a Budget Committee should investigate the feasibility

⁴⁶⁷ Alicia C. Gibbons, "Presidential Perspectives," *NAMT Notes*, May-June, 1984, 1.

⁴⁶⁸ Frederick Tims, "Presidential Perspectives," *NAMT Notes*, January-February, 1984.

⁴⁶⁹ *Ibid.*, 2.

⁴⁷⁰ *Ibid.*

⁴⁷¹ Alicia C. Gibbons, "Presidential Perspectives," *NAMT Notes*, September-October, 1984, 4.

of obtaining a financial planner for NAMT.⁴⁷² Members of this Budget Committee included Jo Delle Waller as Chairperson, Jayne Standley, and Frederick Tims, with Jo Delle Waller also serving as NAMT Treasurer for the 1984-86 term.⁴⁷³

In his report at the annual meeting of the Executive Board, Ed Norwood, who was now the Executive Director for NAMT, explained that there had been an error in AMI's accounting of NAMT's dues, in which AMI had deposited some of the member dues from 1984 into the accounts for 1983.⁴⁷⁴ This affected the numbers reported in the budget; however, even accounting for this error, a deficit of \$64,000 was nonetheless projected for fiscal year 1984.⁴⁷⁵ One of the contributors to this deficit was the discrepancy in member dues versus the actual cost per member for membership services, necessitating the discussion of a dues increase, as noted above.⁴⁷⁶

Several changes were implemented in response to the financial problems facing NAMT. The Executive Board resolved "that NAMT add a line item for a financial planner with a limit of \$6000 for [fiscal year] 1985"; and that "Any 1984 expenditures will be funded by the Presidential Fund."⁴⁷⁷ The Board also approved a series of appointments made by President

⁴⁷² NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 6. NAMT, Minutes of the Executive Board, Mid-Year Meeting, 4.

⁴⁷³ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 4. NAMT, "Executive Board Appointments Announced for '84-'86," *NAMT Notes*, March-April, 1984, 1.

⁴⁷⁴ NAMT, Minutes of the Executive Board, 2.

⁴⁷⁵ NAMT, Minutes of the Assembly of Delegates, Meeting I, November 15, 1984, 2.

⁴⁷⁶ Ibid.

⁴⁷⁷ NAMT, Minutes of the Executive Board, 7.

Gibbons to investigate the possibility of relocating the National Office to increase its cost-effectiveness.⁴⁷⁸ Those appointed to fulfill these roles included Wanda Lathom, investigating the Kansas City area; Gerri Davis, looking at the Virginia area; Jo Delle Waller, exploring the Washington & Maryland areas; Christina Lucia, looking at Chicago; and Ed Norwood, investigating the Atlanta area.⁴⁷⁹ In addition to investigating the relocation of the National Office, the Board also resolved to suspend the regional rotation of annual conferences for a period of three years, in order that NAMT could choose locations that would maximize revenue and member attendance and minimize costs.⁴⁸⁰

In her report to the Assembly of Delegates, President Gibbons announced the appointment of an Advisory Committee on Finance, comprised of Alan Solomon, David Wolf, and Cathy Knoll.⁴⁸¹ This committee made a series of recommendations to the Executive Board, which included cutting \$1175 from various Executive Board budget line items, ceasing its \$3000 annual dues to the National Commission for Health Certifying Agencies (NCHCA), removing the NAMT Membership Directory from dues expenses and selling it for profit, and suspending the publication of *Music Therapy Perspectives* until it could be supported financially by NAMT.⁴⁸²

⁴⁷⁸ NAMT, Minutes of the Executive Board, 9.

⁴⁷⁹ Ibid.

⁴⁸⁰ Ibid.

⁴⁸¹ NAMT, Minutes of the Assembly of Delegates, Meeting I, 2.

⁴⁸² Ibid.

Financial statements for the period of January 1, 1984, through August 31, 1984, were included in the Assembly of Delegates' book used at the 1984 conference. According to the statements, the amount of revenue budgeted for the year was \$226,725; however, the actual revenue as of the date of the report was \$113,560.⁴⁸³ Budgeted expenses totaled \$238,420, and the actual amount came to \$128,223.⁴⁸⁴ Net income was therefore budgeted at a deficit of \$11,695; however, the actual net income reflected a larger deficit of \$14,663.⁴⁸⁵ Assets for the 1984 year to date totaled \$163,471, while liabilities totaled \$18,331, leaving a fund balance of \$145,140.⁴⁸⁶

Committee & Governance Activity

Following the resignation of Ron Watkins as Executive Director, Ed Norwood was appointed to take his place.⁴⁸⁷ Issues with staff turnover were noted to be a problem at this time.⁴⁸⁸ New presidential appointments were approved which included a senior advisory

⁴⁸³ NAMT, Statement of Revenues and Expenses, Financial Statements, Assembly of Delegates Book, August 31, 1984.

⁴⁸⁴ Ibid.

⁴⁸⁵ Ibid.

⁴⁸⁶ NAMT, Balance Sheet, Financial Statements, Assembly of Delegates Book, August 31, 1984.

⁴⁸⁷ NAMT, "Norwood Appointed," *NAMT Notes*, January-February, 1984, 3.

⁴⁸⁸ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 5.

committee consisting of Richard Graham, Sr. Josepha Schorsch, and Robert Unkefer.⁴⁸⁹ Frederick Tims was appointed as Liaison to the National Coalition for the Creative Arts Therapies, and would serve as the program chair for the 1985 joint conference.⁴⁹⁰ Several members were appointed to the National Coalition of Study Groups for the NCATA Conference, including Phyllis Boone and Alice Ann Darrow for public information, Barbara Wheeler and Jim Dziwak for licensing, and Nadine Wobus and Kate Gfeller for legislation.⁴⁹¹ Cherie Ortman and Dwayne LaFon were appointed to the Judicial Review Board, pending approval of the Assembly of Delegates.⁴⁹² Frederick Tims and Cheryl Maranto were appointed to the Sears Lecture Committee.⁴⁹³ Finally, President Gibbons appointed a committee to assist in recruiting prospective conference exhibitors, led by Mike Krissoff and including Patricia Doyle, Cheryl Maranto, and Wanda Lathom.⁴⁹⁴

For the first time in its history, the Executive Board held a second mid-year meeting, which took place on June 27, 1984. A quorum was not present, so no actions could be taken; however, the Board was able to discuss issues and make recommendations for the November annual meeting.⁴⁹⁵

⁴⁸⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 2.

⁴⁹⁰ Ibid., 1.

⁴⁹¹ NAMT, Minutes of the Executive Board, 2.

⁴⁹² Ibid.

⁴⁹³ Ibid.

⁴⁹⁴ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 7.

⁴⁹⁵ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 1.

As in the prior year, the President appointed a committee to evaluate the services of the management firm, in this case Association Management, Inc.⁴⁹⁶ President Gibbons appointed Cheryl Maranto as Chair, and Frederick Tims, Christina Lucia, and Lorraine Peery-Long as the other members of the committee.⁴⁹⁷ Cheryl Maranto presented data from a survey on AMI, and contract negotiations were paramount.⁴⁹⁸ AMI had asked for a \$99,000 contract, which was \$20,000 higher than the prior year; President Gibbons was to negotiate on behalf of NAMT for a lower fee.⁴⁹⁹

An issue regarding liability insurance came up at this time, which served as a reminder of past problems with the prior management firm. Ed Norwood reported at the June 1984 meeting that NAMT's liability insurance policy had lapsed and had not been in effect since March, 1983.⁵⁰⁰ According to Norwood, the insurance premium bills had been sent to Gail Simmons at Bergman and Associates and had gone unpaid.⁵⁰¹ As of the June 1984 meeting, however, Norwood had paid the policy and it had been reactivated.⁵⁰²

⁴⁹⁶ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 3.

⁴⁹⁷ Ibid.

⁴⁹⁸ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 5.

⁴⁹⁹ Ibid.

⁵⁰⁰ Ibid., 3.

⁵⁰¹ Ibid.

⁵⁰² Ibid.

At the first mid-year meeting of 1984, the Executive Board authorized a financial audit of NAMT.⁵⁰³ The last audit had been sixteen months prior, and no audit had been done while NAMT was managed by Bergman & Associates.⁵⁰⁴ At its second mid-year meeting, the Board held a discussion about a major problem revealed by the audit. There was a discrepancy of over \$15,000 between the numbers reported by the audit and the membership departments at AMI.⁵⁰⁵ According to the minutes, “The money which was taken in was not justified with the lack of membership records.”⁵⁰⁶ Martha Broadfoot was tasked with attempting to reconcile the numbers by going through the membership records.⁵⁰⁷ According to the Board, the auditors could not finish until the numbers were justified, and \$2000 had been spent on the audit so far, with more to be needed in the future.⁵⁰⁸

Council on Training and Development

Leslie Hunter was appointed as coordinator of the Council on Training and Development by President Gibbons in 1984.⁵⁰⁹ Within the area of Education, The University of Alabama

⁵⁰³ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 3.

⁵⁰⁴ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 2.

⁵⁰⁵ Ibid.

⁵⁰⁶ Ibid.

⁵⁰⁷ Ibid.

⁵⁰⁸ Ibid.

⁵⁰⁹ NAMT, “Executive Board Appointments Announced for ’84-’86,” *NAMT Notes*, March-April, 1984, 1.

received tentative approval from the Executive Board for their undergraduate program.⁵¹⁰ Southwestern Oklahoma State University received approval for its Bachelor of Arts program with a major in music therapy.⁵¹¹ Colorado State University was additionally granted approval for its graduate program.⁵¹² The Education Committee report further noted that full approval was granted to four programs in 1984, including Eastern Michigan University, Eastern Montana College, Marywood College, and Howard University.⁵¹³ In addition, nine faculty authorizations were granted from October of 1983 to September of 1984.⁵¹⁴ As of September, 1984, there were 13 tentatively approved programs, 57 fully approved programs, 70 total baccalaureate programs, 6 special music educators programs, 17 graduate programs, and 151 authorized faculty.⁵¹⁵ Current activity of the Education Committee included work with the Certification Board on eligibility requirements for the certification program.⁵¹⁶

In the May/June 1984 newsletter, it was announced that the new faculty authorization standards which were approved by the Assembly of Delegates in November of 1981 had gone into effect on September 1, 1983.⁵¹⁷ These standards delineated the qualifications for approval to

⁵¹⁰ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 6.

⁵¹¹ Ibid.

⁵¹² Ibid., 7.

⁵¹³ NAMT, Education Committee Report, Assembly of Delegates Book, September, 1984, 3.

⁵¹⁴ Ibid.

⁵¹⁵ Ibid., 4.

⁵¹⁶ NAMT, Minutes of the Executive Board, 10.

⁵¹⁷ NAMT, "NAMT Establishes Teaching Requirements," *NAMT Notes*, May-June, 1984, 4.

teach professional core music therapy courses and/or to direct NAMT-approved academic programs. The minimum requirements for faculty authorization were stated in the newsletter as follows:

- The applicant “must be a Registered Music Therapist with a master’s degree in Music Therapy [sic] or a related field.”⁵¹⁸
- The applicant must “have completed at least 12 semester hours or 18 quarter hours in graduate music therapy,”⁵¹⁹ to be distributed as follows:
 - “A minimum of eight to nine semester hours or 12-13 quarter hours must be taught or supervised by an NAMT-authorized faculty member.
 - Only three semester hours or four and a half to six quarter hours of these may be practicum, independent study, or thesis hours.
 - The additional three to four semester hours or four and a half quarter hours of graduate music credits should be taken in research, practicum and seminar courses specific to music therapy principles and psychology of music. These courses do not have to be taught by an NAMT-authorized faculty member.
- Applicants must also have acquired two years (24 months) of full-time clinical experience beyond the official six-month music therapy clinical internship.

⁵¹⁸ NAMT, “NAMT Establishes Teaching Requirements,” *NAMT Notes*, May-June, 1984, 4.

⁵¹⁹ Ibid.

- To teach graduate music therapy courses and/or direct graduate music therapy programs, the applicant must also hold a doctorate degree or have five years college teaching experience.”⁵²⁰

The Clinical Training Committee had several projects underway, including a Clinical Training Handbook, which was projected to be completed in early 1985.⁵²¹ The Handbook was unable to be completed in 1984 due to a lack of response to the NAMT Clinical Training Questionnaire, which was sent to all internship sites for their clinical training directors to complete and return.⁵²² Other projects at the time included the creation of a handbook on operational procedures for members of the Clinical Training Committee, as well as a project to review clinical training sites.⁵²³ As of the November conference, the clinical training committee had approved 35 internship sites, deactivated 19 sites, had 16 Program Director changes, and two non-compliance reports.⁵²⁴ Effective in March 1985, the Assembly of Delegates approved the Revised 1983 *Guidelines for Establishing and Maintaining Music Therapy Clinical Training Programs (Internships)* for another two years.⁵²⁵

⁵²⁰ NAMT, “NAMT Establishes Teaching Requirements,” *NAMT Notes*, May-June, 1984, 4.

⁵²¹ NAMT, Minutes of the Executive Board, 3.

⁵²² Ibid. NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 3.

⁵²³ NAMT, Minutes of the Executive Board, 6.

⁵²⁴ NAMT, Minutes of the Assembly of Delegates, Meeting I, 3.

⁵²⁵ Ibid.

The Research Committee had two major areas of activity. Their Research Code of Ethics was distributed to the Assembly of Delegates.⁵²⁶ Also, the committee continued to organize its regular yearly research poster sessions for the annual conferences, in order to display the most current research that would be of note to NAMT members.⁵²⁷

Council on Professional Practices and Services

In 1984 President Gibbons appointed Lorraine Peery-Long as the new coordinator of the Council on Professional Practices and Services.⁵²⁸ Activity was noted on the Employment Relations Committee, the International & Affiliate Relations Committee, the Peer Review Committee, the Standards of Practice & Special Target Populations Committee, and in the area of ethics. The Employment Relations Committee reported that they were still working on civil service job descriptions, but that because of uncertain staffing and lack of a committee chair, no other activity was taking place.⁵²⁹ On the International & Affiliate Relations Committee, Kathy Eaton resigned as the chair.⁵³⁰ The position was taken over during the following year by Thomas Hawley, Jr.⁵³¹ The committee was in the process of initiating work on a brochure to be developed

⁵²⁶ NAMT, Minutes of the Assembly of Delegates, Meeting I, 3.

⁵²⁷ NAMT, Minutes of the Executive Board, 6.

⁵²⁸ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 1.

⁵²⁹ Ibid., 6. NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 4. NAMT, Minutes of the Executive Board, 5.

⁵³⁰ NAMT, Minutes of the Executive Board, 5.

⁵³¹ NAMT, NAMT Committee Chairpersons, Assembly of Delegates Book, 1985.

jointly with the Government Relations Committee, and to be presented to the Executive Board at their next mid-year meeting.⁵³² The Peer Review Committee was in the process of working on peer review procedures and ethics guidelines.⁵³³ They were also working toward conducting a pilot study, but this project had been postponed, pending approval from the Executive Board.⁵³⁴ The Standards of Practice & Special Target Populations Committee was continuing its work on Standards of Clinical Training Guidelines, for which purpose it was joining forces with the Clinical Training and Education Committees.⁵³⁵ In the area of ethics, the Executive Board passed a motion that the Council on Professional Practices and Services should study the need for NAMT to have an Ethics Committee, after Executive Director Ed Norwood had recommended that such a committee should be in place.⁵³⁶ Further indicating the need for such a committee, Norwood had expressed concern over where reports of alleged ethics violations should be sent.⁵³⁷

⁵³² NAMT, Minutes of the Executive Board, 5.

⁵³³ NAMT, Minutes of the Assembly of Delegates, Meeting I, 3.

⁵³⁴ NAMT, Minutes of the Executive Board, 5.

⁵³⁵ Ibid.

⁵³⁶ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 6.

⁵³⁷ NAMT, Minutes of the Executive Board, 5.

Other Committee Activity

At the Executive Board mid-year meeting, the Board approved President Gibbons' appointment of a Committee to Study Goals and Objectives of NAMT.⁵³⁸ The committee consisted of Christina Lucia serving as Chairperson, as well as Cheryl Maranto and Anthony Decuir.⁵³⁹ According to Lucia's report at the annual Executive Board meeting, the goals of the committee at this time involved NAMT's relationship with the CBMT, as well as marketing the CBMT and continuing the Association's membership drive.⁵⁴⁰

The Committee to Study the Composition of the Assembly, chaired by Roy Grant, maintained the same membership as the prior year under President Tims,⁵⁴¹ until the annual meeting at which it appeared that the committee had become a task force and now consisted of Roy Grant as Chair, Alice Ann Darrow, Gerri Campbell, Frank Edmonson, and Ann Redmond.⁵⁴² By this time, the task force had been charged with the assignment of studying the composition of the Executive Board as well as that of the Assembly of Delegates.⁵⁴³ The concern regarding the Executive Board was that the Board was "expensively large," with eight voting members and five non-voting members which included the two Council Coordinators, the Treasurer, the

⁵³⁸ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 1-2.

⁵³⁹ *Ibid.*, 2.

⁵⁴⁰ NAMT, Minutes of the Executive Board, 4.

⁵⁴¹ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 1-2.

⁵⁴² NAMT, Minutes of the Executive Board, 1-2.

⁵⁴³ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 2-3.

Government Relations Committee Chair, and the Journal Editor.⁵⁴⁴ Another concern was that voting deadlocks were possible due to the even number of voting members, which included four members from the Assembly of Delegates and four from the membership at large.⁵⁴⁵ With regard to the size of the Assembly of Delegates, the Executive Board passed a motion that Assembly representation would consist of one delegate for every fifty regional members, with one extra seat in the Assembly for any remainder.⁵⁴⁶ The 1984 Membership numbers would be used to determine the number of delegates there would be under this rubric.⁵⁴⁷ Ultimately, this change would lead to a decrease in size of the Assembly.⁵⁴⁸

Another committee appointed by President Gibbons was the Committee to Study National, Regional, and State Relationships.⁵⁴⁹ This committee was chaired by Patricia Doyle, and included Christina Lucia, Leslie Hunter, and Lorraine Peery-Long as its members.⁵⁵⁰ At the mid-year meeting, the National Office recommended that this committee study the dues structure of NAMT and examine the possibility of streamlining and standardizing it.⁵⁵¹ The Committee

⁵⁴⁴ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 3.

⁵⁴⁵ Ibid.

⁵⁴⁶ NAMT, Minutes of the Executive Board, 8.

⁵⁴⁷ NAMT, Minutes of the Assembly of Delegates, Meeting II, November 17, 1984, 1.

⁵⁴⁸ Ibid.

⁵⁴⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 1-2

⁵⁵⁰ Ibid.

⁵⁵¹ Ibid., 5.

reported at the annual meeting that it was progressing in the area of defining national, regional, and state level responsibilities.⁵⁵²

One interesting discussion which took place during the 1984 annual meetings concerned the possible formation of a Rocky Mountain region. This topic was discussed at some length within the Assembly of Delegates.⁵⁵³ The hypothetical new region would consist of Colorado, Montana, New Mexico, Utah, Wyoming, and Idaho.⁵⁵⁴ The rationale for the formation of such a region was that “the states have common geographic, cultural, and governmental interests, ” and also that members had voiced concern that they were “financially unable to participate in their present region.”⁵⁵⁵ A motion within the Assembly to form the new region was not voted upon.⁵⁵⁶ Instead, motions carried to refer the matter to the Executive Board, with the recommendation that President Gibbons create a task force to study the issue, with one member from each of the affected states on the task force.⁵⁵⁷ The task force would then be charged with creating a budget cost analysis for the services of the new region.⁵⁵⁸ Although an interesting proposition in its time, no such region exists today.

⁵⁵² NAMT, Minutes of the Executive Board, 8.

⁵⁵³ NAMT, Minutes of the Assembly of Delegates, Meeting II, 2-3.

⁵⁵⁴ *Ibid.*, 2.

⁵⁵⁵ *Ibid.*

⁵⁵⁶ *Ibid.*

⁵⁵⁷ *Ibid.*, 3.

⁵⁵⁸ *Ibid.*

Before turning away from NAMT's committee and governance activity, we will look briefly at involvement with NAMTS, the official student organization of NAMT. At the mid-year Executive Board meeting, Cheryl Maranto was appointed as the Liaison to NAMTS by President Gibbons.⁵⁵⁹ According to the annual meeting minutes, the Executive Board had previously decided not to fund the Gaston Writing Competition for the 1985 year due to the lack of funds.⁵⁶⁰ Maranto reported that NAMTS was instead proposing to run the competition themselves along with the Student Affairs Advisory Board, with all operating costs to be borne by NAMTS.⁵⁶¹ In response to this proposal and a request to do so from NAMTS, the Executive Board carried a motion to endorse the competition and to provide \$200 prize money for the winner.⁵⁶² In this way, NAMTS was able to proactively maintain a competition which still exists among music therapy undergraduate students to this day.

Neighboring Associations

In late 1983 and 1984 there were instances of dialogue between NAMT and related associations, particularly AAMT. An article in the January-February 1984 edition of *NAMT Notes* revealed that a special opening session addressing the topic, "United We Stand," took

⁵⁵⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 1.

⁵⁶⁰ NAMT, Minutes of the Executive Board, 10.

⁵⁶¹ Ibid.

⁵⁶² Ibid.

place at the prior November conference.⁵⁶³ In this session, the Presidents from the three North American music therapy associations convened together. Frederick Tims represented NAMT, Carol Merle-Fishman represented AAMT, and Valerie Ivy represented CAMT, the Canadian Association for Music Therapy.⁵⁶⁴ It was noted in the subsequent NAMT Executive Board meeting that, “the major issue involved in any collaboration [with AAMT] is equivalency and the first step in attacking this issue is education/information.”⁵⁶⁵ President Gibbons further noted that she would be co-authoring a fact sheet with President Carol Merle-Fishman, for possible inclusion in *NAMT Notes*, to address this need for education.⁵⁶⁶

Further discussion continued regarding plans for the upcoming 1985 joint conference among associations representing the creative arts therapies. In her report to the Executive Board, President Gibbons noted that the budget for this conference was slated to be \$80,000, more than any prior conference budget.⁵⁶⁷ She also reported that the AATA, the American Art Therapy Association, had pulled out of the conference, leaving an adjusted rate of liability/profit of 47% for NAMT.⁵⁶⁸ In addition to conference discussions, the Board granted its endorsement to a

⁵⁶³ NAMT, “Internationally-Known Music Therapists Highlight 34th Annual Conference,” *NAMT Notes*, January-February, 1984, 1, 3.

⁵⁶⁴ Ibid.

⁵⁶⁵ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 3.

⁵⁶⁶ Ibid.

⁵⁶⁷ NAMT, Minutes of the Executive Board, 2.

⁵⁶⁸ Ibid.

proposal put forward by Kenneth Bruscia and Cheryl Maranto to conduct a series of symposia at Temple University for music therapy educators.⁵⁶⁹

Certification

NAMT and the newly-incorporated CBMT continued to make progress toward development of the certification exam. Early in 1984, then-President Tims commented that, “So far, other professions seem to be holding us up as a model of how to develop competence-based credentialing.”⁵⁷⁰ The main issues surrounding certification during this year had to do with the finances of the project and its implementation.

The newly-elected President Gibbons appointed several members to the Nominating Committee for Members of the CBMT; these included Bryan Hunter as chairperson, and Wanda Lathom, Christina Lucia, and Barbara Crowe as committee members.⁵⁷¹ In addition, President Gibbons charged three of NAMT’s standing committees to study the issues surrounding the certification exam, including the Employment Relations Committee, the Government Relations Committee, and the Committee on Goals & Objectives.⁵⁷²

⁵⁶⁹ NAMT, Minutes of the Executive Board, 2, 9.

⁵⁷⁰ Frederick Tims, “Presidential Perspectives,” *NAMT Notes*, January-February, 1984, 2.

⁵⁷¹ NAMT, Minutes of the Executive Board, 1.

⁵⁷² NAMT, Minutes of the Executive Board, Mid-Year Meeting, 7.

Intense discussions regarding the financial aspects of the certification project took place at all three Executive Board meetings in 1984. AG Black, Chairman of the Certification Board, spoke on behalf of the CBMT at the meetings. At the first mid-year meeting, Black noted that NAMT had secured a \$30,000 line of credit for the CBMT to use, and that the CBMT was meeting with Mr. Mike Petruris for its legal counsel.⁵⁷³ At the second mid-year meeting, Petruris advised that NAMT could loan the money directly to CBMT rather than working through the line of credit, thereby allowing interest payments to be made to NAMT rather than a third party.⁵⁷⁴ The Executive Board, however, expressed a need to know what additional loans to the CBMT would be used for.⁵⁷⁵ Black indicated that the CBMT was working on a brochure for the exam, and was in need of funding for a meeting in October in Philadelphia.⁵⁷⁶ President Gibbons again reiterated that the Executive Board was very concerned with how the funds were to be used, and that a financial return was expected on any loaned money.⁵⁷⁷ Black indicated that the grandfathering process was to begin soon, and per the minutes “it was projected that it would bring in \$90,000 by December 31, 1984,” with around 1000 members grandfathering in at \$90

⁵⁷³ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 7.

⁵⁷⁴ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 2.

⁵⁷⁵ *Ibid.*, 5.

⁵⁷⁶ *Ibid.*

⁵⁷⁷ *Ibid.*

each.⁵⁷⁸ Black surmised that the CBMT would thus be able to return the funds without difficulty.⁵⁷⁹

Black reported on several other financial issues involved in the certification process. As of the second mid-year meeting, efforts for the CBMT to obtain tax-exempt status were postponed until further counsel on tax status could be obtained.⁵⁸⁰ At the Executive Board's annual meeting, Black outlined ASI's role in the exam development process with respect to marketing, distributing, and processing the exam.⁵⁸¹ The Executive Board, meanwhile, indicated a desire for the CBMT to repay a \$12,000 loan it had furnished, and further discussed the merit of having the CBMT as an independent body.⁵⁸² In reply, the CBMT reported that this loan would be paid back as soon as possible in early 1985, from the monies received for "transitional certification," referring to the grandfathering process.⁵⁸³ Meanwhile, the Executive Board resolved to cease payment of its \$3000 annual dues to the National Commission for Health Certifying Agencies (NCHCA)⁵⁸⁴, as the CBMT would thenceforth be responsible for it.⁵⁸⁵

⁵⁷⁸ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 5.

⁵⁷⁹ Ibid.

⁵⁸⁰ Ibid.

⁵⁸¹ NAMT, Minutes of the Executive Board, 5.

⁵⁸² Ibid.

⁵⁸³ Ibid.

⁵⁸⁴ Ibid., 7.

⁵⁸⁵ Alicia C. Gibbons, "Presidential Perspectives," *NAMT Notes*, November-December, 1984, 3.

Implementation of various components of the certification project was a complicated process at this time. Early in the year, the Executive Board resolved that NAMT should inform all college and university department chairs to delete any and all references to registration or certification from their catalogs.⁵⁸⁶ This action resulted in much alarm from some department chairs, who according to Ed Norwood, were attempting to discern what this action meant for their programs.⁵⁸⁷ A.G. Black reported that the Certification Board had over 100 items completed out of the required 300 for the test item pool.⁵⁸⁸ The Executive Board resolved to advise regional Presidents of the “need to generate state level Certification marketing groups.”⁵⁸⁹ In addition, with a five to two vote the Board appointed a task force to carry out a number of functions, including the following:

- “review the need for the process of registration as a [sic] RMT;
- to review the matter of curriculum construction vis-a-vis the certification exam;
- to determine the role of the newly gained certificate in each state’s merit or civil service system;
- study the implications of education, registration, clinical training, and certification committees in terms of their purpose and operational procedures in terms of the certification process;

⁵⁸⁶ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 4.

⁵⁸⁷ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 3.

⁵⁸⁸ *Ibid.*, 5.

⁵⁸⁹ NAMT, Minutes of the Executive Board, 9.

- any other pertinent issues”⁵⁹⁰

It was noted that Jayne Standley would be the liaison with each of the four committees listed above.⁵⁹¹ Further, the Board discussed the creation of a line item in the budget for this task force, with a motion carried to allocate up to \$300 for its postage and telephone needs, and for its preliminary report to be given at the next mid-year meeting.⁵⁹²

During the prior year, the Assembly of Delegates had made a series of recommendations to the CBMT on the development and implementation of the exam. In November of 1984, A.G. Black provided the CBMT’s responses to these recommendations to the Assembly at their annual meeting. In response to the Assembly’s recommendation that the eligibility requirements for examination be determined and clearly stated, the CBMT replied that these requirements were public record in the CBMT’s newsletter.⁵⁹³ In response to the Assembly’s recommendation that a clinical evaluation component be included in the exam, the CBMT stated that it did not have the funds at present to add a clinical component.⁵⁹⁴ Responding to the Assembly’s recommendation that the CBMT provide evidence of field testing, the CBMT replied that “Expert music therapists have verified what an entry level music therapist should know. They have also verified the content validity of the exam.”⁵⁹⁵ These responses indicate that dialogue between the CBMT and

⁵⁹⁰ NAMT, Minutes of the Executive Board, 9.

⁵⁹¹ Ibid.

⁵⁹² Ibid.

⁵⁹³ NAMT, Minutes of the Assembly of Delegates, Meeting I, 4.

⁵⁹⁴ Ibid.

⁵⁹⁵ Ibid.

the membership as represented by the Assembly was a priority of the Assembly meetings. Further, Assembly members were encouraged by Black to become involved in writing and marketing the exam.⁵⁹⁶

Several other developments occurred during the year and were announced or otherwise handled at the Assembly meetings. Black noted that the CBMT would be electing a Public Information Officer to serve as a liaison between the CBMT, NAMT, AAMT, and the NAMT regional presidents.⁵⁹⁷ Black also announced that the deadline for transitional certification had been extended to January 31, 1985.⁵⁹⁸ Also during these meetings, nominations and an election were held for two new members to serve on the CBMT. The election was conducted by written ballot with a plurality vote;⁵⁹⁹ winners included Darlene Brooks and Anne Parker, who were both elected to serve three-year terms.⁶⁰⁰

An interesting question arose during the Assembly meetings regarding the fate of the RMT credential. During the prior year, a motion had been passed to continue registering music therapists based on transcript review and internship verification until 1991, after which time, registration would cease to have meaning.⁶⁰¹ In order to address this, a motion was introduced to require music therapists to provide evidence of Board Certification in order to gain registration,

⁵⁹⁶ NAMT, Minutes of the Assembly of Delegates, Meeting I, 4.

⁵⁹⁷ Ibid.

⁵⁹⁸ Ibid.

⁵⁹⁹ Ibid., 4-5.

⁶⁰⁰ NAMT, Minutes of the Assembly of Delegates, Meeting II, 1.

⁶⁰¹ Ibid., 2.

beginning in 1992.⁶⁰² This motion, however, was not voted upon; instead, the Assembly voted that the issue should be referred to a task force for further study.⁶⁰³

In reflecting upon the enormity of the task of developing the exam, one can gain some appreciation of the difficulty of the project from looking at the number of times its final implementation date was changed. Early in 1984, A.G. Black reported to the Executive Board that the exam was expected to be ready in November of 1984.⁶⁰⁴ A newsletter also announced that the exam would be ready in time for the November conference in Albuquerque.⁶⁰⁵ At the second mid-year meeting of the Executive Board in June, Black indicated that the exam would not be given in Albuquerque, but rather at several regional conferences in 1985.⁶⁰⁶ It was later noted, however, at the annual meeting of the Executive Board, that there was yet no date set for the exam.⁶⁰⁷ At long last, Black was able to announce at the meeting of the Assembly of Delegates that the first certification exam would be ready for administration in May of 1985.⁶⁰⁸ Following this announcement and the many discussions held during the meetings, the Assembly of Delegates applauded the CBMT for their work on the exam project.⁶⁰⁹

⁶⁰² NAMT, Minutes of the Assembly of Delegates, Meeting II, 2.

⁶⁰³ Ibid.

⁶⁰⁴ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 7.

⁶⁰⁵ NAMT, "CBMT Becomes Incorporated," *NAMT Notes*, March-April, 1984, 4.

⁶⁰⁶ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 4-5.

⁶⁰⁷ NAMT, Minutes of the Executive Board, 5.

⁶⁰⁸ NAMT, Minutes of the Assembly of Delegates, Meeting I, 4.

⁶⁰⁹ Ibid.

Government Relations

Wanda Lathom was appointed as the new Government Relations Chair in 1984;⁶¹⁰ however, she later resigned due to too many commitments.⁶¹¹ Kate Gfeller took her place as the new Government Relations Chair, effective November, 1984.⁶¹² Michael Rohrbacher continued to function as Government Relations Chair until that time; however, in addition to leading the committee, the role was expanded such that the Chair would thenceforth hold a non-voting seat on the Executive Board, under the title of Government Relations Representative.⁶¹³ This position was created and approved by NAMT's governing bodies in 1983, and took effect with the 1984 Executive Board.⁶¹⁴

The Government Relations Committee had several areas of concern throughout the year. Early in the year, President Gibbons charged the Committee to study the listing of Qualified Mental Retardation Professionals on a state-by-state basis.⁶¹⁵ There was also discussion of hiring

⁶¹⁰ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 1.

⁶¹¹ Alicia C. Gibbons, "Presidential Perspectives," *NAMT Notes*, July-August, 1984, 2.

⁶¹² NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 1.

⁶¹³ NAMT, "Executive Board Appointments Announced for '84-'86," *NAMT Notes*, March-April, 1984, 1. NAMT, Minutes of the Executive Board, Mid-Year Meeting, 1. NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 3.

⁶¹⁴ NAMT, "Executive Board Appointments Announced for '84-'86," *NAMT Notes*, March-April, 1984, 1. Of note, Article VI (Executive Board) of the 1984 NAMT Constitution, as included in the Assembly of Delegates Book, does not contain any reference to the positions of Government Relations Chair or Government Relations Representative.

⁶¹⁵ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 3.

a legislative consultant, in order to continuously monitor legislative issues, disseminate information, and to “move persons to action.”⁶¹⁶ This issue was particularly salient due to a concern expressed by the Committee to the Executive Board that AMI was not able to provide these services.⁶¹⁷

Lorraine Peery-Long presented the Government Relations Brochure to the Executive Board; however, the brochure was still being worked on and reviewed at this time by the Government Relations Committee.⁶¹⁸ At the annual meeting, the new Chair, Kate Gfeller discussed a plan for addressing pending legislative activity on a national and state-by-state basis.⁶¹⁹ Third-party reimbursement remained a strong area of interest, as evidenced by requests for comments, questions, and input on the issue in *NAMT Notes*.⁶²⁰ Other areas of interest in government relations at this time included amendments to PL 98-199 — the Education of the Handicapped Act (EHA) — and a review of preventive services for those eligible for Medicaid by the Health Care Finance Administration (HCFA).⁶²¹

⁶¹⁶ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 3.

⁶¹⁷ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 5.

⁶¹⁸ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 4.

⁶¹⁹ NAMT, Minutes of the Executive Board, 5-6.

⁶²⁰ NAMT, “GRC Needs NAMT Member Input On Issue of Third Party Reimbursement,” *NAMT Notes*, January-February, 1984, 6.

⁶²¹ Michael Rohrbacher, “Government Role In Education And Health Care May Offer New Opportunities For Music Therapists,” *NAMT Notes*, May-June, 1984, 1.

Publications

In 1984, there was concern that the NAMT publications were not bringing in enough revenue. At the Executive Board annual meeting, Executive Director Ed Norwood noted that the publications had not met projected sales figures.⁶²² To counteract this, a motion was carried to print 500 copies of the Membership Directory and sell it at a profit at price points of \$7.50 for members and \$10 for nonmembers.⁶²³ In addition, the Board voted to retain the copyright on the Handbook of Music Psychology and to request 10% royalties on its sales.⁶²⁴

Journal of Music Therapy

In addition to the revenue-increasing measures listed above, the *Journal of Music Therapy* was set to undergo a price increase to \$20 for domestic purchases and \$24 for foreign purchases.⁶²⁵ A discussion on the content of the *Journal* also took place within the Executive Board, culminating in a request for feedback on the publication's content from Editor Richard Graham.⁶²⁶

⁶²² NAMT, Minutes of the Executive Board, 3.

⁶²³ Ibid., 6.

⁶²⁴ Ibid., 7.

⁶²⁵ Ibid., 3.

⁶²⁶ Ibid., 8.

In 1984, the large issues at stake for *Music Therapy Perspectives* were the selection of its editor and the ability of NAMT to provide funding for the publication. At the mid-year meeting of the Executive Board, a tentative Committee to Select a Music Therapy Perspectives Editor was appointed by the President and approved by the Board.⁶²⁷ This committee consisted of Darlene Brooks, Leanna Rasar, Suzanne Hanser, and Judy D’Arcangelis as alternate.⁶²⁸ Michael McGuire was again selected to be the editor of the publication.⁶²⁹

Funding continued to be a major problem for *Music Therapy Perspectives*. It was expressed in the mid-year meeting that the hope was for *Music Therapy Perspectives* to be “self-supporting through the use of advertising and an increase in subscription prices.”⁶³⁰ To that end, Carol Quase was introduced as a new advertising manager for *Music Therapy Perspectives*, and she indicated that the publication should be able to sustain itself within a period of two to three years.⁶³¹ Nevertheless, at the Executive Board’s annual meeting, the Board voted to suspend *Music Therapy Perspectives* in a 4-3 vote, until the publication could be financially supported.⁶³² While President Gibbons gave assurance that resuming the publication would be a top priority,

⁶²⁷ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 2.

⁶²⁸ Ibid.

⁶²⁹ NAMT, Minutes of the Assembly of Delegates, Meeting II, 1. The minutes indicate that McGuire was the editor serving at this time.

⁶³⁰ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 4.

⁶³¹ Ibid., 5.

⁶³² NAMT, Minutes of the Executive Board, 6.

Editor McGuire nonetheless expressed concern about the lack of representation on the Board for *Music Therapy Perspectives*.⁶³³ The Assembly of Delegates also weighed in on the issue, indicating to the Executive Board its support for the return of *Perspectives* to publication when funds would allow.⁶³⁴

Editor Michael McGuire gave a compelling annual report on behalf of *Music Therapy Perspectives*, outlining his vision of what the publication would need in order to be successful. Among his list of concerns, McGuire argued that without at least a two-year commitment for funding from the Executive Board, solicitation of content, planning of issues, selling advertising space, and the development of marketing plans or subscription programs were “impossible” tasks.⁶³⁵ McGuire also pointed out in this report the lack of official representation of *Perspectives* on the Executive Board, and the fact that as of the date of his report, a new Editor had not yet been chosen.⁶³⁶ With McGuire giving official voice to these and other concerns, *Music Therapy Perspectives* was well-defended in spite of its hiatus.

⁶³³ NAMT, Minutes of the Executive Board, 8.

⁶³⁴ NAMT, Minutes of the Assembly of Delegates, Meeting II, 3.

⁶³⁵ Michael McGuire, “Music Therapy Perspectives Annual Report,” Assembly of Delegates Book, 1984, 2-3.

⁶³⁶ Ibid., 3, 5-6.

Newsletters

Throughout 1984, *NAMT Notes* remained a stable fixture among the Association's publications. In the first two newsletter editions of the year, announcements appeared stating that the previously defunct Gerontology group had been reinstated and would again publish the Gerontology Newsletter for those interested.⁶³⁷ Marian Palmer, who had previously served as editor of the Gerontology Newsletter, would resume this position upon the Newsletter's rebirth.⁶³⁸

Summary

Overall, 1984 was a year of both progress and setbacks. The thirty-fifth annual conference took place in Albuquerque, New Mexico; and at this conference the Sears Distinguished Speaker Series was inaugurated. Membership numbers were down; however, a membership drive was instituted to counteract this trend. NAMT's finances were of particular concern throughout the year, and *Music Therapy Perspectives* was an unfortunate although temporary casualty of this state of affairs. The Executive Board held a second mid-year meeting for the first time in its history, and also added the new position of Government Relations

⁶³⁷ NAMT, "Gerontology Group Formed," *NAMT Notes*, January-February, 1984, 4. NAMT, "Correction," *NAMT Notes*, March-April, 1984, 3.

⁶³⁸ NAMT, "Gerontology Group Formed," *NAMT Notes*, January-February, 1984, 4.

Representative to its ranks. Planning continued for the 1985 joint conference of creative arts associations. The certification project was mostly concerned with matters of finance and implementation at this time; however, a major milestone was reached with the announcement that the first exam would be ready to be administered in 1985. Finally, the Gerontology Newsletter was reinstated. Overall, 1984 was a year in which NAMT continued to battle against trying circumstances in order to progress, but it did so with lasting results.

CHAPTER 6

1985 - A Year of Accomplishment

1985 Annual Conference

The 1985 Joint Conference on the Creative Arts Therapies was presented by the National Coalition of Arts Therapy Associations, and occurred in place of the regular NAMT annual conference. Entitled, “Creative Arts Therapies: Interaction/Interplay,” it fulfilled the role of the thirty-sixth annual gathering of NAMT, and was sponsored by NAMT, AAMT, the American Dance Therapy Association, and the National Association for Drama Therapy.⁶³⁹ This conference took place at the Marriott Marquis Hotel in New York City, from November 23 to November 27, 1985.⁶⁴⁰ Dr. Kenneth Bruscia was the conference coordinator,⁶⁴¹ and Anita Cooley was the local conference chairperson.⁶⁴²

In an announcement on the conference in the January-February edition of *NAMT Notes*, the purpose of the joint conference was outlined in tripartite fashion as such:

⁶³⁹ NAMT, Program of the Thirty-Sixth Annual Conference, November 23-27, 1985.

⁶⁴⁰ Ibid.

⁶⁴¹ Ibid., 2.

⁶⁴² NAMT, Minutes of the Executive Board, Mid-Year Meeting, April 11-13, 1985, 5.

1) to “strengthen education and professional bonds between art, music, dance, and drama therapies”⁶⁴³

2) to “further the growth and development of the creative arts therapies”⁶⁴⁴

3) to “foster a greater understanding of each discipline among the human service professions and general public.”⁶⁴⁵

The announcement further disclosed that the conference would include presentations from each discipline as well as interdisciplinary presentations and opportunities for dialogue among the disciplines.⁶⁴⁶ Additionally, the conference would include presentations from interdisciplinary study groups examining the three areas of public information, licensing, and legislative affairs.⁶⁴⁷ These study groups would present their findings and recommendations to a joint meeting of the executive boards of all the participating associations.⁶⁴⁸

In one of the 1985 newsletters, President Gibbons noted that the Joint Conference “mark[ed] the culmination of 10 years of collaboration beginning with former NAMT President Richard Graham and further developed by Presidents Lathom, Bitcon, Tims, and now Gibbons.”⁶⁴⁹ This statement gives an indication of the amount of work and time that went into

⁶⁴³ NAMT, “Creative Arts Therapies: Interaction/Interplay To Be Theme of First NCATA Conference,” *NAMT Notes*, January-February, 1985, 1.

⁶⁴⁴ Ibid.

⁶⁴⁵ Ibid.

⁶⁴⁶ Ibid.

⁶⁴⁷ Ibid., 1, 4.

⁶⁴⁸ Ibid., 4.

⁶⁴⁹ Alicia C. Gibbons, “Presidential Perspectives,” *NAMT Notes*, September-October, 1985, 1.

the planning of this special conference, over many years. Gibbons also highlighted a spirit of collaboration and togetherness when she went on to state, “NAMT has worked to promote not only Music Therapy but all Creative Arts Therapies [*sic*] at a time our organizations must unite to combine resources and strengths in order to survive both economically and politically.”⁶⁵⁰

Nearly 300 sessions were planned to take place during the Joint Conference.⁶⁵¹ Among the most illustrious speakers, Joseph Chilton Pearce, author of *The Magical Child*, was selected as the 1985 William Sears Memorial Distinguished Lecturer.⁶⁵² Other notable speakers included Dr. Joseph Zinker, music therapists Helen Bonny and Claus Bang, drama therapist Richard Courtney, Judith Kestenberg, William Condon, Richard Kavner, Mary Jane Owen, Judianne Denson-Gerber, and New York State Commissioner of Civil Service Karen Burstein.⁶⁵³

Following the conference, President Gibbons wrote in *NAMT Notes* that the event was “truly a great success,” and that over 2300 individuals representing the creative arts disciplines were in attendance.⁶⁵⁴ Gibbons commended both NAMT Vice President Cheryl Maranto and NCATA Chairman and AAMT representative Kenneth Bruscia on a job well done in organizing the conference.⁶⁵⁵

⁶⁵⁰ Alicia C. Gibbons, “Presidential Perspectives,” *NAMT Notes*, September-October, 1985, 1.

⁶⁵¹ Cheryl D. Maranto, “New York City Hosts NAMT Conference,” *NAMT Notes*, September-October, 1985, 1.

⁶⁵² *Ibid.*, 3.

⁶⁵³ *Ibid.*

⁶⁵⁴ Alicia C. Gibbons, “Presidential Perspectives,” *NAMT Notes*, November-December, 1985, 1.

⁶⁵⁵ *Ibid.*

Membership

In 1985, NAMT had a total of 2637 members as of March 1.⁶⁵⁶ This represented a nine percent increase over the previous year, which was mostly due to a 20% increase in the number of active RMTs from 1594 to 1904.⁶⁵⁷ Other membership categories saw decreases in their numbers, such as the number of active non-RMTs, which went down 2% from 124 to 121; associate members, which decreased 16% from 38 to 32; and retired RMTs, which dropped 200% from two to zero.⁶⁵⁸ The numbers of honorary life and life members remained steady at one and six, respectively;⁶⁵⁹ however, at its mid-year meeting, the Executive Board later voted to grant honorary life membership to Vera Moretti of the Mid-Atlantic Region for her “outstanding work in the field of music therapy.”⁶⁶⁰ The number of student members declined 12% from 649 to 573,⁶⁶¹ a decrease which Executive Director Norwood attributed to “a decrease in student

⁶⁵⁶ NAMT, NAMT Membership report, Executive Board Book, Mid-Year Meeting, March 1, 1985.

⁶⁵⁷ Ibid.

⁶⁵⁸ Ibid.

⁶⁵⁹ Ibid.

⁶⁶⁰ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 9.

⁶⁶¹ NAMT, NAMT Membership report, Executive Board Book, Mid-Year Meeting.

enrollment in the academic programs.”⁶⁶² Finally, the number of non-member RMTs increased again by 13% from 588 to 666.⁶⁶³

According to the Executive Director’s report, approximately 534 music therapists were newly registered between March 1, 1984, and March 1, 1985.⁶⁶⁴ This represented a 17% increase over the prior year’s 455 new registrations.⁶⁶⁵ There were also 25 music therapists who re-registered after their registrations had lapsed.⁶⁶⁶ Norwood noted in his report that the process for registration had been “streamlined,” resulting in a faster rate for registration processing.⁶⁶⁷

Anthony Decuir continued as Membership Chairman to spearhead NAMT’s membership drive. Decuir reported in a memo on March 20, 1985, that 774 music therapists had been identified as former members of NAMT.⁶⁶⁸ These former members were to be “contacted and invited to renew their memberships.”⁶⁶⁹ Also, the Executive Board voted to develop new member packets to send to music therapy students as they completed their internships.⁶⁷⁰ These packets

⁶⁶² Edward L. Norwood, Executive Director’s Report, Executive Board Book, Mid-Year Meeting, April 11-13, 1985.

⁶⁶³ NAMT, NAMT Membership report, Executive Board Book, Mid-Year Meeting.

⁶⁶⁴ Edward L. Norwood, Executive Director’s Report, Executive Board Book, Mid-Year Meeting.

⁶⁶⁵ Ibid.

⁶⁶⁶ Ibid.

⁶⁶⁷ Ibid.

⁶⁶⁸ Anthony Decuir to the NAMT Executive Board, March 20, 1985.

⁶⁶⁹ Edward L. Norwood, Executive Director’s Report, Executive Board Book, Mid-Year Meeting.

⁶⁷⁰ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, June 27-29, 1985, 2.

would contain a membership application, information and a history of NAMT, a list of membership benefits, regional information, information on registration and certification, and a letter of congratulations.⁶⁷¹ In addition to the new member packets, Jayne Standley put forth a request that an NAMT Member Handbook be developed; Executive Director Norwood was enlisted to gather data for this project and to develop a cost estimate.⁶⁷²

During the prior year, there had been discussion within the Executive Board of the need for a dues increase for the membership. President Gibbons continued to address this issue to the membership in a rationale given in *NAMT Notes*,⁶⁷³ and President-Elect Anthony Decuir spoke on the matter at the Executive Board annual meeting.⁶⁷⁴ It was noted that member dues needed to keep up with inflation, and that there had not been a dues increase since 1979.⁶⁷⁵ In response, the membership of NAMT voted during the General Membership meetings to approve a dues increase.⁶⁷⁶ Effective January 1, 1986, the new dues structure would be as follows:

Professional Member — \$70
Associate Member — \$65
Student Member — \$25
Retired RMT — \$65
Affiliate Organization — \$70
Patron — \$200⁶⁷⁷

⁶⁷¹ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, June 27-29, 1985, 2.

⁶⁷² NAMT, Minutes of the Executive Board, Mid-Year Meeting, 8.

⁶⁷³ Alicia C. Gibbons, "Presidential Perspectives," *NAMT Notes*, July-August, 1985, 6.

⁶⁷⁴ NAMT, Minutes of the Executive Board, November 21-22, 1985, 1-2.

⁶⁷⁵ *Ibid.*, 2.

⁶⁷⁶ NAMT, "Member Dues Increase Approved," *NAMT Notes*, November-December, 1985, 1.

⁶⁷⁷ *Ibid.*

In addition, the membership voted to replace the title of “Active Member” with “Professional Member.”⁶⁷⁸ In her written address to the membership, President Gibbons commended the members for their willingness to support and promote the profession financially.⁶⁷⁹

By September 30, 1985, the total number of NAMT members had swelled to 3118, of which 2358 were active RMTs.⁶⁸⁰ Of the remaining number, 114 were active non-RMTs, 43 were associate members, and 590 were student members.⁶⁸¹ In addition, there was one single member at the retired RMT level, and there were ten life members and two honorary life members.⁶⁸² As these numbers demonstrate, the increase in membership during the 1985 year was largely due to an increase in the number of active RMTs.

Budget

During the Executive Board mid-year meeting, Ed Norwood noted that although a net loss had been projected for the 1984 year, the year actually ended with a net profit of \$4068, which according to Norwood was because of “record high RMT registrations” as well as profit

⁶⁷⁸ NAMT, “Member Dues Increase Approved,” *NAMT Notes*, November-December, 1985, 1.

⁶⁷⁹ *Ibid.*, 3.

⁶⁸⁰ Edward L. Norwood, Executive Director’s Report, Executive Board Book, November 23-27, 1985.

⁶⁸¹ *Ibid.*

⁶⁸² *Ibid.*

from the 1984 conference.⁶⁸³ The 1984 conference had been attended by 657 persons and had garnered a profit of \$17,487.⁶⁸⁴ As of the end of 1984, NAMT had a total of \$205,725 in assets and \$17,089 in liabilities.⁶⁸⁵ Total revenues for the year came to \$225,273, which was \$1452 below the budgeted number; expenses totaled \$221,205, which was \$23,966 below the budgeted number, leaving the net income for the 1984 year as stated at \$4068.⁶⁸⁶

Matters that were important early in the year included discussions regarding a possible uniform dues structure among the NAMT regions. Lorraine Long and Ed Norwood were responsible for exploring this.⁶⁸⁷ Raising revenues also continued to be an important issue to the Board. To address this, the Board first voted to increase costs of services to non-members by charging non-members \$10 for a listing of professional job opportunities, and by creating a service whereby NAMT-approved universities could subscribe to the listing of professional job opportunities for \$25 per year.⁶⁸⁸ Second, the Board voted that President Gibbons would contact

⁶⁸³ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 2.

⁶⁸⁴ Ibid., 6.

⁶⁸⁵ NAMT, Financial Balance Sheet, Executive Board Book, Mid-Year Meeting, as of December 31, 1984.

⁶⁸⁶ NAMT, Statement of Revenues and Expenses, Executive Board Book, Mid-Year Meeting, for the period of January 1, 1984 through December 31, 1984.

⁶⁸⁷ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 3.

⁶⁸⁸ Ibid.

the CBMT regarding payment on their loan.⁶⁸⁹ In addition, the Gaston and Sears Memorial Funds were to be placed into financial plans “of maximum benefit to the funds.”⁶⁹⁰

By September 30, 1985, NAMT appeared to be in a stable financial condition. Total income for the year-to-date stood at \$203,971; expenses totaled \$191,021, leaving a net income of \$12,950 as of September 30.⁶⁹¹ Total assets for the association at this time stood at \$175,953.70, and there were zero liabilities.⁶⁹²

During the 1985 year, an Ad Hoc Finance Committee appointed by President Gibbons was active in influencing financial policy. David Wolfe was appointed as chair of the committee; Alan Solomon was appointed as liaison between the committee itself and the Assembly of Delegates; and Cathy Knoll was appointed as a third member of the committee.⁶⁹³ At the annual Executive Board meeting, this committee gave a long series of recommendations to NAMT.⁶⁹⁴ The committee recommended the continued investigation of projects to bring in revenue and investment.⁶⁹⁵ Interestingly, it also recommended the reinstatement of *Music Therapy Perspectives*.⁶⁹⁶ In response to the committee’s recommendations, the Board voted to accept their

⁶⁸⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 3.

⁶⁹⁰ Ibid., 2.

⁶⁹¹ NAMT, Statement of Income and Expenses, Executive Board Book, September, 1985.

⁶⁹² NAMT, Balance Sheet, Executive Board Book, September 30, 1985.

⁶⁹³ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 2.

⁶⁹⁴ NAMT, Minutes of the Executive Board, 7-8.

⁶⁹⁵ Ibid., 7.

⁶⁹⁶ Ibid.

recommendation of zero deficit spending, effective January 1, 1986; and to invest the funds reimbursed by the CBMT.⁶⁹⁷ In a move that was indicative of the value of its input, President Decuir requested the continued advisement of the Ad Hoc Finance Committee during his presidency.⁶⁹⁸

Committee & Governance Activity

Council on Training and Development

Within the Council on Training and Development, activity was noted in the areas of education, clinical training, registration, and research. Leslie Hunter resigned as the Council Coordinator for Training and Development,⁶⁹⁹ and David Wolfe was appointed to assume the role.⁷⁰⁰ Within education, the BA program at California State University-Northridge was granted tentative approval,⁷⁰¹ and the Master's degree program at Ohio University was approved.⁷⁰² The Education Committee was provided with a small amount of funding by the Executive Board for

⁶⁹⁷ NAMT, Minutes of the Executive Board, 8.

⁶⁹⁸ Ibid.

⁶⁹⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 8.

⁷⁰⁰ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 2.

⁷⁰¹ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 4.

⁷⁰² NAMT, Minutes of the Executive Board, 8.

the costs associated with revision of the Education Committee Standards and Procedures document, which was completed during the year and filed at the National Office.⁷⁰³ Five new faculty were authorized to teach during the period of March 16 to October 1, 1985.⁷⁰⁴ One music therapy program closed, that of Henderson State University in Arkansas.⁷⁰⁵ In sum, the Education Committee reported 14 tentatively approved programs, 57 fully approved programs, 72 total baccalaureate programs, 6 special music educator programs, 18 graduate programs, and a total of 160 authorized faculty as of the November, 1985 annual meeting.⁷⁰⁶

Activities of the Clinical Training Committee were largely centered around work on specific documents and communication. At this time the committee was hard at work on revisions to the Clinical Training Guidelines publication, in order to “streamline and clarify” them for future use.⁷⁰⁷ The committee also produced a 1985 Clinical Training Centers Directory which became available and was announced in *NAMT Notes*.⁷⁰⁸ In addition, it engaged in collaboration with the Standards of Practice and Special Target Populations Committee to create a draft of a document called “Procedural Standards for Clinical Training Programs.”⁷⁰⁹ The

⁷⁰³ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 5. NAMT, Education Committee Report, Executive Board Book, October, 1985, 2.

⁷⁰⁴ NAMT, Education Committee Report, Executive Board Book, October, 1985, 2.

⁷⁰⁵ Ibid.

⁷⁰⁶ Ibid., 3.

⁷⁰⁷ NAMT, CT Committee Annual Report, Executive Board Book, 1985, 2.

⁷⁰⁸ NAMT, “1985 Clinical Training Centers Directory Now Available,” *NAMT Notes*, January-February, 1985, 2.

⁷⁰⁹ NAMT, CT Committee Annual Report, Executive Board Book, 1985, 2.

Clinical Training Committee was also in communication at this time with the Certification Board and was working on improving communication between university departments and clinical training sites.⁷¹⁰

The Registration Committee reported 45 applications accepted for equivalency.⁷¹¹ In news related to the area of research, Joseph Chilton Pearce was selected to be the next Sears Memorial Fund Speaker, and the NAMT Research Session was to be “expanded to allow an interdisciplinary perspective.”⁷¹² The Research Session would be coordinated by Clifford Madsen, with Bruce Saperston coordinating “an interdisciplinary panel on research.”⁷¹³

Council on Professional Practices and Services

As stated above, the Standards of Practice and Special Target Populations Committee was occupied with collaborative efforts with the Clinical Training Committee to produce the document “Procedural Standards for Clinical Training Programs.” The most significant development in addition to this was that a motion was carried by the Assembly of Delegates to formally recognize the Gerontology Special Interest Group as a subcommittee of the Standards

⁷¹⁰ NAMT, CT Committee Annual Report, Executive Board Book, 1985, 2.

⁷¹¹ NAMT, Registration Committee Report, Executive Board Book, October 14, 1985.

⁷¹² NAMT, Minutes of the Executive Board, Mid-Year Meeting, 5.

⁷¹³ Ibid.

of Practice Committee.⁷¹⁴ This took place after the Executive Board resolved to “strongly endorse and recommend” such an action to take place.⁷¹⁵

The Employment Relations Committee reported success in developing eight job descriptions, for which revisions were given by the Executive Board at the annual meeting.⁷¹⁶

Descriptions were written for the following types of positions:

- 1) Music Therapist, Adult Psychiatric
- 2) Music Therapist, Geriatric
- 3) Music Therapist, General Hospital
- 4) Music Therapist, Developmentally Disabled
- 5) Music Therapist, Physical Disabilities
- 6) Music Therapy clinic director and/or Music Therapy practicum supervisor (*sic*)
- 7) College Music Therapy Instructor⁷¹⁷

In addition, a template for future work on job descriptions was included, and the committee report noted that descriptions for “music therapist consultant” and “music therapist, private practice” were under consideration.⁷¹⁸ In addition to their extensive work on job descriptions, the Employment Relations Committee was also in the process of revising and updating its civil service requirements.⁷¹⁹

⁷¹⁴ NAMT, Minutes of the Assembly of Delegates, November 22, 1985, 1.

⁷¹⁵ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 3.

⁷¹⁶ NAMT, Minutes of the Executive Board, 3-4.

⁷¹⁷ NAMT, Executive Board Book, November, 1985. Individual documents for these eight job descriptions can be found following the annual report of the Employment Relations Committee in the November Executive Board Book.

⁷¹⁸ NAMT, Report of Employment Relations Committee, Executive Board Book, June 20, 1985.

⁷¹⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 3. NAMT, Minutes of the Executive Board, 3-4.

The Peer Review Committee was immersed throughout the year in the project of revising the Peer Review Guidelines, a document which was “designed to assist Music Therapists (*sic*) in implementing and maintaining the Standards of Clinical Practice adopted by the National Association for Music Therapy, Inc. (NAMT) on November 11, 1982.”⁷²⁰ The Executive Board provided its assistance in revising the guidelines, and also provided funding for a pilot study to test them.⁷²¹ The results of this pilot project were to be presented to the Assembly of Delegates during the following year.⁷²² In addition, a motion was carried by the Executive Board to seek legal counsel to review the document’s legality.⁷²³

The final committee to be examined is the International and Affiliate Relations Committee. This committee was at the time in the process of creating a brochure jointly with the Government Relations Committee.⁷²⁴ Unfortunately, progress in this area was scarce during the year due to communication problems.⁷²⁵

⁷²⁰ NAMT, NAMT Peer Review Guidelines, Executive Board Book, November, 1985.

⁷²¹ NAMT, Minutes of the Executive Board, 4.

⁷²² NAMT, Minutes of the Assembly of Delegates, 2.

⁷²³ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 2.

⁷²⁴ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 4.

⁷²⁵ NAMT, Minutes of the Executive Board, 4.

Task Forces and Other Governance Work

The following is a summary of activities of the many task forces and other groups active within NAMT during the 1985 year. First, the work of several task forces dealing with regional issues on the national level will be discussed. The Task Force to Study the Relationship between National, Regional, and State levels reported that in March of 1985 it carried out the task of mailing surveys to the presidents of each of the NAMT regions.⁷²⁶ Two surveys were mailed: a general membership survey, which was to be given to each member at his or her regional workshop; and a state chapter survey, which was to be given to state representatives.⁷²⁷ At the annual meeting, Patti Doyle reported on behalf of this committee to the Assembly of Delegates that 433 responses were received, and survey results were forthcoming.⁷²⁸ The task force for acquiring public relations materials from the regional chapters reported that it had received responses from several of the regions and material would be forwarded to the National Office.⁷²⁹ Also at the annual meeting, the task force for streamlining regional dues reported that the regional response to the concept of uniform dues was generally favorable.⁷³⁰ In other news relating to regional work, the Executive Board met with the regional presidents at the Board's annual meeting, and a committee was formed to "explore alternatives of tax exemption and

⁷²⁶ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 6.

⁷²⁷ Ibid.

⁷²⁸ NAMT, Minutes of the Assembly of Delegates, 2.

⁷²⁹ NAMT, Minutes of the Executive Board, 2.

⁷³⁰ Ibid.

regional incorporation.”⁷³¹ Members of this committee included Barbara Reuer, Barbara Crowe, Faith Johnson, Anthony Decuir, and Edward Norwood.⁷³²

The Task Force on Goals and Objectives continued to be active during the 1985 year. Christina Lucia resigned from the Task Force, and in the same year Anthony Decuir, Cheryl Maranto, and Jayne Standley were appointed as members.⁷³³ During the year, the main activity of the group was revision of the NAMT goals and objectives. This was discussed during the second mid-year meeting, which highlighted the following as important topics to address: “revenue generation and financial stabilization, membership service delivery, government relations, and certification.”⁷³⁴ A revision of the document was distributed at the 1985 annual conference; however, it was not to be discussed until the following mid-year meeting.⁷³⁵

Several other committees also were active during the year. At the second mid-year meeting, Christina Lucia was tasked with forming subcommittees to review pending policy changes prior to their introduction to the Assembly of Delegates.⁷³⁶ Another task force was appointed at the Executive Board annual meeting to revise the NAMT Code of Ethics; members of this task force were Leslie Hunter, Carol Culton, Bill Boyd, and Cheryl Maranto as chair.⁷³⁷

⁷³¹ NAMT, Minutes of the Executive Board, 8.

⁷³² Ibid.

⁷³³ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 9.

⁷³⁴ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 3.

⁷³⁵ NAMT, Minutes of the Executive Board, 6.

⁷³⁶ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 2.

⁷³⁷ NAMT, Minutes of the Executive Board, 7.

The Judicial Review Board also had new members; Lorraine Peery-Long and Barbara Crowe were appointed to the Board and their appointments were approved and confirmed respectively by the Executive Board and the Assembly of Delegates.⁷³⁸

The Assembly of Delegates-Elect took several actions of note at their annual meeting. First, Alan Solomon was elected as the new Speaker of the Assembly for a two year term.⁷³⁹ Second, a task force was appointed to study the size of the Assembly and the composition of the Executive Board.⁷⁴⁰ This had been a recurrent issue of discussion in NAMT's governing bodies for some time. Marilyn Sandness was appointed to chair the task force, and Nancy Howard, Frederick Tims, and Judy Simpson were appointed as its other members.⁷⁴¹ In a letter dated February 6, 1985, Executive Director Norwood wrote to Christina Lucia regarding the regional breakdown of member representation on the Assembly.⁷⁴² According to Norwood's breakdown, 59 Delegates were projected for the 1986-1988 term to represent 2670 NAMT members as of February, 1984.⁷⁴³ Further discussion of Assembly representation would take place at future meetings.

With so much effort made by so many individuals within NAMT, it was fitting that some should be recognized for their work. Christina Lucia was formally recognized in a vote by the

⁷³⁸ NAMT, Minutes of the Executive Board, 7. NAMT, Minutes of the Assembly of Delegates, 1.

⁷³⁹ NAMT, Minutes of the Assembly of Delegates-Elect, November 26, 1985, 1.

⁷⁴⁰ Ibid.

⁷⁴¹ Ibid.

⁷⁴² Edward L. Norwood to Christina Lucia, February 6, 1985.

⁷⁴³ Ibid.

Assembly-Elect that the Executive Director should write a letter of appreciation to her for “the dedication with which she has served the NAMT Assembly.”⁷⁴⁴ The Executive Board also passed a motion that “NAMT will support a system of recognition for committee work with a budget of \$50 to be administered by the Council Coordinators.”⁷⁴⁵ Indeed, the efforts of so many within the organization appeared to bear much fruit by this time in NAMT’s history.

Association Management and the National Office

The year 1985 saw another upheaval of the National Office, and to fully paint the picture of what happened, it is necessary to go back to the mid-year meeting of the Executive Board. During this meeting, a discussion took place of a memo which was received from Mr. Charles Perry, President of AMI, NAMT’s management firm at the time.⁷⁴⁶ The memo stated that AMI would be requesting a sizable increase in its management fee for NAMT, starting May 1, 1985.⁷⁴⁷ In response to this request, a discussion was held by the Board as to whether or not

⁷⁴⁴ NAMT, Minutes of the Assembly of Delegates-Elect, 1.

⁷⁴⁵ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 4.

⁷⁴⁶ Ibid., 1, 9.

⁷⁴⁷ Ibid. This request may have been for good reason. President Tims had stated previously that NAMT was “considerably more complex and expensive to manage than other similar-sized associations.” Frederick Tims, “Presidential Perspectives,” *NAMT Notes*, January-February, 1984, 2. It was also noted in the minutes of this Board meeting that management of the regional dues structure alone cost approximately \$30,000 per year in personnel, time, and materials. NAMT, Minutes of the Executive Board, Mid-Year Meeting, 1.

NAMT should renew their contract with AMI. The Board decided on a twofold course of action. First, they would attempt to negotiate with Perry on his request for an additional \$44,000 for the period of May 1 through August 31, 1985.⁷⁴⁸ Second, the Board boldly resolved that NAMT would discontinue management by AMI and would manage itself independently by September 1, 1985.⁷⁴⁹

Following negotiations with Mr. Perry, the Board made several additional resolutions, as follows:

1) The management fee will remain as originally agreed in the current contract which expires August 31, 1985;

2) Accounting & membership services will be removed from AMI's responsibility by the close of business May 31, 1985. NAMT will assume these services by that date;

3) In the event NAMT is unable to find competent personnel to accomplish the accounting and membership services changeover by May 31, 1985, AMI will charge an additional \$6000 per month to retain current services during the management transition period between June 1 and August 31, 1985⁷⁵⁰

Alongside these negotiations, finding a new location for the National Office became a significant issue. To meet this need, President Gibbons appointed a subcommittee to "set criteria for a new National Office location."⁷⁵¹ Jayne Standley, Anthony Decuir, and Wanda Lathom were the members appointed to this subcommittee.⁷⁵²

⁷⁴⁸ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 9.

⁷⁴⁹ Ibid.

⁷⁵⁰ Ibid., 11.

⁷⁵¹ Ibid., 1.

⁷⁵² Ibid.

Throughout these discussions, the Executive Board was clear in its desire to retain Ed Norwood as Executive Director of NAMT.⁷⁵³ Toward this end, the Board recommended that President Gibbons appoint a task force to facilitate contract negotiations between itself and Norwood regarding the salary and time required for the position.⁷⁵⁴ Further, the Board resolved to authorize Norwood to utilize funds as needed to facilitate the move of the National Office, pending approval from President Gibbons and Patti Doyle.⁷⁵⁵

The NAMT membership was informed of these events by an insert in the March/April edition of *NAMT Notes* entitled, “Special Notice from the President.” In the notice, President Gibbons cited AMI’s “rapidly escalating” management fees as well as the quality of services as reasons for NAMT’s move toward self-management.⁷⁵⁶ Future updates on the status of the office transition were to be found in subsequent editions of *NAMT Notes*.

By the summer mid-year meeting of the Executive Board, much progress had been made toward solidifying NAMT’s management independence. At this meeting the Board resolved to offer Ed Norwood a two-year contract to serve as Executive Director of NAMT.⁷⁵⁷ The contract and job description were later finalized at the annual Board meeting, and were effective for two years starting August 1, 1985.⁷⁵⁸ Joy Shaffer was hired as Director of Professional Programs and

⁷⁵³ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 11.

⁷⁵⁴ Ibid.

⁷⁵⁵ Ibid.

⁷⁵⁶ Alicia C. Gibbons, “Special Notice From The President,” *NAMT Notes*, March-April, 1985, 3.

⁷⁵⁷ NAMT, Minutes of the Executive Board, Second Mid-Year Meeting, 1.

⁷⁵⁸ NAMT, Minutes of the Executive Board, 5.

would be assisting the Executive Director with management of NAMT and “issues of professional concern.”⁷⁵⁹ Ruth Washington was hired as Director of Administration and would be assisting the Executive director with membership services and accounting.⁷⁶⁰ Finally, it was announced that as of August 1, 1985, NAMT’s new office address would be as follows:

National Association for Music Therapy
505 Eleventh St. SE
Washington, DC 20003⁷⁶¹

Foundation for Handicapped Children

Early in the 1985 year, President Gibbons wrote to the NAMT membership about the need to explore nontraditional funding sources in light of NAMT’s growth and the economic environment of the time.⁷⁶² She stated that “the Association’s rising operating costs have become a growing problem because income has not kept up with inflation,” and that traditional approaches to funding were “no longer effective in maintaining the services to which we have

⁷⁵⁹ NAMT, “NAMT Moves To Own Management,” *NAMT Notes*, September-October, 1985, 3.

⁷⁶⁰ Ibid.

⁷⁶¹ NAMT, “We’re Moving!” *NAMT Notes*, July-August, 1985, 1.

⁷⁶² Alicia C. Gibbons, “Presidential Perspectives,” *NAMT Notes*, January-February, 1985, 1.

become accustomed.”⁷⁶³ Gibbons highlighted more systemic changes in the economy when she wrote that “the federal government has shifted, or is attempting to shift, the responsibility of human services to the private sector,” and that because of this shift, “doors have been opened to tax deductions through charitable donations.”⁷⁶⁴ With this rationale, Gibbons introduced the idea of starting a nonprofit foundation which would accept donations to supplement the funding of NAMT’s efforts. With assistance from Bob Skahan of Alpha and Omega Financial Services, Inc., of Lawrence, Kansas, Gibbons and Executive Director Norwood developed a plan for starting the National Music Therapy Foundation for Handicapped Children.⁷⁶⁵

At the Executive Board’s first mid-year meeting, Gibbons presented a proposal for establishing the Foundation to the Board.⁷⁶⁶ The Executive Board, in return, voted to give the President “the authority to launch the foundation program,” and to officially name it “A National Music Therapy Foundation for Handicapped Children.”⁷⁶⁷ An announcement in the March-April edition of *NAMT Notes* informed the membership of these events.⁷⁶⁸

The fledgling foundation had begun to experience some growing pains by the time of the Executive Board’s annual meeting. It had a new financial consultant, Tom Leigh, who made

⁷⁶³ Alicia C. Gibbons, “Presidential Perspectives,” *NAMT Notes*, January-February, 1985, 1.

⁷⁶⁴ *Ibid.*, 2.

⁷⁶⁵ *Ibid.*

⁷⁶⁶ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 1.

⁷⁶⁷ *Ibid.*, 9.

⁷⁶⁸ Alicia C. Gibbons, “Special Notice From The President,” *NAMT Notes*, March-April, 1985, 3.

several recommendations to the Board on marketing and publicizing it.⁷⁶⁹ Norwood provided a voice of caution in the Board on maintaining the purpose of NAMT in light of its status with the Internal Revenue Service as a membership, education, and scientific society, and not as a service provider or as a payer for services.⁷⁷⁰ It appeared that the Board also recognized that the project had been a costly one already, requiring \$6000 in consultant fees thus far and \$776 on its brochure.⁷⁷¹ Ultimately, the Board voted to take a step back on the project by appointing a task force “to complete a feasibility study and to gather more information on the development of music therapy fund raising for sick children.”⁷⁷² Members of this task force would include Mary Rudenberg, Sammi Seigel, Jama King, Alicia Gibbons, and Christina Lucia.⁷⁷³

Neighboring Organizations

The following will be a summary of NAMT’s actions involving other related organizations during the 1985 year. Several actions were taken in this area at the first Executive Board mid-year meeting, the foremost of which involved a communication with AAMT on the use of music therapy credentials. Prior to the meeting, NAMT had received a letter from AAMT

⁷⁶⁹ NAMT, Minutes of the Executive Board, 5.

⁷⁷⁰ Ibid., 6.

⁷⁷¹ Ibid.

⁷⁷² Ibid.

⁷⁷³ Ibid.

President Carol Merle-Fishman, requesting an agreement between the two associations that the RMT and CMT credentials be recognized as equal.⁷⁷⁴ In response to this request, the Board recommended drafting a letter stating that NAMT would be willing to participate on a joint task force between the organizations to address the differences between the credentials' requirements.⁷⁷⁵ No information is available on whether such a discussion took place within the year.

Several other actions took place involving related organizations. NAMT agreed to become a co-sponsor for a music festival put on by the Paralyzed Veterans of America (PVA), as this would provide national exposure to NAMT.⁷⁷⁶ Mark James, RMT, requested appointment as official NAMT liaison to the National Therapeutic Recreation Society (NTRS), as that organization had recently appointed him as its liaison to NAMT.⁷⁷⁷ The Executive Board recommended in response that James be appointed as an ad hoc member of the International & Affiliate Relations committee in order to track legislation affecting both NAMT and NTRS.⁷⁷⁸ Barbara Hesser extended a request to NAMT to provide assistance in funding her journey to the World Congress as the North American music therapy representative; however, the Executive Board was not in favor of providing such assistance at the time.⁷⁷⁹ It was also announced that Dr.

⁷⁷⁴ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 10.

⁷⁷⁵ Ibid.

⁷⁷⁶ Ibid., 7-8.

⁷⁷⁷ Ibid., 10.

⁷⁷⁸ Ibid.

⁷⁷⁹ NAMT, Minutes of the Executive Board, 6.

Donald Michel would act as keynote speaker for the conference of the Australian Music Therapy Association.⁷⁸⁰

During the year, NAMT monitored a situation involving the American Occupational Therapy Association, and this was reported on by President Gibbons in NAMT Notes.⁷⁸¹ The Occupational Therapy Association had introduced a bill to the Kansas State House of Representatives, which in President Gibbons' words, "included no language that excluded Creative Arts Therapies from the pervue [sic] of Occupational Therapy, opening up the possibility that it could be construed that Creative Arts Therapists may be subsumed under occupational therapy."⁷⁸² According to Gibbons, the bill was stopped, and NAMT was to be notified if it came up again for additional hearings.⁷⁸³ Gibbons noted, however, that similar bills had been passed already in 32 states, and she reiterated the importance of music therapists' attentiveness to legislative matters.⁷⁸⁴

The National Coalition of Arts Therapy Associations (NCATA) Joint Conference on the Creative Arts Therapies was undoubtedly the biggest example of collaboration with neighboring associations to take place during the 1985 year. This conference is described in detail in the opening section of this chapter. Proposals for conference sessions in music therapy were reviewed by a joint NAMT-AAMT committee, and proposals for sessions in other disciplines

⁷⁸⁰ NAMT, "Michel to Keynote Australian Conference," *NAMT Notes*, March-April, 1985, 5.

⁷⁸¹ Alicia C. Gibbons, "Presidential Perspectives," *NAMT Notes*, March-April, 1985, 6.

⁷⁸² *Ibid.*

⁷⁸³ *Ibid.*

⁷⁸⁴ *Ibid.*

were reviewed by a joint committee of creative arts associations.⁷⁸⁵ The work of the NCATA Interdisciplinary Study Groups was also reviewed by the Executive Board at its annual meeting; in particular, the Board endorsed the work of the Study Group on Licensure to continue its efforts toward forming state groups to identify licensure needs and numbers within each group's own state.⁷⁸⁶

Certification

1985 proved to be a momentous year in the establishment of the music therapy certification examination. In many ways, 1985 saw the culmination of events leading up to the inauguration of the exam. On January 31, 1985, the CBMT's transitional certification, or "grandfathering," program came to an end.⁷⁸⁷ After this date, all prospective music therapists were required to pass the written exam in order to become board certified.⁷⁸⁸ Later during the year, it was reported that approximately 2,500 RMTs and CMTs had participated in the transitional certification program.⁷⁸⁹

⁷⁸⁵ NAMT, "NCATA To Stage Joint Conference in New York's Theatre District," *NAMT Notes*, May-June, 1985, 1.

⁷⁸⁶ NAMT, Minutes of the Executive Board, 7.

⁷⁸⁷ NAMT, "Certification Board for Music Therapists Grants New Credential," *NAMT Notes*, March-April, 1985, 5.

⁷⁸⁸ Ibid.

⁷⁸⁹ Ibid.

In the March-April edition of *NAMT Notes*, the MT-BC credential was introduced for the first time to the NAMT membership.⁷⁹⁰ RMTs who became board certified would obtain the credential of RMT-BC; CMTs would become CMT-BCs.⁷⁹¹ Interestingly, as the MT-BC designation had not yet been marketed to the public, it was noted that “both NAMT and AAMT [would continue] their professional registration programs for an indefinite period of time.”⁷⁹² In introducing the new credential to the community, the hope was expressed that “eventually the [MT-BC] will lend more strength and credibility to the music therapy profession.”⁷⁹³

On September 14-15, 1985, the CBMT met at the offices of ASI in Philadelphia, PA. At this meeting, the CBMT reviewed the first version of the exam, discussed plans for marketing the program to the public, and established the cutoff score for passing the exam.⁷⁹⁴ Issues which would continue into the future included further development of the exam item pool and the formation of a recertification program.⁷⁹⁵

The test itself was developed by the exam committee of the CBMT and by ASI.⁷⁹⁶ The exam committee consisted of “10 individuals selected by the CBMT, represent[ing] the entire

⁷⁹⁰ NAMT, “Certification Board for Music Therapists Grants New Credential,” *NAMT Notes*, March-April, 1985, 5.

⁷⁹¹ Ibid.

⁷⁹² Ibid.

⁷⁹³ Ibid.

⁷⁹⁴ NAMT, “CBMT Update,” *NAMT Notes*, September-October, 1985, 3.

⁷⁹⁵ Ibid.

⁷⁹⁶ NAMT, “First CBMT Exam Set For Nov. 16,” *NAMT Notes*, July-August, 1985, 5.

music therapy profession from both the clinical and academic communities.”⁷⁹⁷ The committee was structured such that its members would serve 3-year terms and would represent varying demographic areas of music therapists around the country.⁷⁹⁸ The committee was to meet annually and to revamp the exam every five years.⁷⁹⁹ Music therapists around the country were invited to submit test items for the exam by writing to the CBMT, and over 100 had done so according to a report in *NAMT Notes*.⁸⁰⁰ The item pool consisted of 200 exam items by November,⁸⁰¹ which was half the number advised by ASI.⁸⁰² No field testing was done prior to administration of the first exam.⁸⁰³ Although test items were submitted by the music therapy community, the exam committee itself was responsible for determining the actual content of questions, and they ensured that each question had references and backing resources.⁸⁰⁴

In the July-August edition of *NAMT Notes*, the CBMT announced the administration of the first board certification exam on November 16, 1985.⁸⁰⁵ The exam would take place at approximately thirty-three locations around the United States, and would consist of 150 multiple-

⁷⁹⁷ NAMT, “First CBMT Exam Set For Nov. 16,” *NAMT Notes*, July-August, 1985, 5.

⁷⁹⁸ NAMT, Minutes of the Executive Board, 2.

⁷⁹⁹ Ibid.

⁸⁰⁰ A.G. Black, “Certification Board Update,” *NAMT Notes*, January-February, 1985, 2.

⁸⁰¹ NAMT, Minutes of the Executive Board, 2.

⁸⁰² A.G. Black, “Certification Board Update,” *NAMT Notes*, January-February, 1985, 2.

⁸⁰³ NAMT, Minutes of the Executive Board, 2.

⁸⁰⁴ Ibid., 3. CBMT did not provide a bibliography, which according to the minutes was “so as not to endorse specific books.”

⁸⁰⁵ NAMT, “First CBMT Exam Set For Nov. 16,” *NAMT Notes*, July-August, 1985, 5.

choice questions.⁸⁰⁶ There was a 3.5 hour time limit for taking the test, and it had a fee of \$90.⁸⁰⁷

Along with announcing the exam, the CBMT made available a handbook which contained information about the test, sample questions, and an exam application form.⁸⁰⁸

The first administration of the certification exam took place as planned on November 16, 1985.⁸⁰⁹ Of a total of 120 individuals who applied to take the exam, 116 sat for it.⁸¹⁰ The average score was 113 out of 150; the median score was 114, and standard deviation and standard error were 11.12 and 4.71, respectively.⁸¹¹

Following this historic event, discussions continued between the CBMT and the Executive Board on current needs and next steps for the program. A task force was appointed at the annual meeting to develop resolutions from the Executive Board on the certification exam; members of this committee included Jayne Standley, Frederick Tims, Wanda Lathom, Anthony Decuir, and Jo Delle Waller.⁸¹² In the Assembly of Delegates, Sr. Mariam Pfeifer was elected to a three-year term on the CBMT.⁸¹³ The Executive Board continued to be concerned with issues of

⁸⁰⁶ NAMT, "First CBMT Exam Set For Nov. 16," *NAMT Notes*, July-August, 1985, 5.

⁸⁰⁷ Ibid.

⁸⁰⁸ Ibid.

⁸⁰⁹ NAMT, Minutes of the Executive Board, 2.

⁸¹⁰ A.G. Black, "CBMT Report," *NAMT Notes*, November-December, 1985, 3.

⁸¹¹ Ibid. According to this report, "The Kuder-Richardson 20 yielded .82 with the mean p value of .75."

⁸¹² NAMT, Minutes of the Executive Board, 3.

⁸¹³ NAMT, Minutes of the Assembly of Delegates, 1-2.

liability between the CBMT and NAMT, exam validity, and future ramifications of the exam.⁸¹⁴

No recertification method had yet been developed, but this also continued to be an important matter of concern.⁸¹⁵ Also of significance, an application for Class A membership in the National Commission for Health Certifying Agencies (NCHCA) had been completed, thus ensuring that NAMT was on its way toward reaching one of the goals it had set from the beginning of the exam development process.⁸¹⁶

Constitution & Bylaws Revisions

Discussion in the Executive Board annual meeting regarding the 1985 Constitution & Bylaws changes again centered around the CBMT. According to President-Elect Decuir, the NCHCA had a requirement that the CBMT be mentioned within the Constitution.⁸¹⁷ Decuir also stated that the members of the CBMT needed to be elected by the agencies that they certified.⁸¹⁸ He noted that the Constitution could simply state that there shall be a Certification Board, and that the Bylaws could describe the procedure for election of NAMT members to the CBMT.⁸¹⁹

⁸¹⁴ NAMT, Minutes of the Executive Board, 2.

⁸¹⁵ Ibid., 2-3. See also A.G. Black, "Certification Board Update," *NAMT Notes*, January-February, 1985, 2.

⁸¹⁶ NAMT, Minutes of the Executive Board, 3.

⁸¹⁷ Ibid., 1.

⁸¹⁸ Ibid.

⁸¹⁹ Ibid.

Reviews of the 1985 and 1986 Constitution, Bylaws, and Addenda revealed a number of approved changes that generally fell into three categories: renaming the membership category of “active” to “professional,” codifying the new member dues structure, and deleting certain references to certification and replacing them with “registration.”⁸²⁰ Both the newly-titled membership category and the new dues structure are discussed above in the “Membership” section of this chapter. Article IX of the Constitution, previously named “Certification and Certification Board,” was now to be called “Registration,” and Sections 2 and 3 of this article were deleted.⁸²¹ Article IV of the Bylaws was also retitled “Registration,” and several references to certification were again replaced with “registration.”⁸²² Further alterations to the Articles governing registration and certification would be made in future years as NAMT refined its outlook on these issues. In addition to the above changes, Article VI of the Constitution was altered to clarify that the role of the Executive Director on the Executive board was to be *ex officio*.⁸²³

⁸²⁰ NAMT, Constitution, Bylaws, and Addenda, 1985-1986. Special thanks to Dr. William Davis for his assistance in locating these documents and compiling information on the revisions.

⁸²¹ Ibid.

⁸²² Ibid.

⁸²³ Ibid.

Government Relations

Several issues stood out as particularly significant in government relations during the 1985 year. The most salient of them involved the Joint Commission on Accreditation of Hospitals, or JCAH, which was an accrediting body responsible for developing standards for care in hospitals. The JCAH was particularly influential within the health care industry, and it influenced hospital staffing and job descriptions, according to a report by NAMT Government Relations Chair Kate Gfeller.⁸²⁴ The JCAH published manuals which outlined these industry standards, and NAMT's concern at the time was that music therapy was given little to no coverage within these manuals, and no representation on the organization's Task Force for Rehabilitation, which was involved in the revision of JCAH standards.⁸²⁵

NAMT's response to this problem was fourfold. First, President Gibbons sent a letter to the Task Force for Rehabilitation, "recommending the inclusion of a creative arts therapist on the Task Force."⁸²⁶ Second, NAMT sent a survey to creative arts therapists to determine how many were employed in JCAH facilities, populations served, patient contact hours, and quality assurance measures that were in place.⁸²⁷ As of the May *NAMT Notes* newsletter, "641 creative

⁸²⁴ Kate Gfeller, "National Music Therapy Issues Call for Member Response," *NAMT Notes*, January-February, 1985, 3.

⁸²⁵ Ibid.

⁸²⁶ Kate Gfeller, "NAMT Promotes Inclusion of Creative Arts Therapies in JCAH Standards," *NAMT Notes*, May-June, 1985, 2.

⁸²⁷ Kate Gfeller, "National Music Therapy Issues Call for Member Response," *NAMT Notes*, January-February, 1985, 3.

arts therapists from over 248 different hospitals had responded to the survey.”⁸²⁸ Third, President Gibbons and Kate Gfeller met with administrators from JCAH “to discuss the role of music therapy and the creative arts therapies in health care delivery systems.”⁸²⁹ Lastly, Gibbons and Gfeller “submitted suggestions for changes in the rehabilitation chapter of the Accreditation Manual for Hospitals,” and according to Gfeller, many creative arts professionals were involved in formulating the language for the changes, including music therapists from both NAMT and AAMT.⁸³⁰

The result of these herculean efforts was that the Task Force on Rehabilitation “recommended the integration of the creative arts therapies into the chapter on rehabilitation” in the *Accreditation Manual for Hospitals* (AMH).⁸³¹ The revisions took place and were published in the 1986 AMH.⁸³² In spite of this victory, Gfeller illuminated a further need for “more extensive and specific inclusion within standards.”⁸³³ Specifically, she noted that “More extensive language on specific creative arts therapies was not included, generally due to lack of standardized assessment, treatment specificity, and more extensive recognition such as

⁸²⁸ Kate Gfeller, “NAMT Promotes Inclusion of Creative Arts Therapies in JCAH Standards,” *NAMT Notes*, May-June, 1985, 2.

⁸²⁹ Ibid.

⁸³⁰ Ibid.

⁸³¹ Kate Gfeller, “Accreditation, Federal Legislation, State Level Communication Top Agenda,” *NAMT Notes*, July-August, 1985, 3.

⁸³² Kate Gfeller, “Government Relations Report,” *NAMT Notes*, November-December, 1985, 2.

⁸³³ Ibid.

licensure.”⁸³⁴ Although much work remained, the change in AMH language represented a step forward for the professional recognition of music therapy.

A similar problem presented itself with the Accreditation Council for Services for Mentally Retarded and other Developmentally Disabled Persons, or AC MRDD, an accreditation board which developed care standards for facilities that served persons living with intellectual or developmental disabilities. According to a Government Relations news brief, many NAMT members had contacted Gfeller with concerns relating to the AC MRDD standards, while the JCAH survey was in progress.⁸³⁵ In response, NAMT contacted the AC MRDD, and found that the organization was indeed in the process of revising its standards.⁸³⁶ The Government Relations committee then spearheaded another survey, similar to the JCAH survey, which appeared in the July/August 1985 edition of NAMT Notes.⁸³⁷ An NAMT public relations packet was also sent to AC MRDD officers.⁸³⁸ By the end of the 1985 year, NAMT had contacted the officers of the AC MRDD and was beginning to formulate its next steps toward influencing the AC MRDD standards.⁸³⁹

⁸³⁴ Kate Gfeller, Government Relations Committee Annual Report, Executive Board Annual Book, November, 1985, 1.

⁸³⁵ Kate Gfeller, “NAMT Promotes Inclusion of Creative Arts Therapies in JCAH Standards,” *NAMT Notes*, May-June, 1985, 2.

⁸³⁶ Kate Gfeller, Government Relations Committee Annual Report, Executive Board Annual Book, November, 1985, 1.

⁸³⁷ NAMT, “CALL TO ACTION!!!” *NAMT Notes*, July-August, 1985, insert.

⁸³⁸ Kate Gfeller, Government Relations Committee Annual Report, Executive Board Annual Book, November, 1985, 1.

⁸³⁹ Kate Gfeller, “Government Relations Report,” *NAMT Notes*, November-December, 1985, 2.

Another area of great concern for the membership of NAMT was the potential classification of music therapists as Qualified Mental Retardation Professionals (QMRPs). The QMRP was a federal employment designation for qualified personnel working in settings that served persons with developmental disabilities.⁸⁴⁰ Depending on state classification systems, music therapists in some states were able to be classified as QMRPs, while those in other states were excluded from the classification system, thus excluding them from jobs which required the QMRP designation.⁸⁴¹ Because this issue affected the employment prospects of music therapists, it was an important matter for NAMT to address. As of the end of the 1985 year, William Davis was conducting research on QMRPs so that NAMT could develop a workable strategy to address the issue.⁸⁴²

Several other issues were notable throughout the year in the area of government relations. According to Kate Gfeller, the department of Veterans' Affairs was "one of the more promising sources for employment opportunity" for music therapists; however, much work needed to be done in order to increase the job opportunities available.⁸⁴³ Toward this end, Alan Mattson, a music therapist with the VA, took on the work of submitting articles to the VA journal in order to further educate the VA community on music therapy.⁸⁴⁴ Mattson also collaborated with Carol

⁸⁴⁰ Kate Gfeller, Government Relations Committee Annual Report, Executive Board Annual Book, November, 1985, 1.

⁸⁴¹ Ibid., 1-2.

⁸⁴² Kate Gfeller, "Government Relations Report," *NAMT Notes*, November-December, 1985, 2.

⁸⁴³ Kate Gfeller, "National Music Therapy Issues Call for Member Response," *NAMT Notes*, January-February, 1985, 3.

⁸⁴⁴ Ibid. NAMT, Minutes of the Executive Board, Mid-Year Meeting, 10.

Smith of the VA to more effectively disseminate information on job opportunities to music therapists.⁸⁴⁵

Another topic which Kate Gfeller repeatedly highlighted throughout the year was the need for NAMT to continue to monitor federal legislation. For example, Gfeller observed that PL 94-142 would eventually come up for review again, and she urged continued vigilance from NAMT on the matter.⁸⁴⁶ To more fully address this need, Gfeller and the Government Relations Committee recommended and requested NAMT to hire a part-time lobbyist.⁸⁴⁷ Such a venture would have been costly, however, and in order to mitigate the cost the Committee sought out a partnership with the American Art Therapy Association to jointly employ such a lobbyist.⁸⁴⁸ This plan ultimately did not succeed, and NAMT was unable to secure the services of a lobbyist. As an alternative measure, Gfeller and the Government Relations Committee began the work of “forming a network of political action coalitions that provide monitoring and ‘how to’ suggestions in the areas of health and education.”⁸⁴⁹ To accomplish this, NAMT maintained memberships with the National Health Council and the Council for Exceptional Children, and also joined the Committee for Education Funding and the Coalition for Health Funding during

⁸⁴⁵ Kate Gfeller, “National Music Therapy Issues Call for Member Response,” *NAMT Notes*, January-February, 1985, 3.

⁸⁴⁶ *Ibid.*, 4.

⁸⁴⁷ *Ibid.* Gfeller again recommended that NAMT obtain an in-house legislative person on staff in her annual government relations report to the Executive Board. Kate Gfeller, Government Relations Committee Annual Report, Executive Board Annual Book, November, 1985, 4.

⁸⁴⁸ Kate Gfeller, “Accreditation, Federal Legislation, State Level Communication Top Agenda,” *NAMT Notes*, July-August, 1985, 3.

⁸⁴⁹ *Ibid.*

the 1985 year.⁸⁵⁰ These organizations provided information on legislative issues via such services as meetings, mailings, hotlines, analyses of current issues, and recommendations for how and when to make contact with legislators.⁸⁵¹ In this way, NAMT was able to fulfill its need to some extent for legislative monitoring at the federal level.

On the state level, the Government Relations Committee was active in developing a State Legislative Affairs Data Base [*sic*] and a state level communication system. The state database was designed to “help state reps connect with one another to share legislative strategies that have been effective, or possible pitfalls.”⁸⁵² In order to develop it, state information surveys were sent out to identify music therapists with legislative experience in areas such as licensure, third-party reimbursement, PL 94-142, and other important issues of the time; hot-line numbers were then set up to allow members to access needed information for their state.⁸⁵³ In addition to work on this database, the Government Relations Committee initiated action to set up a phone tree to facilitate rapid contact among NAMT members when legislative action was needed.⁸⁵⁴ Fact

⁸⁵⁰ Kate Gfeller, “Accreditation, Federal Legislation, State Level Communication Top Agenda,” *NAMT Notes*, July-August, 1985, 3. NAMT, Minutes of the Executive Board, Mid-Year Meeting, 10.

⁸⁵¹ Kate Gfeller, “Accreditation, Federal Legislation, State Level Communication Top Agenda,” *NAMT Notes*, July-August, 1985, 3.

⁸⁵² Kate Gfeller, “Government Relations Report,” *NAMT Notes*, November-December, 1985, 2.

⁸⁵³ *Ibid.*

⁸⁵⁴ Kate Gfeller, Government Relations Committee Annual Report, Executive Board Annual Book, November, 1985, 2. Kate Gfeller, “Accreditation, Federal Legislation, State Level Communication Top Agenda,” *NAMT Notes*, July-August, 1985, 3.

sheets were also being developed by the Committee to ease the spread of information from music therapists to legislators and administrators.⁸⁵⁵

Publications

Newsletters

NAMT Notes was a regular, stable feature for the membership throughout the 1985 year. Of note was the addition of a new feature within the publication, the “NAMT Hotline.” The “Hotline” first appeared in the March-April 1985 edition of the *NAMT Notes*, and it continued in subsequent editions for years afterward.⁸⁵⁶ Members could use it “to seek, exchange, or share information which [was] difficult to obtain, highly specialized, or of general professional interest.”⁸⁵⁷ To do so, members would submit a request for information to *NAMT Notes*, and their request would appear in a subsequent edition of the newsletter with their contact information, so that other music therapists could then read it and respond to it.⁸⁵⁸ In this way, *NAMT Notes* could be used to network with other professionals within specific areas of interest in the field.

⁸⁵⁵ Kate Gfeller, Government Relations Committee Annual Report, Executive Board Annual Book, November, 1985, 2. NAMT, Minutes of the Executive Board, Mid-Year Meeting, 10.

⁸⁵⁶ NAMT, “NAMT Hotline,” *NAMT Notes*, March-April, 1985, 5.

⁸⁵⁷ Ibid.

⁸⁵⁸ Ibid.

The *Journal of Music Therapy* had several concerns emerge during the year at Executive Board meetings. First, the issue of photocopying articles from the *Journal* again came up in discussion in the Executive Board, after previous mention during the 1981 year.⁸⁵⁹ In his annual report, editor Richard Graham recommended a policy whereby “the Executive Board would prohibit photocopying articles from the *Journal of Music Therapy* for any profit-related endeavor and discourage the practice by educators and others who would do it for nonprofit reasons such as for use in classes and for personal research.”⁸⁶⁰ Graham went on to recommend that “Permission for any copying of *JMT* articles should be received in writing from the Executive Director (the Publisher's representative).”⁸⁶¹ It was noted in the annual meeting minutes of the Executive Board that a motion carried to support Graham’s recommendations; this motion, however, did not specify any restrictions or specific recommendations to be accepted.⁸⁶²

Another issue was illuminated when Graham expressed concern to the Executive Board about “outside groups writing inaccurate information on music therapy.”⁸⁶³ In response, President Gibbons charged the Employment Relations Committee to develop fact sheets on

⁸⁵⁹ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 7.

⁸⁶⁰ Richard M. Graham, Annual Report for the Journal of Music Therapy, Executive Board Annual Book, October 11, 1985, 3.

⁸⁶¹ Ibid.

⁸⁶² NAMT, Minutes of the Executive Board, 7.

⁸⁶³ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 7.

music therapy.⁸⁶⁴ In addition, the Executive Board passed a motion creating a task force to “gather existing public relations materials from the regions and states to be reviewed for possible development into NAMT Public Relations documents.”⁸⁶⁵ This task force would consist of Christina Lucia, Patricia Doyle, and Lorraine Long.⁸⁶⁶ No further information was available on whether these goals were accomplished during the 1985 year.

Music Therapy Perspectives

As of the mid-year Executive Board meeting in 1985, *Music Therapy Perspectives* was still a suspended publication, although Michael McGuire continued to advocate for it and to report on it during board meetings.⁸⁶⁷ At the annual Executive Board meeting, McGuire discussed the feasibility of resuming *Music Therapy Perspectives*, and asked the Board for a minimum financial commitment of three years, so that a business plan could be established.⁸⁶⁸ The Board recognized that *Perspectives* had the support of the NAMT membership and commended McGuire for his dedication to the publication.⁸⁶⁹ After the Ad Hoc Finance Committee appointed by President Gibbons recommended the reinstatement of *Music Therapy*

⁸⁶⁴ NAMT, Minutes of the Executive Board, Mid-Year Meeting, 7.

⁸⁶⁵ Ibid.

⁸⁶⁶ Ibid.

⁸⁶⁷ Ibid., 11.

⁸⁶⁸ NAMT, Minutes of the Executive Board, 3.

⁸⁶⁹ Ibid.

Perspectives, the Executive Board gave a series of stipulations for the publication.⁸⁷⁰ According to these stipulations, there was to be one issue of *Music Therapy Perspectives* per year; it would contain advertising; it would be glossy with pictures; there would be a three-year commitment to provide time for the publication to establish advertising; and the Business Manager would be responsible for implementing all of the above items.⁸⁷¹ Finally, after all of these efforts, an announcement and call for manuscripts appeared on the front page of the November-December edition of *NAMT Notes*, stating that *Music Therapy Perspectives* would resume its publication, beginning with one issue for the 1986 year and continuing yearly thereafter.⁸⁷²

Summary

The 1985 year can be summarized as a year in which many of the efforts of individuals and groups within NAMT came to a point of fruition. The 1985 Joint Conference on the Creative Arts Therapies represented a milestone in collaboration with other creative arts therapy organizations, including AAMT. Membership numbers were up and a dues increase was approved by the membership and implemented. NAMT also made a shift to independent management and moved its office location within Washington, DC.

⁸⁷⁰ NAMT, Minutes of the Executive Board, 7.

⁸⁷¹ Ibid.

⁸⁷² NAMT, "Manuscripts Sought for Continued Publication of Music Therapy Perspectives," *NAMT Notes*, November-December, 1985, 1.

Perhaps the single greatest achievement of the year was the first administration of the music therapy board certification exam and the institution of the MT-BC credential. This development of course has continued to impact the music therapy profession into the present day. Other developments during the year included extensive government relations work to ensure the representation of music therapy within different sectors of the health care industry. Finally, *Music Therapy Perspectives* gained a renaissance after its financially-induced hiatus, and it also continues to persist into the present, providing a source for clinical guidance and inspiration for music therapists throughout the country.

CHAPTER 7

Summary and Conclusion

Summary

The period of 1981 to 1985 was an important time in the development of the music therapy profession, as viewed through the activities of one of its professional associations, the National Association for Music Therapy (NAMT). This paper has examined the role of NAMT in the development of the profession of music therapy during the early 1980s. The most salient points in this development are to be found in several key areas. First, NAMT grew stronger by means of increased membership numbers, improved financial status, and several critical structural changes made within the Association. NAMT's publications grew and evolved, particularly the new *Music Therapy Perspectives* journal. This period also witnessed novel conference activity and several fruitful government relations efforts. Other key developments included the Association's move to Washington, D.C., and subsequent transition to independent management. Finally, NAMT made groundbreaking efforts toward establishing the MT-BC credential, as it successfully worked toward the inauguration of the music therapy Board Certification exam.

The period of 1981 to 1985 saw some turbulence in the Association's membership numbers. Nineteen eighty-one began with a total of 2811 members, a number which decreased to

2674 in 1982, and decreased further to 2623 in 1983, and further yet to 2414 members in 1984. It was not until 1985 that NAMT had an enormous resurgence in its membership, first totaling 2637 members as of March 1, and climbing to 3118 members as of September 30, 1985. The decreases in membership during the period of 1981-1984 were largely driven by growing numbers of RMTs who were not becoming members of NAMT, or who were not renewing their memberships. The hardships of the economic recession of the early 1980s were likely partially to blame for some of the temporary decrease in NAMT's membership.

In 1981, NAMT's budget was under strain with many projects underway, particularly the move of the national office to Washington, D.C. To remedy the Association's financial difficulties, a 10% budget cut was implemented in 1981, and during subsequent years there was an overall atmosphere of financial caution within NAMT. A dues increase for the membership was first discussed in the Executive Board in 1984, at a time when NAMT's financial status was particularly concerning. In 1985, the membership voted on and approved a dues increase, which was the first such increase since 1979. During the same year, the NAMT Constitution & Bylaws were changed to reflect the new dues structure.

By 1985, the financial status of NAMT was much improved. The sudden and high influx of new members into the Association brought new revenue, and the 1984 conference was also particularly profitable. These factors together, along with others which will be discussed later, indicate a much more financially stable and healthy NAMT by the end of 1985.

The 1981-1985 years included several significant structural changes to NAMT. In 1981, NAMTS was recognized as the Association's official student organization. In the same year, the Judicial Review Board was created to be the Association's conflict resolution body. A major

restructuring of NAMT's councils and committees also took place during 1981, resulting in the elimination of a number of committees and a decrease in the number of standing councils from four to two. Further structural changes within NAMT were implemented several years later. In 1984, a motion passed that would limit the size of the Assembly of Delegates to one delegate for every fifty members within a region, plus one extra delegate to represent any remaining members per each region. Also in 1984, the Executive Board began meeting three times per year, rather than twice per year.

During the 1981-1985 years, NAMT's councils and committees made changes to some of the Association's significant guiding documents. First, following intense discussion in 1981, a new set of faculty authorization standards was approved, effective September 1, 1983. Prior to that, a new revision of NAMT's "Standards of Clinical Practice" document was approved in 1982. Also in 1983, a new NAMT "Goals and Objectives" document was approved, which was, like the "Standards" document, a revision of a prior draft from 1979. Further revisions of the NAMT "Goals and Objectives" were made in 1985.

The most significant development surrounding NAMT's publications was the launch of *Music Therapy Perspectives*, the second of two professional journals established by NAMT. In 1981, only one professional journal existed within the field of music therapy, the *Journal of Music Therapy*. During this year, early but formative dialogues were taking place among NAMT's leaders, foremost among them Michael McGuire, about the conceptual development of a second music therapy publication. Later that year, the Assembly of Delegates discussed the concept and approved the title introduced by Anthony Decuir of *Music Therapy Perspectives*. In 1982, a copyright was obtained for the new publication and the first issue was published;

however, around the same time, financial problems began to become apparent, as the publication suffered from low advertising income. Nineteen eighty-three saw continued financial difficulties for the fledgling journal, and McGuire fought for the publication's continuation and support within the Executive Board. Funding was still a problem in 1984, as the journal did not have enough revenue from subscriptions and advertising to be self-sufficient. Because of this, the Executive Board voted in 1984 to suspend *Music Therapy Perspectives* until it could receive sufficient financial support. Michael McGuire continued to advocate for the publication during the 1984 and 1985 years, speaking to the Executive Board on what the journal would need in order to be successful. In 1985, NAMT's Ad Hoc Finance Committee recommended the publication's reinstatement, and the Executive Board recognized that *Music Therapy Perspectives* had the support of the membership. Finally, at the end of 1985, an announcement appeared in *NAMT Notes* informing the membership that *Music Therapy Perspectives* would again be published, with the next issue due out in 1986. The conception, development, and subsequent reinstatement of *Music Therapy Perspectives* all represent a major milestone for the field of music therapy, as this journal continues in its mission today to provide relevant articles on clinical practice for all MT-BCs who are members of our current professional guild, the American Music Therapy Association.

In addition to the establishment of *Music Therapy Perspectives*, several other developments in NAMT's publications are worthy of note. First, in the year 1981, *The Washington Report* was discontinued and replaced by *Dateline: Alert to Action*, NAMT's new legislative newsletter and grassroots activity organizer. *Dateline* was first published in May, 1981, and was active as a publication until its discontinuation in 1983. NAMT's *Member*

Newsletter was the main source of general news and announcements for members until the year 1983, during which it underwent a transformation with the change in NAMT's management and became *NAMT Notes*. Lastly, in 1984 the Gerontology subcommittee was reinstated, and it announced that it would resume publication of its Gerontology Newsletter.

Concerning NAMT's annual conferences, several developments were of particular note during the 1981-1985 time period. First, the Sears Distinguished Lecturer Series was established in 1983. Following its inauguration at the 1984 annual conference, it would serve to regularly bring notable scholars from around the world into NAMT conferences to speak to members. Also in 1983, planning began for an historic conference in which members from several different creative arts therapy associations would meet together under the banner of the National Coalition of Arts Therapy Associations (NCATA). This conference ultimately took place in 1985 in New York City, and was sponsored by NAMT, the American Association for Music Therapy (AAMT), the American Dance Therapy Association, and the National Association for Drama Therapy.

Government relations was a particularly important area of growth and change for NAMT during the early 1980s. One of the reasons for the move of NAMT's national office to Washington, D.C., was to enhance the Association's ability to carry out government relations activities. In 1981, NAMT took a step forward toward this end by hiring Hawkins & Associates to provide representation services in Washington, D.C. In the same year, NAMT's Executive Board noted a decrease in federal support for the arts. Hawkins & Associates advised that music therapy no longer ally itself with creative arts, but rather with health, education, and recreation; following which, NAMT voted to cease participation in the Legislative Alliance of Creative Arts Therapies (LACAT). The next year saw increasing government relations activity and influence,

with NAMT members involved in a widespread campaign against proposed changes to P.L. 94-142 (the Education for All Handicapped Children Act, later renamed the Individuals with Disabilities Education Act). This campaign successfully prevented revisions that would have potentially altered the provision of services to children with disabilities. Many individuals and organizations across disciplines came together to testify against the proposed revisions, with music therapists throughout the nation writing letters and also giving testimony on behalf of this endeavor.

By 1985, many new undertakings in government relations were underway. That year witnessed significant work by the Government Relations Committee on the inclusion of creative arts therapies within important documents of the Joint Commission on Accreditation of Hospitals (JCAH). Similar work was also undertaken with the Accreditation Council for Services for Mentally Retarded and other Developmentally Disabled Persons (AC MRDD). In addition to such efforts with important health organizations, NAMT was also concerned with creating a broader network of information-sharing within itself and with outside organizations. Toward this end, NAMT joined the Committee for Education Funding and the Coalition for Health Funding in 1985, and also maintained memberships with the National Health Council and the Council for Exceptional Children. Finally, within the Association, the Government Relations Committee made efforts in 1985 to develop a state legislative affairs database and state-level communication system.

As stated above, NAMT moved its national office from Lawrence, Kansas, to Washington, D.C., during the early 1980s, a major endeavor for the Association at that time. The vote to move the office and to seek out a contract with a management firm in Washington, D.C.,

took place in the Assembly of Delegates in 1981. Around that time, NAMT's Task Force to Study the Role and Scope of Relocation of the National Office was actively working on many of the logistical aspects of moving the office. During the same year, NAMT began to receive proposals from association management firms in D.C. Finally, in 1982 William S. Bergman Associates was contracted to manage NAMT, and on June 1 of the same year, the national office was moved into northwest Washington, D.C.

This part of NAMT's history was not without difficulties and setbacks. In 1983, NAMT ceased to work with W.S. Bergman Associates, and instead signed a new contract with Association Management, Inc. (AMI). The national office was then moved again to a second location in northwest Washington, D.C. The difficulties were not over, however. Beginning in 1984, when NAMT was already in the midst of financial hardship, and also in 1985, AMI requested a significantly higher contract price that NAMT was not willing to meet. Instead, NAMT's Executive Board voted to pursue independent self-management by September of 1985.

As a result of the decision to self-manage, NAMT was required to move its national office a third time, and to hire its own management staff. Ed Norwood, who had previously served NAMT in multiple positions including Executive Director, was again hired to fulfill that role. Joy Shaffer and Ruth Washington were also hired as Director of Professional Programs and Director of Administration, respectively. On August 1, 1985, NAMT officially opened its doors at its third new D.C. address, this time at 505 Eleventh St. SE, Washington, DC 20003.

This summary of NAMT's most important events from 1981-1985 would be in no way complete without an illustration of what is arguably the most important accomplishment from this time period, the development of the music therapy Board Certification exam. The beginnings

of this project reach back in time prior to the scope of this study; a formal beginning was made in 1968 when an NAMT National Examination Committee launched its efforts.⁸⁷³ Two National Exam Task Forces and numerous educational events at conferences highlighted the time between the project's launch and the year 1980.⁸⁷⁴ 1980 marked a milestone when NAMT joined the National Committee for Health Certifying Agencies (NCHCA) as an affiliate member. In order to become a full member of this association, a certifying exam was required. In 1981, the Executive Board voted to fund the exam project in the amount of \$5000, and it also began to consider some initial elements of exam development, including purposes and goals, test models, and test content. The Assembly of Delegates took another important step in 1981 when it voted to move forward with the creation of a Request for Proposal to be sent to potential testing agencies. No independent certification board was yet in existence; however, in 1981 the Executive Board did discuss the theoretical functions of such an organization, as well as its intended role as a separate entity from NAMT. Subsequently, changes to Article Four of the NAMT bylaws were made in order to accommodate the establishment of such an entity and to delineate some of its powers.

In 1982, further changes to the bylaws were made with the addition of the Addenda to Article IV, which outlined the composition of the Certification Board and specified what its election procedures would be. Significantly, in 1982 the very first Certification Board members were elected. Funding of the project was a major concern at this time within NAMT's governing bodies, and particularly within the Assembly of Delegates, as projected costs were in the area of

⁸⁷³ Frederick Tims, "Presidential Perspectives," *NAMT Member Newsletter*, December, 1982-February, 1983, 3. Tims particularly credits Alan Solomon with "track[ing] down some of this past."

⁸⁷⁴ Ibid.

\$100,000. Nonetheless, a major step forward was taken in 1982 when NAMT contracted the services of Assessment Systems, Incorporated (ASI) to begin the process of test development.

While funding continued to be a serious issue in 1983, another major milestone was reached when the Certification Board was incorporated as an administratively independent body in Washington, D.C. on May 19, 1983. Just two months later, the first meeting of the Examination Committee took place, in which members of NAMT and AAMT sat down together with ASI to begin to do the work of writing the exam itself. During the following November, the Assembly of Delegates held its first formal election for new members of the Certification Board. 1983 was a banner year for accomplishment in the certification endeavor, but there was still a long way to go before the project would come to full fruition.

1984 witnessed NAMT's Executive Board and the Certification Board for Music Therapists (CBMT) continuing to work on difficult issues surrounding the funding of the exam project. Nonetheless, forward movement continued and by the summer of 1984 over 100 items for the test item pool had been completed, out of the total of 300 test items that were required. Finally, at the November conference in 1984, the announcement was made before the Assembly of Delegates that the first music therapy board certification exam would be ready for administration in May of 1985. Although this date was in reality slightly optimistic, the culmination of the project would ultimately occur by the end of the 1985 year.

To accommodate the many music therapists who were already active within the profession and practicing as Registered Music Therapists (RMT, the designation given by NAMT) or Certified Music Therapists (CMT, the designation given by AAMT), a transitional certification or "grandfathering" program was utilized. Approximately 2,500 music therapists

participated in the program, which concluded on January 31, 1985. In the spring of 1985, the Music Therapist-Board Certified (MT-BC) credential was introduced to the music therapy community for the first time. Although the new credential would be in effect with the first administration of the certification exam, the registration programs run by NAMT and AAMT would also continue to operate, and music therapists would carry the designations of RMT-BC or CMT-BC according to their professional association.

In the fall of 1985, the CBMT met to review the first version of the exam, plan marketing strategies, and to establish the cutoff score for passing the test. By November of that year, the test item pool had grown to 200 exam items. Finally, after nearly two decades of effort toward its completion, on November 16, 1985, the first music therapy board certification exam was administered at approximately thirty-three locations throughout the United States. The exam consisted of 150 multiple-choice questions to be answered within 3.5 hours, at a cost of \$90 per test-taker. 116 prospective music therapists sat for the exam in 1985.

While the first administration of the board certification exam was a monumental achievement for both NAMT and AAMT, work on the certification program was far from over. Issues of exam validity, long-term outcomes, and liability between the CBMT and NAMT would continue to occupy the leaders of NAMT. In addition, a method of recertification of music therapists was needed and had not yet been substantially explored. Nonetheless, the creation and development of the certification program ensured that music therapy would be better poised to enter the future of health care in the United States.

Conclusion

Music therapy as a field has a fascinating and complicated history, full of lasting accomplishments as well as setbacks and failures. To view this history through a modern lens is to see not only its trajectory into the present, but also the enormous and myriad efforts of a group of highly dedicated individuals who made these events happen. We also may see these events as they relate to modern manifestations of similar challenges, and thus view parallels between current situations and those of the past.

Similarly to today, music therapists in the early 1980s were experiencing and emerging from the effects of a national recession. The economic milieu of the time affected national policy decisions across all levels of government. These decisions had an effect on the healthcare market of the time, and consequently on the strategies of NAMT both within that market, and internally as the Association sought to manage its own difficult economic circumstances. To respond to this complex web of circumstances, NAMT employed strategies which may be of use to the profession in our current environment of both economic strain and rapid healthcare industry change. In the light of 21st century American healthcare reform, music therapists would do well to understand the importance NAMT placed during the 1980s on closely monitoring legislative activity in Washington, D.C., and responding to threats to the profession through direct and timely civic action.

Another parallel between the early 1980s and today can be seen in the healthcare industry. Today's professional healthcare associations are having to guard carefully against a proliferation of credentials within their fields, lest the marketplace become confused with an

overabundance of acronyms, a situation which can potentially get out of hand relatively quickly in today's competitive healthcare market. This tendency within the market can be viewed in perhaps an analogous if not antecedent form in the early 1980s. Even within the music therapy field, having multiple credentials was viewed to be a problem, as evidenced by a request from AAMT in 1985 that the RMT and CMT credentials be recognized as equal. As recently as 2011, the American Music Therapy Association (AMTA) has worked to regulate the use of acronyms following the MT-BC credential, following efforts that had been underway since approximately 2005.⁸⁷⁵ It was then and continues to be confusing for consumers, employers, and payors to have multiple credentials in use, and although we have solved the problem of the RMT and CMT with the MT-BC, we now must wrestle with the general marketplace in which music therapy competes with other music-based services such as Music and Memory, music thanatology, certified music practitioners, and others. While these services are most certainly not interchangeable or equivalent with one another, they may be viewed as such by a marketplace which is oversaturated and overwhelmed with choices and lacking in education about them. Viewing the history of the MT-BC credential within this context is an excellent reminder of what our profession might have looked like with multiple credentials active in the marketplace.

The writer of this work has taken pains to follow in the footsteps of those music therapist historians who have come before her, particularly Ruth Boxberger, who chronicled the history of NAMT from its inception in 1950 until its tenth year, and Alan Solomon, who took on the monumental task of documenting NAMT's history from 1960 to 1980. Future historical efforts

⁸⁷⁵ American Music Therapy Association Education and Training Advisory Board (ETAB), "Advisory on Acronyms," July, 2010, revised June, 2011, www.musictherapy.org (accessed November 15, 2012).

will require documentation of the years 1986 to 1998, when NAMT and AAMT merged to form AMTA. This will most likely be an exciting endeavor, as it will bring to light one of the most fascinating events in the history of music therapy. An intrepid historian will also seek to document AMTA's activities from its inception to the present day. The field of music therapy offers no shortage of fascinating history, which—with systematic, well-considered study and intelligent use—can greatly illuminate our efforts to care for all who are in need of us.

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