



# CONNECTIONS

The Newsletter for Addiction Professionals



## President's Message

By Steve Stone

Dear members,

Hope all is well with you. We continue to be committed to professional education, training and high standards of professional behavior. This fall's conference on Medication-Assisted Treatment and annual meeting went well with 53 registered.

I enjoyed this year's national conference in Minneapolis this last fall. I recommend finding a way to get to the national NAADAC national presentations. They are annual and you get a discount plus lots of CEU's.

This is a call out to those wondering about getting involved with your profession beyond the grid of daily work. We need your engagement. Please look into areas of your personal interest and how you would like to contribute and participate with IAAP (i.e. committees, board etc.). Questions call me. My office is 574-583-2251. My cell is 317-979-9017,

Regards,



Steve Stone MA, LCAC  
Licensed Clinical Addiction Counselor  
President

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### IAAP NEEDS YOU!

*Look Inside this Issue for Exciting Leadership and Advocacy Opportunities to Gain Skills and Support Addiction Professionals.*

### A MESSAGE FROM YOUR EDITOR IN CHIEF



I've heard the saying: "Life isn't about waiting for the storm to pass...it's about learning to dance in the rain." My first experience of dancing in the rain was when I was a kid and we would have a summer rain. Do you remember how it could be so warm outside and rain was falling? My sister and the neighborhood girlfriends would don our swimming suits and run back and forth between houses playing and laughing, washing our hair in the downspouts that dumped a torrent of rain water about a foot off the driveway. Little did I know then what I have learned through life about its storms.

### ARE YOU UPDATED?

Please contact us to update your address & email to avoid missing important information!

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*Continued on next page see EDITOR*

*EDITOR Continued*

It occurs to me how our clients face what seems like a "storm" when they come into recovery. They all think "This misery of addiction is going to pass and life will be good again." and when reality hits, many will return to their drug of choice to dull the pain. After all, it worked before and they are tool-less in early recovery. Gorske was wise when he trains counselors to describe Early Recovery as the first two years, Middle Recovery 3-5 years and Late Recovery 5+ years. Recovery is like growing up all over again. First we crawl, then we walk with assistance, then we walk holding on, then we walk alone, often running from our caregivers, seeking to experience what looks pleasurable, then back we go to hold on again to our security. And don't forget that many of our clients suffer poor and abusive home life that shatters their ability to trust themselves and others.

It isn't easy to grow up and become a responsible adult, not shifted back and forth by the winds of life but mature and centered in our soul. Recovery offers the opportunity for people to change, to acknowledge their deep wounds and to find healing resources that meet those needs. Many are like toddlers who don't know what they need, only what they want when they want it. And we, as therapists, need to offer wise re-parenting skills that honor the path they are on. We need to guide them to find true independence from others and all the crutches in life that they hold on to so blindly. Those are the things that promote victimhood and the reasons for relapse. They need what you have achieved personally in life, and how you weathered some storms, how the storms taught you who you were, who you wanted to be, and how the storm did not destroy you although you feared it would. These are the kind of facts of life that many of our clients have never been exposed to. They need to know that storms are opportunities to learn the ability to "dance in the rain."

Live well. Laugh often. Love much. -Kay



## IAAP Election Committee



Greetings from your election committee chair,

Election time for IAAP has come and gone this year. Some of you nominated your peers to be put on the ballot. The ballots went out on August 30 and were received back into the central office. IAAP would like to thank all of you who exercised the right to nominate members you believe can best represent and support you and our organization.

Please know that we do not only want to hear from you during election time. Your voice matters to us all year long. We have come a long way but, there is a lot of work to do still. As the face of addictions is changing, and more and more people are enrolling in addictions treatment, we would like to see more members become active in committee work for the organization, as IAAP leads the charge in addictions treatment.

As elections committee chair would like to take this time to encourage all of IAAP students and members who are otherwise silent to become active and to vote. **Please know that your voice counts, and your ideas matter.**

I would also like to take a moment to extend a very warm welcome to our 2016 election winners:

- President-Elect, Stewart Ball
- Treasurer, Phil Schortgen
- Secretary, Theresa Rader-Wilson
- Region 1 Representative, Albert Alvarez
- Student Representative, Drew Winters

Only our best,

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## 2017 IAAP Events Calendar

More Information Coming February 2017



Next Certification Meeting

TBD

### Recovery of Dopamine Function Emerges with Recovery from Smoking

Science Daily  
Source: Elsevier  
July 28, 2016

A new study in *Biological Psychiatry* reports that smoking-related deficits in brain dopamine, a chemical implicated in reward and addiction, return to normal three months after quitting. The normalization of dopamine systems suggests smoking-related deficits are a consequence of chronic smoking, rather than a risk factor. These findings raise the possibility that treatments might be developed that normalize the dopamine system in smokers.

According to first author Dr. Lena Rademacher, postdoctoral fellow at the University of Lübeck in Germany, a major challenge in understanding substance-related disorders lies in uncovering why only some individuals become addicted.

Researchers think some people could possess a trait that predisposes them to addiction, and suspect that brain circuits involving dopamine may be involved. Drugs of abuse release dopamine, and addiction to nicotine is associated with abnormalities in the dopamine system. But researchers are uncertain if smoking induces those abnormalities or if they already exist and contribute to risk of nicotine addiction.

Senior author Dr. Ingo Vernaleken, Professor at RWTH Aachen University in Germany, led a team of researchers examining dopamine function in chronic smokers before and after long-term cessation. The researchers used a brain imaging technique called positron emission tomography to measure an index of the capacity for dopamine production in 30 men who were nicotine-dependent smokers and 15 nonsmokers. After performing an initial scan on all participants, 15 smokers who successfully quit were scanned again after

three months of abstinence from smoking and nicotine replacement.

The initial scan revealed a 15-20% reduction in the capacity for dopamine production in smokers compared with nonsmokers. The researchers expected this impairment to persist even after quitting, which would suggest it could be a marker of vulnerability for nicotine addiction. "Surprisingly, the alterations in dopamine synthesis capacity normalized through abstinence," said Rademacher.

The role of dopamine in vulnerability toward nicotine addiction cannot be excluded, but the findings suggest that altered dopamine function of smokers is a consequence of nicotine consumption rather than the cause.

Dr. John Krystal, Editor of *Biological Psychiatry*, noted the implications of these findings for developing better ways to help smokers trying to quit. "This study suggests that the first three months after one stops smoking may be a particularly vulnerable time for relapse, in part, because of persisting dopamine deficits. This observation raises the possibility that one might target these deficits with new treatments."

Story Source: Materials provided by [Elsevier](#). Note: Content may be edited for style and length.

Journal Reference:

Lena Rademacher, Susanne Prinz, Oliver Winz, Karsten Henkel, Claudia A. Dietrich, Jörn Schmaljohann, Siamak Mohammadkhani Shali, Ina Schabram, Christian Stoppe, Paul Cumming, Ralf-Dieter Hilgers, Yoshitaka Kumakura, Mark Coburn, Felix M. Mottaghy, Gerhard Gründer, Ingo Vernaleken. Effects of Smoking Cessation on Presynaptic Dopamine Function of Addicted Male Smokers. *Biological Psychiatry*, 2016; 80 (3): 198 DOI: [10.1016/j.biopsych.2015.11.009](https://doi.org/10.1016/j.biopsych.2015.11.009)

Source:

<https://www.sciencedaily.com/releases/2016/07/160728105342.htm>





## Study Proves All e-cigarettes Are Dangerous

The Fix

By McCarton Ackerman

August 8, 2016

A new study has shown that there's no such thing as a "safe" e-cigarette, confirming that literally all of them emit harmful chemicals.

The findings, published in late July in *Environmental Science & Technology*, showed that the level of dangerous chemicals emitted from e-cigs depends on factors including temperature, the type of device and its age. Researchers at the Lawrence Berkeley National Laboratory in California also found in their lab tests that the level of harmful chemicals consumed increase between the first few puffs and subsequent ones as the device gets hotter.

"Advocates of e-cigarettes say emissions are much lower than from conventional cigarettes, so you're better off using e-cigarettes. But the problem is, it doesn't mean that they're healthy," said study corresponding author Hugo Destailats in a news release. "Regular cigarettes are super unhealthy. E-cigarettes are just unhealthy."

The scientists also found that heat-related breakdowns of solvents found in most e-cig liquids, glycerin and propylene glycol, causes the emission of toxic chemicals including formaldehyde and acetaldehyde. Destailats said this finding was especially noteworthy because "if you want to manufacture a less harmful e-cigarette, you have to understand what the main sources of these carcinogens are."

Their research comes on the heels of the U.S. Food and Drug Administration **beginning to regulate e-cigarettes** on Monday, August 8. The federal agency will also begin regulating other smoking-related products including cigars, pipe tobacco, nicotine gels and hookahs.

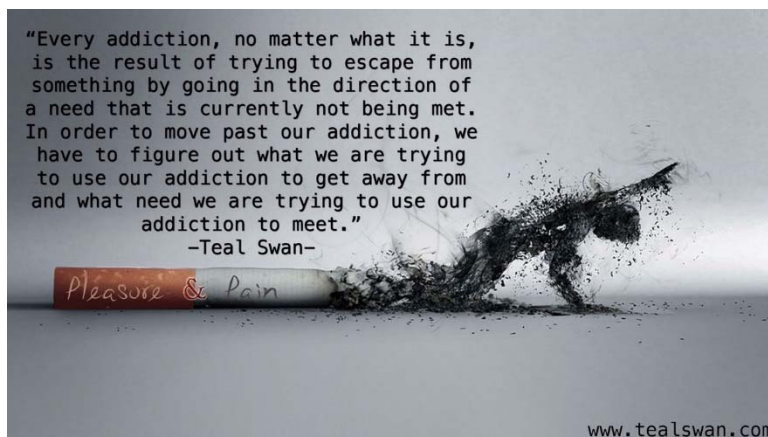
A separate study published this past January also showed that those who are using e-cigarettes in the hopes of quitting conventional ones are in for a rude awakening. The findings, published in the journal *Lancet Respiratory Medicine*, showed that vaping has **no positive impact** on quitting tobacco cigarettes. Ironically, the study concluded that e-cigarettes might even have the opposite intended effect.

"While there is no question that a puff on an e-cigarette is less dangerous than a puff on a conventional cigarette, the most dangerous thing about e-cigarettes is that they keep people smoking conventional cigarettes," said study co-author Stanton Glantz.

That same month, a survey of high school students found that those who used e-cigs were **more likely** to try conventional cigarettes the following year. The study, conducted by researchers at the University of Hawaii in Honolulu, also showed that white students were more likely to use e-cigs compared to native Hawaiians.

Source:

<https://www.thefix.com/study-proves-all-e-cigarettes-are-dangerous>



## A SOBER CHUCKLE... Rx: LAUGHTER



## A Ghost Story

A drunk, abandoned his disabled vehicle on the side of the road, and attempted to hitchhike. The night was pitch dark in the middle of a thunderstorm. Time passed slowly and no cars went by. It was raining so hard he could hardly see his hand in front of his face.

Suddenly, through the sheets of rain, he saw a car moving slowly, approaching and appearing ghostlike in the rain. It slowly and silently crept toward him and stopped. Desperately needing a ride, Saul jumped in the car and closed the door; only then did he realize that there was no one behind the wheel, and no sound of an engine to be heard over the rain.

Again the car crept silently forward and he was terrified, too hung-over to think of jumping out and running. He saw that the car was approaching a sharp curve and, still too scared to jump out, he started to pray and beg for his life; he was sure the ghost car would go off the road and into the bayou and he would then drown!

But just before the curve, a shadowy hand appeared at the driver's window, reached in and turned the steering wheel, guiding the car safely around the bend. Then, just as silently, the hand disappeared through the window and the drunk was alone again.

Paralyzed with fear, he watched the hand reappear every time they reached a curve. Finally, scared nearly to death, the drunk had all he could take, jumped out of the car, and ran to town.

Wet and in shock, he went into the local bar. His voice quavering, he ordered two cups of coffee, black, and then told everybody about his supernatural experience.

The room became silent and everybody got goose bumps when they realized he was telling the truth and not just drunk.

About 30 minutes later two Cajuns, dripping wet, walked into the bar. One says to the other, "Look, Boudreaux, ders dat idiot what rode in our car when we wuz pushin' it in the rain!!!"



## Words of Wisdom

*The longer I live the larger allowances I make for human infirmaries. I exact more from myself and less from others.*

*John Wesley (1703-1791)*

The 3 C's of Life:  
choices, chances,  
changes

You must make a  
Choice to take a Chance  
or your life will never  
Change.

## Advertisement Opportunities

Place your ad here!



Opportunities are now available to advertise in the IAAP electronic newsletter! If you would like to place an ad or if you want more information on how to advertise with us in our electronic newsletters, please contact Stephanie by email at: [stephanie@centraloffice1.com](mailto:stephanie@centraloffice1.com)

## Mindfulness Meditation Can Treat Meth and Coke Addicts, Says Study

The Fix

By Dorri Olds

August 9, 2016

In the randomized clinical study, 63 adults battling stimulant addiction received basic behavioral treatment for their addiction for three months.

Mindful Meditation Can Treat Meth and Coke Addicts, Says Study A recent UCLA study has found that mindfulness meditation may be just what the doctor ordered for millions of people suffering from addictions to methamphetamine, cocaine, and other stimulants. According to the United Nations Office on Drugs and Crime, 34 million people worldwide use stimulants like methamphetamine and cocaine. But repeated use of these stimulants can cause users to suffer complications such as depression, anxiety, heart problems, and paranoia.

The study's participants went through a program called "mindfulness-based relapse prevention," which utilizes tools from meditation to get the participants to focus on the present and release themselves from feelings of judgment and criticism.

The Fix reached out to the lead author of the study, Dr. Suzette Glasner, who has also written an award-winning workbook for overcoming drug and alcohol addiction. We wanted to know what prompted the research and if a larger study is in the works.

"I developed an interest in using mindfulness to treat stimulant addiction because one of the most difficult hurdles a stimulant user often faces in early recovery is managing the sadness and anxiety that comes to the surface," said Dr. Glasner.

She explained that it has been well-documented in research studies that depression and anxiety are among the most common psychological symptoms that stimulant users complain about when attempting to get clean.

"The most well studied evidence-based treatments for addictions, like cognitive behavioral therapy or relapse prevention, devote some content to this topic—for example, managing negative emotions," said Dr. Glasner. "But it isn't the focus of treatment. Mindfulness has been used effectively in helping non-addicts cope with depression and anxiety, so the potential to extend this approach to those suffering

from drug addiction was very exciting. More often than not, people with drug addiction also suffer from mental health problems."

Her hope in designing the study was to prove that mindfulness is a helpful tool for stimulant users suffering from troubling psychological symptoms. The goal was to give them effective coping skills for dealing with negative emotions without using drugs.

"This way, rather than giving up because of that intolerable emotional discomfort in early recovery, they could develop the coping skills and confidence needed to motivate them to stay in treatment."

She pointed out that the results suggest that mindfulness training can help more severely ill stimulant users—those who suffer from depression and anxiety disorders. "For them, effective treatment options are urgently needed," she said.

In answer to our second question, Dr. Glasner is planning a larger clinical trial to test the effectiveness of this approach among stimulant users with depression and anxiety.

"Since we initially studied a group of stimulant users with and without anxiety and depression diagnoses, and found that [mindfulness meditation] was especially helpful for those who had more severe and diagnosable problems with these types of symptoms, we are going to target those who have mental health problems for the next study and attempt to replicate these findings."

Source:

<https://www.thefix.com/mindfulness-meditation-can-treat-meth-and-coke-addicts-says-study>





## DEA: Marijuana to Remain Schedule I Drug

The Fix

By McCarton Ackerman

August 11, 2016

While pot may not be descheduled anytime soon, the DEA did announce its intentions to increase access to marijuana for researchers.

DEA: Marijuana to Remain Schedule I Drug  
Marijuana will remain in the same drug category as heroin and LSD, after the Drug Enforcement Administration **officially refused** to downgrade it to Schedule II on Thursday.

The Wall Street Journal confirmed that the DEA rejected two petitions (filed in 2009 and 2011) to remove marijuana from **Schedule I**, a category reserved for the most dangerous drugs. DEA Acting Administrator Chuck Rosenberg said the decision was based on insufficient evidence that would justify reclassification of the plant.

Rosenberg wrote in a **letter to the petitioners**: "It does not have a currently accepted medical use in treatment in the United States, there is a lack of accepted safety for its use under medical supervision, and it has a high potential for abuse."

Pot advocates are speaking out against the agency. "DEA's decision flies in the face of objective science and overwhelming public opinion. The reality is that half of U.S. states have already passed effective laws allowing patients legal access to medical cannabis, and it is changing lives," **said** National Cannabis Industry Association executive director Aaron Smith in a statement. "Continuing marijuana prohibition forces critically ill people to suffer needlessly, leaves life-changing treatments undeveloped, and keeps patients and providers in limbo between state and federal laws."

However, the DEA did announce a new policy that will seek to increase access to marijuana for researchers. The federal agency said more people will now be able to register to grow the drug "not only to supply federally-funded or other academic researchers, but also for strictly commercial endeavors funded by the private sector and aimed at drug product development." The U.S. has relied on a single marijuana grower for federal research projects for nearly 50 years.

But while some viewed the new policy as progress, Smith says **it still isn't enough**.

"We appreciate the positive step—however small—of opening up a few additional avenues for medical marijuana research. But patients deserve more," he added. "Congress should help them by removing marijuana from the Controlled Substance Act, allowing state programs and medical research to move forward without interference."

The DEA scheduling decision also pushes back against pressure from Democratic senators to remove the Schedule I classification. Eight of these senators wrote a **formal letter** to the DEA and Department of Justice in June, arguing that marijuana being both legal in some states and illegal federally has "wide-ranging implications for legitimate marijuana businesses, including access to banking services, the ability to deduct business expenses from taxes, and access for veterans."

The continued Schedule I classification won't have any effect on deterring pot use, though. A study released last October found that marijuana use in the U.S. has **doubled** over a recent 10-year period.

"President Obama always said he would let science—and not ideology—dictate policy," said Tom Angell, chairman of **Marijuana Majority**, in a statement. "But in this case his administration is upholding a failed drug war approach instead of looking at real, existing evidence that marijuana has medical value."

Source:

<https://www.thefix.com/dea-marijuana-remain-schedule-i-drug>



## Professional Development

### - Making the Most of Your Career

#### *Building Your Portfolio*

#### *- The Resume is Just the First Step*

by Kevin M. Large, M.A., LCSW, MAC

"As human beings, our greatness lies not so much in being able to remake the world - that is the myth of the atomic age - as in being able to remake ourselves."

-- Mohandas K. Gandhi

#### Building a Portfolio -

A professional portfolio is not just for artists, models, and architects...

#### What's in a Resume?

In applying for jobs, we typically develop a resume to convey a brief summary of our education and experience. As you can imagine, in writing your resume, you want to highlight your skills, strengths, accomplishments, and other qualifications.

In maintaining a portfolio of our training and experience, I believe it is also important to record an ongoing list of the conferences and other trainings that we attend. I would like to include the process of how we showcase our talent and achievement; how we portray ourselves to prospective employers, to our colleagues, and to the world at large.

There are different ways of recording this information for others to see and there are many online resources that provide suggestions as to how to write a resume. Some online organizations offer a critique of your resume and the option for them to provide you a professional resume that their writers have reworked for you.

#### Do you have a C.V.? -- a Curriculum Vitae?

For some of us, we maintain a Curriculum Vitae as a comprehensive record of our education, work experience, list of publications, professional achievements, and other notable events. Even if you don't typically submit a C.V. when applying for jobs, by creating and maintaining a C.V., this document will serve as a chronological record of information that you maintain throughout your professional career.

For those that may not already have developed a C.V., the following list may be helpful as an outline for you to list the information according to each respective heading:

Name and Contact Information, Education, Experience, Conferences Attended, Seminars Attended, Conference / Workshop Presentations, Training Provided to Employer Groups and Other Organizations, Presentations to Community or Other Groups, Publications, Association Memberships, Awards, Licensure & Certifications, and Hobbies.

#### List of References

In applying for different positions, you may want to draw on different experiences that you have had in your career. Depending upon the type of position that you are applying for, you may want to select certain references that would attest to a particular position that you held, or to draw on experience that would speak to a set of skills and accomplishments that you have gained.

Many job applications ask for three references; some may ask for more. I recommend developing a master list of references that includes persons that would serve as a reference for different areas of your life. Possible references would include: teachers, supervisors, colleagues, co-workers, supervisees, other business professionals, and family members. In creating your list, you would want to include the standard contact information: Name, Title, Agency, Address, Phone Number, and Email Address.

Be sure to obtain permission from your references to list them as references, and to make sure to notify them when you have used them as a reference so they can be prepared to speak about you if contacted.

In a recent draft of a list of references, I have included: one, the number of years that I have known the person; two, a brief description of how I have known the person; and three, information about the best means and time to reach them, for example, "by cell phone after 5pm."

Once you have your master list of references, you can select the references that you would like to use for a particular job application. For example, you may want to select certain references based upon a match between the specific experience that you gained in a particular job and the reference person who would be able to attest to your experience and other qualifications from that time period.

I would also recommend that when you go to apply for a position, take your List of References along with you. This can be very helpful when you are filling out job applications, as it should contain all of the pertinent information that may be asked for on a printed or online job application.

#### Supporting Materials

When applying for a job, in addition to having an up-to-date resume and cover letter tailored to a particular position that you are seeking, there are some other documents that can serve you well when you are going through the application and interview process.

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I would recommend that you prepare the following documents to have as part of your portfolio. At the very least, have them available should you need them for a particular job application.

**Letters of Reference** - Keep copies of letters of reference that you have received from previous employers, colleagues, and/or personal references that showcase your experience and qualifications.

**Writing Samples and Supporting Documentation** - Make copies of articles that you have written. Have a list of any books that you have written and that have been published in print or online. Also consider including other supporting materials, such as: information pertaining to business performance data; revenues generated through marketing efforts and/or admissions; and grant writing experience.

**Awards & Other Certificates of Recognition** - As part of your portfolio, gather any certificates that you may have received, including membership in honor societies while you were in high school or college. You may have received a certificate of appreciation or other award that recognizes what you have done in your career field and/or through volunteer service. There may not be many job applications where these materials may come into play, but I think it is good to have them, as they are a source of pride and inspiration. There may be a particular job application where your expanded portfolio is requested for viewing, and these materials add value to your presentation in showing some of your greatest accomplishments, or, at the very least, those moments when someone took the time to express their appreciation for what you do.

**A Professional Photograph** - Have a well-composed photo that conveys a professional image. This may be utilized in a number of different ways: (1) as part of your profile on a professional and/or social media website; (2) if you write an article for publication and are asked for a photo to be published along with your article; (3) if you present at a conference or other training event, you may be asked for a photograph for publicity purposes.

**Photos of You in Various Professional and/or Volunteer Settings** - In building your portfolio, I also believe that it can be helpful to incorporate some additional photos, such as photos that show how you have been active in your field, or photos that show how you volunteer your time within your community. For myself, I have designed a one-page form with several photographs that show me in several different settings, including a college reunion photograph, and a photo of me presenting an award as part of my involvement as a leader of a nonprofit charitable organization.

Some Thoughts on How We Present Ourselves in the Electronic Age. Not so long ago, we would go to conferences, receive our association newsletter in the mail, and show VCR tapes of those pillars of our profession. Nowadays, we still go to conferences, when we are able to attend. Our association newsletter may be sent out in the mail, but we may also be receiving an electronic copy via email. And, as we are familiar with the NAADAC website [www.naadac.org](http://www.naadac.org), websites for professional organizations may have copies of newsletters accessible for members to view over the Internet.

In the not so distant past, we would show VCR tapes for patient education and family education. Some of us even lived when we had reel-to-reel projectors to show the movies of Fr. Martin and other distinguished presenters! In the modern age, the popular means of viewing a movie is by watching a DVD. And, if we can't make it to a particular workshop or training event, we have the ability to participate in the training through a Webinar -- a virtual seminar held via the Internet.

Social Media websites are fast becoming an online resource of infinite connections with others across the country and around the world. Social networking websites are being viewed and promoted as ways of connecting with others - not only for establishing connections with other professionals, but also for those that are seeking employment and advancement opportunities in their career.

As we adapt to the ever-developing technology, we gain new platforms for communication - both as a means of conducting business per se, and as a way of carrying the message to others. We need to be able to adapt to new ways of how we conduct business in the electronic age. It behooves us to continually evaluate how we can communicate with others. As the Internet has become such a prominent vehicle for communication, there are ever-expanding opportunities for connection and dialogue in ways that have only recently come into being.

Kevin M. Large, M.A., LCSW, MAC

Kevin is currently serving as Regional Vice President for the NAADAC Mid-Central Region.



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### BENEFITS OF NAADAC/IAAP MEMBERSHIP

- 33 free CE's via NAADAC's web-site: [www.naadac.org](http://www.naadac.org) - (*Medication Management for Addiction Professionals: Campral Series and Blending Solutions*).
- Free access to NAADAC's online Career Center at [www.naadac.org](http://www.naadac.org).
- Assistance with referrals concerning ethical or legal questions or complaints and two free hours of help on a Legal Assistance Hotline provided by NAADAC's liability company with malpractice insurance available through the Van Wagner Group.
- Free subscription to NAADAC's official magazine, *Addiction Professional*, which is published six times annually.
- Peer support and network opportunities through national and state conferences and workshops.
- Reduced rates for continuing education including the qualification course for the U.S. Department of Transportation's Substance Abuse Professional.
- Reduced rates for publications such as the *Basics of Addiction Counseling: A Desk Reference and Study Guide*, used by experienced professionals and as a guidebook for preparation for certification exams.
- Access to the *NAADAC News*, the association publication only available to NAADAC members.
- Substantially reduced rates for professional Certification and re-certification as National Addiction Counselor (NCAC) or Master Addiction Counselor (MAC). *Please note that certification is not included in NAADAC membership but is a separate process. (Certification is not a requirement of membership in NAADAC.)*
- New avenues for job opportunities and advancement with higher levels of certification.
- A 20 percent discount on all Hazelden Publishing and Educational Services (PES) resources.