



*An inclusive world, access for all*

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## *President's Update*

*Patricia Nunez, MA, CRC, CDMS, CCM*

2014 has been shaping up to be a very exciting, busy year! I want to take few minutes to share some of CORE's activities from my perspective.

For ease of review, I will be reporting in three main areas of focus: Professional Issues; Meetings Attended & Presentations; and CACREP/CORE Corporate Affiliation.

### **Professional Issues**

*Scope of Practice.* The CORE Board voted in January to not support the Scope of Practice as presented to 20/20 participating organizations, due to removal of reference to persons with disabilities/disorders, and the focus on mental health language.

Basically...changes were made to the statement as approved by 20/20 delegates, and because of those changes, CORE declined to support the statement. Our communication of that decision to ACA and 20/20

leadership led to outreach by both the Administrative Coordinator for 20/20 (David Kaplan) and the 20/20 Facilitator (Kurt Kraus), and after many conversations regarding CORE's concerns, a revised Scope of Practice was issued in early March for all 20/20 participating

organizations to consider. The revised scope contained language that had been in the original statement, and addressed all of CORE's stated concerns. This Board approved the revised Scope of Practice, and we notified both 20/20 leadership and all 20/20 participating organization's leadership on March 13<sup>th</sup>. Last report from ACA reflected 20 organizations have endorsed the licensure title Licensed Professional Counselor, and 19 have endorsed the scope of practice.

*Educational Standards.* As you know, 20/20 concluded in March of 2013 without a final recommendation on educational standards. Given this void, the Association for Counselor Education and Supervision (ACES) developed and widely disseminated the following position statement on educational standards for counselor licensure:



*"Graduation from a clinically-focused counselor preparation program accredited by CACREP (or an approved affiliate of CACREP) that includes a minimum of 60 semester credits (or 90 quarter hour credits) of curricular experiences. Within those 60 semester credits (or 90 quarter hour credits), students must complete a practicum of at least 100 hours and an internship of at least 600 hours."*

When announcing this position on CESNET, there was mention of CORE being engaged, along with CACREP, AASCB, NBCC and ACA in establishing this baseline requirement. Outreach to ACES leadership regarding this misstatement led to very positive discussions, and culminated in a meeting with the ACES President, Robin Lee, and Educational Standards Task Force Chair Gerard Lawson, Frank and I while at the ACA Convention. While we were able to clarify that any scope language should include both reference to CACREP as well as CORE, an additional benefit was a better understanding on the part of ACES of rehabilitation counseling, some of the issues being faced relative to counselor licensure, and a foundation upon which to build in terms of communication between CORE and ACES leadership. In fact, we attended an educational session led by Barry Mascari and Gerard Lawson regarding educational scope of practice, and were very impressed at their grasp of the issues as it pertains to clinical rehabilitation counseling, CORE and its affiliation with CACREP, and accreditation. Finally, we made a point of stopping by the ACES reception at the conference, speaking informally with leadership, to continue to develop this relationship.

### **Meetings Attended & Presentations**

The following meetings were attended, and presentations made on behalf of CORE:

American Association of State Counseling Boards in San Diego – January 8-10, 2014

*Presentation: Plenary Session: Sailing the High Seas: The CACREP CORE Affiliation: Promoting Professional Unity, Licensure Portability and Public Protection*

Presented along with Carol Bobby, Sylvia Fernandez, and Frank Lane

Also during this time met with Carol Bobby and Sylvia Fernandez to continue the work around our corporate affiliation.

National Rehabilitation Educators Conference in Manhattan Beach – March 11-14, 2014

*Presentation: CORE Town Hall Meeting*

Presented along with Frank Lane, Sylvia Fernandez

Also during this time met with organizational leaders for an informal gathering. Additionally, participated in the Global Committee workshop,

and a meeting with Global Committee members present at NCRE.

American Counseling Association in Honolulu – March 27-30, 2014

*Presentation: Clinical Rehabilitation Counseling and Criteria for Conversion of Interested Graduate Level Counseling Programs*

Presented along with Carol Bobby, Sylvia Fernandez, and Frank Lane

Also during this conference, we attended the ACA Governing Council meeting, presented along with CACREP to the Governing Council, met with Carol Bobby and Sylvia Fernandez to continue the work around our corporate affiliation, met with Bill Green, Immediate Past President of AASCB, Vilia Tarvydas, Linda Shaw; attended a reception for incoming ACA President Robert Smith; met with ACES leadership as addressed elsewhere in this report; and joined the ARCA Board meeting as well as jointly presented to the ARCA Board along with Carol Bobby and Sylvia Fernandez.

In June, members of the CORE Board met with members of the CRC Commission for a strategic planning session. Topics covered included external issues impacting rehabilitation counseling. Specific areas of focus will be licensure, advocacy, research initiatives, and Bachelor level certification and accreditation. All of these areas reflect critical issues in rehabilitation counseling, and we continue to work towards identifying joint recommendations regarding strategic decisions and next steps for our respective organizations.

Following CORE's Board meeting in July, we attended part of the ACA Governing Council's mid-year meeting. This is a meeting where we have had the opportunity to address Governing Council, first alone, now more recently jointly with CACREP. I believe that visibility with the ACA leadership continues to be of benefit for CORE. While at ACA Governing Council meeting, we also had working sessions with Carol and Sylvia on issues related to the affiliation, specifically Phase II of the accreditation process for Clinical Rehabilitation Counseling.

Fall conferences that will be attended are NCRE, as well as the regional ACES conferences (which will be attended either by CORE President – Elect, Past President, President, or Executive Director).

## **CACREP/CORE Affiliation**

Suffice it to say that much of the work of the past year has been related to the affiliation agreement the CORE Board voted in favor of at our 2013 annual meeting. Due to intense interest in not only the affiliation but also the new Clinical Rehabilitation Counseling standards, all of our presentations have been focused on this process and our affiliation. Since January, a major accomplishment was in finalizing and signing the licensing agreement, which allowed CORE to administer the Clinical RC accreditation, using the standards developed by CACREP.

One aspect of our affiliation which I believe will be very beneficial to both the CACREP and CORE Boards is the setting aside of a Board “seat” for someone with the expertise of the other accrediting body. CORE has set aside a board seat for someone with mental health expertise, and CACREP did the same for someone with expertise in rehabilitation counseling. We are pleased that Lisa Lopez Levers of Duquesne University was selected by this Board, with her term of office beginning at the conclusion of the July 2014 board meeting.

Frank and I meet monthly with Carol and Sylvia, working on the operational aspects of our affiliation: conversion policy, Phase 2 process, review of issues that arise within our organizations relative to our affiliation as well as those which may impact our work together, planning for future work efforts, etc. There is one thing all four can agree on: it is not an easy task, bringing together two very different entities, each with their own cultures, processes, and approaches. However, we have made very good progress, and continue our forward movement.

Finally, it was decided that since we have been working so closely together as a leadership team, we would set aside time during each other’s board meetings to address our boards jointly, to provide in-person updates on our activities, and to talk about any issues of interest of Board members. Frank and I joined the CACREP Board meeting on July 12<sup>th</sup>, and Carol and Sylvia joined the CORE Board meeting on July 18<sup>th</sup>. This was a great

opportunity for both Boards to “see” our partnership in action, and to hear from each of us our perspectives on accomplishments and the activity we have ahead of us. Of note, July 12<sup>th</sup> was the one year anniversary of both Board’s agreeing to the proposal that led to our affiliation; I don’t think I am overstating when I say that everyone in the room at the CACREP Board meeting, as well as Frank and I, were very aware of the significance of the date, and we even spent some time reflecting on the feelings we each had during that day, in 2013, when both Boards took the step to form a corporate affiliation. That should not surprise anyone: we are all counselors, after all!

## **Wrapping it all up....**

I will say that CORE is very proud of the work that is done by our Commissioners, our Board members, and our staff. Not only do we do our work and do it well, we are open to considering other models which might help us to better address our work demands, lower costs, and increase efficiencies. I cannot say enough about the commitment, availability and support from each of the CORE Board members and the Executive Committee, all of whom has experienced more CORE-related meetings this year than ever before, I suspect!

Finally, Frank and Kristie continue to excel in keeping the business of CORE running smoothly, providing exemplary customer service to our programs and various publics, and to our committees and board work. Frank’s leadership and collaboration with professional organizations, leaders and related entities serves CORE well, and has led to many doors opening to CORE that may not have been open in the past.

It has been an incredibly historic, busy, rewarding year for CORE. Our accreditation process is designed to ultimately help our programs be the best they can be, and thereby positively impact the people served by graduates from accredited programs. I hope you have found this information, as well as other information contained in this newsletter, helpful to you. As always, please reach out with any questions. We look forward to a great year ahead for both CORE and our Accredited Programs!

# Annual Report of the Executive Director

Frank Lane, Ph.D., CRC, LCPC

The Council on Rehabilitation Education (CORE) has a long history of accrediting graduate programs in rehabilitation counseling. CORE's business and resources remain strong and we just celebrated our one-year anniversary of the affiliation agreement with CACREP. The CORE Board has worked hard over the past year to make sure that programs are protected and able to meet the challenges facing rehabilitation counseling in the general counseling areas of practice, accreditation and higher education. CORE made some important decisions one year ago to adapt to changes in counseling in order to protect the programs it accredits, its constituents. My role in the decision-making process has been and will continue to be making sure the board has the most accurate, up-to-date, information so the board can make informed decisions. My efforts in this area include education related to legislation and policy decisions; communication with stakeholders by way of the website, listserv, and regular presentations; increased collaboration with stakeholders; and increased collection and analysis of data.



This is also an exciting time for CORE. The affiliation agreement with CACREP is now one year old and the team responsible for the implementation and execution of the agreement is Patty Nunez and myself from CORE and Carol Bobby and Sylvia Fernandez from CACREP. We have been working on the implementation of phase II over the summer and we are excited about conducting joint training sessions for site visitors and program coordinators beginning this fall.

## CORE Business

### Graduate Programs

The business of CORE remains strong. CORE currently accredits 98 graduate programs. There are currently 5,375 students in the 96 graduate programs accredited at the time the annual report was due in April 2014, which is an increase of 3%

from the previous year. A total of 1,609 students graduated last year, which is a decrease of .001% from the previous year (3 less graduates from the previous year). The slight decrease in number of students graduating follows a 19% increase in graduates in 2012-2013 and a decrease of 10% from 2011-2012. There has been a significant amount of variability in the trend associated with graduating students. This is the first year CORE has not seen a large move in either direction.

*Commission on Graduate Standards and Accreditation (CGSA).* A total of twelve graduate programs were reviewed this year: Adler School of Professional Psychology, Alabama State University, Assumption College, Drake University, Emporia State University, Florida International University, Langston University, San Diego State University,

University of Arkansas-Fayetteville, University of the District of Columbia, University of Memphis, and University of Texas at El Paso. The Commission on Graduate Standards and Accreditation (CGSA) reviewed the reports from the site review teams at their annual meeting from July 14-16, 2014 and made their recommendations regarding accreditation to the board and the decisions can be found on the CORE website.

### Conversion Programs

The first deadline for the conversion programs process was February 28, 2014. Nine programs submitted self-studies on or before the deadline. One of the programs was rejected for not meeting eligibility criteria. An ad hoc commission was appointed, the CORE Board reviewed the remaining eight programs and then sent to a team of "Readers" (e.g. trained site visitors who review the self-study for evidence of compliance with standards). The final reports were again reviewed by the ad hoc commission and forwarded to the CORE Board with recommendations. The programs approved by the CORE Board were then sent to CACREP for their review. Those programs that submitted self-studies have received

communication from CORE regarding where their program is in the review process. The second deadline is set for September 28, 2014 and submissions will follow the same process.

### **Undergraduate Programs**

CORE currently accredits 10 undergraduate programs and has 18 programs on the undergraduate registry. There are currently 2,824 students in accredited undergraduate programs and 658 graduates over the past year.

*Commission on Undergraduate Standards and Accreditation (CUSA).* The Undergraduate Commission on Standards and Accreditation did not review any programs this year. The Undergraduate Commission reviewed the annual reports from the accredited programs at their annual meeting on July 15-16 and made their recommendations to CORE.

The Undergraduate Commission lost one of its longstanding commissioners this year, David Perry. David was recognized at the annual CUSA meeting in Chicago, Illinois in honor of his service and longstanding commitment to rehabilitation education. Penny Willmering has decided to step down as Chair of the Undergraduate Commission and Chad Duncan, NCRE Representative to the Undergraduate Commission will succeed Dr. Willmering.

Global Committee. The global committee conducted a pre-conference workshop in Manhattan Beach, CA in March 2014. The session was well attended and participants shared a lot of information with the members of the global committee about rehabilitation initiatives in other countries. The committee has been reorganized for the upcoming year and will be chaired by Cherie King.

CORE also partnered with the University of Memphis this spring to coordinate a trip to Cuba for attendees interested in learning about rehabilitation services there. Cherie King was the CORE representative and has an article in this newsletter with more details about the trip. CORE functioned as the “bank” and coordinated the disbursement of funds to the travel agency and other costs related to the trip.

This year, International Forum on Disability Management (IFDM) conference will be held in Melbourne, Australia. A number of CORE Board

members will be in attendance because of presentations at the conference and the GLADNET research group. We look forward to meeting with rehabilitation educators from other parts of the world at the conference.

CORE has been a member of the CHEA International Quality Group (CIQG) since it formed and we continue to attend the CIQG conferences each year to learn about accreditation efforts at the global level. CORE also continues to work with GLADNET, Global Applied Disability Research and Information Network on Employment and Training. GLADNET’s objective is to promote program and policy reform with an emphasis on employment for individuals with disabilities. They focus on collaborative research projects and a global exchange of information via the Internet.

### **Context of Accreditation**

*Council for Higher Education Accreditation (CHEA).* The CHEA Committee on Recognition recommended to the CHEA Board that CORE be recognized for a period of ten years with a report due in one year. CHEA specifically asked for an update on the steps CORE has taken to further distinguish between undergraduate programs that have been accredited and those that are still on the registry and CORE’s implementation of CHEA standard 12.B.1, CORE’s standard A.5 regarding public accountability.

In an attempt to standardize the outcome measures required by standard A.5, two meetings were held. The first meeting was held with the graduate commissioners. A second teleconference was held with program coordinators and the information from the Graduate Commission meeting was presented. There was little consensus on the performance measures but program coordinators presented a lot of good feedback. The Graduate Commission met again at the annual meeting in July 2013 and revised the list of recommendations for A.5 based on input from the program coordinators. The CORE Board reviewed the recommendations from the commission at its July 2013 annual meeting and made a final decision.

The report to CHEA was due on October 1, 2013 and programs had to demonstrate compliance by September 16<sup>th</sup> or the program was placed on probation. CHEA accepted the report and was satisfied with the progress that the program accredited by CORE had made. The importance of standardizing the performance measures was

influenced largely by CHEA but also because of the role the federal government is taking with regards to accreditation. There is more information in the section on public accountability.

### **Communication**

CORE leadership, myself included, continues to believe the relationship between CORE and its accredited programs should be collaborative in nature. I have worked with Patty Nunez and Mary Barros-Bailey over the past year to focus on maintaining a regular exchange of information with the programs coordinators and to inform the conversation about current issues. The use of the website, listserv, and regular presentations and town hall meetings, teleconferencing, and publications are some of the mechanisms we have continued to utilize to continue accomplishing this goal.

*Website and Listserv.* The website has undergone more revisions over the past year. The content has been updated to further reflect CORE's attempt to distinguish the accreditation of undergraduate programs and programs that remain on the registry. We continue to use the listserv for program coordinators. The purpose of the listserv is to maintain communication between CORE and the programs. For example, information about CHEA recognition is an example of the information that has been disseminated.

While the listserv is one mechanism for communication, it has not facilitated conversation among the members. So, I have begun to utilize teleconferencing with the program coordinators a few years ago. The last teleconference was held on November 13<sup>th</sup> to discuss CORE's affiliation agreement with CACREP, the conversion process and eligibility requirements, and the Clinical Rehabilitation Counseling program area standards. I plan to continue utilizing this method of communication in the future.

*Presentations.* The second method of establishing a conversation with CORE accredited programs is the maintaining of regular and customary presentations about CORE business at the fall and spring NCRE conferences. CORE leadership has presented five times during the fall and spring conferences. The specific presentations are outlined in the section under collaboration with NCRE in this report.

In addition to presenting to accredited programs, CORE leadership has been engaged in

communicating to stakeholders about the addition of the Clinical Rehabilitation Counseling standards and affiliation agreement. We have presented at the American Counseling Association, American Association of State Counseling Boards (AASCB), Association of Counselor Education and Supervision (ACES), National Council on Rehabilitation Education (NCRE), National Rehabilitation Association (NRA), Council of State Administrators of Vocational Rehabilitation (CSAVR), Commission on Rehabilitation Counselor Certification (CRCC), American Rehabilitation Counseling Association (ARCA), National Council of State Agencies for the Blind (NCSAB), and Consortia of Administrators for Native American Rehabilitation (CANAR), and two state counselor licensure boards. The total number of presentations was 24, which is an average of two per month, and two articles in Counseling Today.

*Public Accountability.* The input we received from the CHEA recognition process also modified the types of information we are communicating. CHEA is focused on public accountability and the new standard A.5 was developed in response to their feedback. The programs worked hard during August and September to publish information on the program website pertaining to the mandatory criteria established by the CORE Board. CHEA's focus on public accountability mirrors the focus of the federal government on the same issue. We will see an increased emphasis in this area and additional requirements for monitoring compliance with standard A.5 and checking for accuracy of information. Accreditation organizations now undergoing the recognition process by CHEA is now being asked to publicize their decision making process up to and including any conditions related to accreditation decisions. We will be discussing this more during the town hall meetings at NCRE in the 2013-2014 academic year.

The Undergraduate Commission was asked by the CORE Board to identify performance measures that are relevant to programs that offer bachelor's degrees in rehabilitation services and disability studies. Their recommendations were presented to the CORE Board at the July meeting and standard E was added to the undergraduate standards. The program coordinators of undergraduate programs received information on the new standard in a separate email. Individuals interested in the new standard can read about it under "What's New" on the CORE website.

## Operations

*Survey of Graduates, Employers, and Students.* CORE transitioned to online surveying of students, graduates and employers three years ago. As with many new processes, we experienced some challenges during the first year but we have been working collaboratively with Planstone to improve the system and it has been working well for the past two years.

The main challenge with the online surveying is response rates. Kristie Andre and I also discussed the response rates for each program on a weekly basis from January through April, communicated the response rates to the coordinators of graduate programs, and asked for their assistance in raising the response rates to the acceptable minimum level established by CORE. The result has been an overall increase in the aggregate response rates for students, graduates and employers consistently for the past two years. While there is always some variability across programs being reviewed, the aggregate response rates by category met minimum acceptable response rates for each category in 2014.

Review Cycle	Student	Graduate	Employer
2013-2014	92%	60%	54%
2012-2013	88%	58%	53%
2011-2012	78%	45%	34%
2010-2011	80%	49%	50%

We will be working with Planstone this year to develop the online questionnaire for the undergraduate programs. The new online survey system will be used for undergraduate programs under review for the upcoming 2014-2015 cycle.

*Automation of the APPR.* As most of you know, CORE moved to an electronic reporting system in 2013 to make it easier for program coordinators to submit their data to CORE and for the data to be compiled and analyzed. As with most new systems, there were glitches that made it challenging for a few coordinators. Kristie Andre moved the annual reporting form to Google Docs and this new method of data collection was implemented in March 2014. Kristie and I will continue to work to refine the system to make it more user friendly for the 2015 annual report. We will also be moving the annual report for the undergraduate programs to this new electronic submission format for 2015.

*Personnel.* I asked the CORE Board this year to make a significant shift in the way it does business.

The increased workload resulting from the conversion process and automated systems put in place to facilitate an easier review process for volunteers resulted in an increase in hours by the Administrative Assistant, Kristie Andre. As a result, the administrative assistant position is now a full-time position. For example, commissioners have now moved to a paperless system of review. They are able to access Dropbox to review self-study materials, site visit team reports, and correspondence between CORE and the program under review. The feedback from commissioners was very positive and annual reviews will also be conducted online in the coming year. This is one example of how the CORE office has worked to streamline systems to facilitate a timely review of reports and return them to program coordinators in a timely manner for comment.

*Accreditation fees.* I also asked the CORE Board to raise the sustaining fee for accredited programs by \$150 for the upcoming year and \$100 a year for subsequent next five years. CORE had frozen its sustaining fee for the past two years while the board worked to navigate the challenges facing accredited programs. Now that the affiliation agreement is underway, the increased cost of conducting business must be supported. Expect to see an increase in your invoice in the coming year.

## Collaboration

CORE cannot exist without the support of its stakeholders. I have continued to collaborate and develop relationships with representatives from partnering organizations on a consistent basis. This year was also a busy year with collaboration because Patty Nunez, Carol Bobby, Sylvia Fernandez and I gave presentations at many conferences to explain the affiliation agreement to stakeholders. I have also met with stakeholders from within rehabilitation counseling and with those that represent the larger interests of the general counseling profession. The sections below are not exhaustive but contain highlights from CORE's initiatives with some of the organizations over the past year.

## Professional Steering

*C3 Initiative.* In August 2012, we formed a group consisting of the Board Chair-President, Vice-Chair/President-Elect or Vice-President, and Executive Director/CEO of CORE, CRCC and CSAVR with the intent of it becoming a steering committee for professional activities. A research committee was formed consisting of the Chair of

CORE's research committee, Mary Barros-Bailey, the Chair of the CSAVR research committee, and the representative from CRCC's Testing and Research Committee. Dr. Barros-Bailey has worked hard on very specific research related initiatives over the past year.

*CRCC.* CRCC expressed a desire to engage in regular collaborative talks with CORE. Cindy Chapman and I coordinated a meeting for the Board Chair's and Executives of CORE and CRCC to meet on Friday, August 16, 2013 in Chicago, IL. The two organizations continued to meet over the 2013-2014 academic year. On September 21<sup>st</sup> the leadership of the two organizations met and developed a joint vision, mission statement and strategic initiatives. The boards met on Friday, June 13, 2014 to engage in joint strategic planning and the plan is to continue collaborative efforts over the upcoming year.

### **State-Federal Government Collaboration**

*Consortium for State Administrators in Vocational Rehabilitation (CSAVR).* I have worked to develop a relationship between CORE and CSAVR. I attended the Fall 2013 meeting in Denver, Colorado and Patty Nunez attended the spring 2014 meeting. My efforts have been targeted specifically on the Human Resources and Development Committee, Chaired by David Beach of Kentucky. The presentations and participation to the group has continued to focus on educating them about issues regarding licensure for rehabilitation counselors and to garner their support for our efforts in this area.

### **Rehabilitation Services Administration**

CORE continues to work with the Rehabilitation Services Administration. I met with Commissioner Jan LaBreck on Wednesday, January 29, 2014 along with Steve Wooderson from CSAVR. We discussed the affiliation agreement, the Clinical and Traditional Rehabilitation Counseling standards and educated the Commissioner on the type of practitioner each set of standards is intended to train.

### **General Counseling**

*American Counseling Association (ACA).* CORE has continued to work to maintain a strong presence within ACA. We have accomplished this by: (1) attending and presenting to ACA Governing Council and (2) publish a regular column in Counseling Today, the main publication of the American Counseling Association (ACA). Patty

Nunez, Carol Bobby, Sylvia Fernandez and I presented to Governing Council during their fall and spring meetings. We presented on the affiliation agreement, the points of the Memorandum of Agreement (MOA), and the Clinical Rehabilitation Counseling area standards and the conversion process. We also asked Governing Council if they would appoint individuals to work with us to develop grand-parenting language so we can work to protect existing practitioners. Carol Bobby and I wrote two articles this year that appeared in Counseling Today. The first article titled "CACREP and its affiliate CORE" was written to discuss the affiliation agreement, MOA and conversion process. The second article titled "Untying & retying knots: CACREP and its affiliate CORE" was written to answer specific questions we had received about eligibility and the intent or "end goal" of the affiliation agreement. The first article was intended to answer the question "How is the affiliation agreement important to the profession?" and the second article was intended to answer, "What does this mean for accredited rehabilitation counseling programs?" The third article, intended to speak to students in rehabilitation counseling programs, was to answer the question "How does this affect me as a student in a rehabilitation counseling program?" However, ACA made a decision to remove the standing CACREP column in Counseling Today because they needed space in the publication for other articles.

*American Association of State Counseling Boards (AASCB).* CORE and CACREP presented to the AASCB membership in attendance at their annual meeting in San Diego, California in January 2014. The membership was very positive about the affiliation agreement and a number of representatives of state counselor licensure boards that are considering moving to a more clinically focused license have begun working with CORE leadership to adopt language that protects rehabilitation counselors in the future who are trained as Clinical Rehabilitation Counselors. Bill Green, a rehabilitation counselor educator from Rutgers University is the Past President of AASCB and has been an invaluable resource to CORE as we work to protect the graduates of CORE accredited programs.

*20/20 Vision for the Future of Counseling (Co-sponsored by AASCB and ACA).* The 20/20 group ended at the ACA conference in Cincinnati, Ohio, having reached consensus on a title for licensed

professional counselors and a scope of practice. The proposal put forth by the educational requirements committee that licensure should only be granted to graduates of CACREP accredited Clinical mental Health Counseling programs was hotly debated and, in the end, not voted on.

*Association for Counselor Education and Supervision (ACES).* In the past year, Robin Lee, President of ACES announced that as the counselor educators, they believe it is their responsibility to pick up where 20/20 left off and continue to advocate for the educational requirements language developed by the 20/20 workgroup. Patty Nunez and I presented at the ACES conference in Denver Colorado on October 17-19, 2013 along with CACREP leadership. We also met with ACES leadership while at the ACA conference in Honolulu, HI and discussed the issue of licensure for rehabilitation counselors. The ACES conference is held every two years and on the alternate year, the regional associations hold conferences. We plan to continue the dialogue with ACES leadership.

*Commission on the Accreditation of Counseling and Related Educational Programs (CACREP).* CACREP and CORE entered into an affiliation agreement on July 12, 2013 and a Memorandum of Agreement (MOA) on October 6, 2013 whereby CORE became a corporate affiliate of CACREP. The licensing agreement between CORE and CACREP gives CORE the authority to implement the Clinical Rehabilitation Counseling standards was signed on March 27, 2014.

The agreement between CORE and CACREP includes a process whereby programs currently training students as rehabilitation and mental health counselors that wish to apply for accreditation under CACREP's newly developed and adopted Clinical Rehabilitation Counseling program standards will undergo a conversion review process conducted jointly by CACREP and CORE.

CORE and CACREP have been working towards recognition of programs accredited under the Clinical Rehabilitation Counseling Standards with regard to state licensure and federal hiring eligibility.

CORE and CACREP worked on the phase II of the implementation (programs who wish to develop their program in the direction of Clinical Rehabilitation Counseling) through the regular

accreditation process and with a joint (CORE-CACREP) site visit team.

### **Professional Rehabilitation Associations**

*National Council on Rehabilitation Education (NCRE).* NCRE has been very gracious in working with CORE over the past three years to ensure CORE has sufficient space at their fall and spring conferences to present current and relevant information about the issue of accreditation and how it affects rehabilitation counseling programs and its graduates.

At the fall conference, we presented "What's an affiliation agreement anyway" on November 5, 2013 with CACREP. The fall presentation was a plenary session and was held after the keynote address to ensure the maximum number of individuals received the information. Two town hall meetings were held at the fall NCRE conference on Monday, November 4, 2013 and the spring NCRE conference on Thursday, March 13, 2014. The purpose of the town hall was to provide all attendees an opportunity to ask questions and express ideas to CORE and CACREP leadership. Both town hall meetings were well attended and it was standing room only at the spring conference. In addition to these sessions, I also continue to participate in the legislative panel at fall and spring NCRE conferences to discuss legislation that is affecting rehabilitation counselors. At the spring 2013 conference I discussed the reauthorization of the Higher Education Act (HEA), in particular, and how it is impacting accreditation and, in turn, the focus on public accountability. The plan is to continue presenting town hall and concurrent sessions at the conferences over the upcoming year.

*National Rehabilitation Association (NRA).* CORE continues to stay in communication with NRA and present at their conferences. Patty Nunez attended the annual NRA conference in NYC, New York on August 18-19, 2013. She participated in a panel discussion and addressed the affiliation agreement with CACREP and educated their membership on the impact of the CORE Board decision.

*International Association of Rehabilitation Professionals (IARP).* CORE continues to work with the leadership of IARP to maintain the strong relationship between the two organizations. Patty Nunez, Cherie King, and I spoke with their board in on November 7, 2013 and presented at their conference on November 8<sup>th</sup> to educate the IARP membership on the affiliation agreement and what

it means for licensure of rehabilitation counselors in the private sector. I have also been working closely with Lynne Tracy, the current President to keep her informed of CORE activities.

### **Conclusion**

The business of CORE, the accreditation of graduate programs in rehabilitation counseling and undergraduate programs in rehabilitation

education, remains strong. Rehabilitation education will face significant challenges in the future with regards to counselor licensure but the CORE Board is actively involved in making decisions to protect the programs it accredits. CORE has a board that is comprised of strong leaders in the field who are committed to guiding CORE through the current challenges and positioning the business to ensure its viability in the future.

## *Additional Updates*

*Patricia Nunez, MA, CRC, CDMS, CCM*

### **CORE Commission Structure Changes**

CORE has made some changes to the structure of its' Commissions. By way of background, in July of 2013, I appointed an ad hoc Committee to look at our Commission structure, and come back to the Board with recommendations. The Committee brought to our mid-year meeting some preliminary ideas, and the Board asked for them to work further on recommendations. The Committee presented their recommendations to the Board at our 2014 Annual Meeting in July, and after much deliberation, the following motion was passed:

*Motion to approve the new Commission Structure and will be effective after this meeting. Effective for the 2014-2015 accreditation cycle, there will be one Commission on Standards and Accreditation with a Chair, who is a CORE Board member, and Vice-Chairs, elected by Commission members, for each of the standards areas (e.g., Graduate, Undergraduate, and Clinical). The Commission will be composed of 15 individuals. Positions would be for a 4 year term and individuals could serve 2 consecutive terms.*

As a result of this motion, the bylaws needed to be amended to reflect this new structure. CORE bylaws require written notice of proposed amendments to CORE Board members 15 days in advance of a vote on the amendments. The CORE Board has completed its Board action, and amended the bylaws to reflect the Board vote changing the Commission structure from 2 Commissions, to one overall Commission, as well as related changes.

With these bylaw changes, we combined all current organizational reps from both the former Graduate and Undergraduate Commissions. At present, we have a total of 16 Commissioners (10 Graduate, 6 Undergraduate). We will have 4 Commissioners

who will be completing their second 4-year terms this coming year (3 Graduate, 1 Undergraduate). We will be able to balance the representation on the Commission in the coming year to be in compliance with our newly revised bylaws. But as of now...all sitting Commissioners will now form the unified Commission on Standards and Accreditation.

In addition, the CORE Board decided that one *CORE Board member* will be designated to serve as the Chair of the Commission on Standards and Accreditation. This represents a change from having the Chair of the Commissions sit on the CORE Board. I would like to discuss the reasons for this change. Prior to this recent Board action, both the Graduate and Undergraduate Commissions had a Chair, and those Chairs each had a seat on the CORE Board. You will recall that in 2013, CORE voted to make the Board independent of appointing organizations. The decision was made primarily to ensure that board members were able to fulfill their duty of loyalty and be free of any conflicts of interest so they could make independent decisions; a requirement of the Council on Higher Education Accreditation (CHEA) (CHEA Eligibility Standard 9.G) who recognizes CORE. By voting itself independent, the CORE Board was able to be in compliance with our CHEA recognition requirements. However, not all board members were free from this conflict so they could function independently: the Commission Chairs, who both came from appointing organizations on the Commission level, also had a seat on the CORE Board representing the interests of the Commissions – made up in most part of Commissioners from appointing organizations.

Once we made the decision to move to one unified Commission, we used this opportunity to complete our CHEA requirements, and have an independent

CORE Board member be the liaison to the Commission, serving as the Chair of the Commission. Recognizing the importance of Commission leadership, however, and the distinct knowledge areas now combined into one Commission, the CORE Board also established the positions of Vice Chair of Graduate Standards and Accreditation, and Vice Chair of Undergraduate Standards and Accreditation. Our bylaws also now will allow for added Vice Chair positions based on program growth and Commission need. For example, we will likely need to look at adding an area of the Commission (and knowledge) to address Clinical Rehabilitation Counseling standards and accreditation.

Finally, related to the above activity, the CORE Board selected Lori Bruch to serve on the CORE Board as Chair of the Commission on Standards and Accreditation. I am very pleased to announce that Chad Duncan and Scott Beveridge have both agreed to serve in the positions of Vice Chair of Undergraduate Standards and Accreditation and Vice Chair of Graduate Standards and Accreditation, respectively. I would like to thank Scott and Chad, as well as Lori, for their willingness to serve in these newly-created roles, and I look to their leadership to help operationalize this new organizational structure for our Commission.

#### **2014 Committees Established**

The CORE Board, as part of its 2014 Strategic Planning, identified several priorities for the year. Based on those priorities, we have established 6 Committees: Advocacy & Collaboration, Business Operations, New Products/Marketing, Research, Training, and Global. While CORE Committees historically are populated by CORE Board members, we are doing things a little differently this year! We have a great deal of work ahead of us, and we just happen to have a tremendous amount of talent and expertise on our Board *as well as* our Commission! Therefore, our Committees will have members from both the CORE Board and the Commission. Our Executive Director will be ex-officio on all Committees. The Committee Chairs and members of each Committee will be truly driving the work that is accomplished this year. Committee charges have been shared with all members, and the work of each group will begin in the coming weeks.

#### **Announcing CORE's New Vision and Mission Statement!**

Did you notice an addition on the cover page of this newsletter? At its recent Annual Meeting, the CORE Board voted to approve a new Vision Statement, and Mission Statement. The CORE bylaws, amended August 2014, begin with these two items. We believe both embrace what our profession is all about, and how CORE supports our profession.

#### **Vision Statement**

An inclusive world, access for all.

#### **Mission Statement**

The mission of CORE is to promote the effective delivery of rehabilitation services to individuals with disabilities and their families through continuing review and advancement of rehabilitation and rehabilitation counselor education programs. A concomitant purpose is to meet rehabilitation workforce needs by providing qualified professionals who have demonstrated competencies through the acquisition of empirically-based skills, knowledge, and attitudes necessary to provide quality rehabilitation services.

The broad-based membership of CORE, including the varied composition of its Commission on Standards and Accreditation, assures effective, impartial, and objective public representation in CORE's evaluation, policies, and decision-making processes. This assurance is achieved by maintaining appropriate representation on CORE and its Commission of relevant stakeholders including rehabilitation educators, rehabilitation professionals, and the public at large.

CORE's accreditation process promotes development and self-improvement. CORE utilizes a multilevel review process to assess the quality of programs and to make accreditation decisions. CORE standards are developed and revised through a research-driven process and validated by our stakeholders concerned with the education, and performance outcomes of qualified professionals in rehabilitation. A major factor in achieving academic quality in CORE programs is examination of the mission and objectives in relation to curriculum, program evaluation, and program outcomes through external review.

## Social Justice & Ethical Issues in Health and Rehabilitation in Cuba

By Cherie King



Did you know that Americans can travel to Cuba under new U.S.

regulations? Higher education institutions and full-time professional researchers can go to Cuba for educational and research purposes. This is what lead the Council on Rehabilitation Education (CORE) and University of Memphis Institute on Disability to invite professionals participate in a unique and customized travel program designed for Rehabilitation Counselor Educators and professionals to learn about health and rehabilitation in Cuba. Under the leadership of Drs. Schiro-Geist and CORE Board member, Cherie King, the diverse group of 19 travel to Cuba in May 2014 and included rehabilitation counselor educators, rehabilitation counselors, a rehabilitation psychologist, social workers, a nonprofit community agency administrator, a family law attorney, and a mental health professionals.

Based in Havana, the focus of the program allowed the participants to visit community programs, meet and have in-depth discussions with rehabilitation, mental health, medical, members of a community environmental and sustainability group, Espirial, and educators regarding social justice, health, and political issues. Highlights of the program included spending an afternoon at the community Vedado Polyclinic touring the facilities and talking with physicians, rehabilitation, and allied health professionals. Another morning was spent with the staff and members of a community-based mental

health clinic in Regla, Cuba. The group learned about service delivery of medical and mental health care within Cuba. Through open dialogue and exchange with Cuban professionals, the group observed and learned about services, processes, benefits, and challenges within the Cuban health system. Meeting many people with disabilities including a morning at the Rene Vilches Special School for Deaf and Hearing Impaired Children were the highlights of the trip for the group. The group also took part in several enlightening lectures regarding disability policy and services, Afro-Cuban religion, and urban planning.

In addition, the group experienced first-hand Cuban history, culture, and lives of its citizens. The program included visiting the unique historical district and architecture of Old Havana City, Revolution Square, University of Havana, Las Terrezas a biosphere reserve and national park, Afro-Cuban community project and dance performance, and Cuban artist and ceramist, Jose Fuster's home and art studio. Many delicious meals were experienced in the beautiful family homes of Cubans which allowed the group members to practice speaking Spanish and contribute to the new entrepreneurial efforts in the country.

With attention to detail and group interests, our local guide, Rodrigo Huaimachi, provided an excellent selection of educational and cultural experiences. Many friends were made in Cuba and the group was grateful for the open and honest dialogue

with our new Cuban friends regarding past, present, and future U.S. -



Cuba relations, perceptions about the two countries, and future cultural, educational, and professional exchanges.

### *CORE Accreditation Decisions from July 2014 Annual Meeting*

#### *Graduate Programs*

- Adler School of Professional Psychology – 2 Year Accreditation
- Alabama State University – 8 Year Accreditation
- Assumption College – 2 Year Accreditation
- Drake University – 8 Year Accreditation

**Graduate Programs (continued)**

Emporia State University – 8 Year Accreditation  
Florida International University\* – 3 Year Accreditation  
Langston University – 8 Year Accreditation  
San Diego State University – 8 Year Accreditation  
University of Arkansas-Fayetteville – 8 Year Accreditation  
University of the District of Columbia\* – 3 Year Accreditation  
University of Memphis – 2 Year Accreditation  
University of Texas at El Paso – 8 Year Accreditation

\*Candidate for Accreditation

**Graduate Programs on Probation**

South Dakota State University  
Wayne State University

**Undergraduate Programs**

None

**Graduate Programs Undergoing Review in 2014-2015**

Arkansas State University  
Fort Valley State University  
Minnesota State University-Mankato  
South Dakota State University  
Stephen F. Austin State University  
Texas Tech University Health Sciences Center  
Troy University  
University of Iowa  
University of Massachusetts-Boston  
University of North Texas  
University of Scranton  
University of Tennessee  
Wayne State University

**Undergraduate Programs Undergoing Review in 2014-2015**

Alabama State University  
Auburn University  
Troy University  
Wright State University

## *CORE Executive Committee*

Patricia Nunez, President  
Mary Barros-Bailey, President-Elect  
Susan Sherman, Secretary/Treasurer  
Tom Evenson, Past President  
Lori Bruch, Chair of Commission on Standards and Accreditation  
Frank Lane, Executive Director (Ex-Officio, Non-Voting)

## *CORE Board*

Mary Barros-Bailey  
David Beach  
Elizabeth Boland  
Lori Bruch  
Charles Degeneffe

Tom Evenson  
William Gibson  
Cherie King  
Lisa Lopez Levers  
Patricia Nunez

Charles Palmer  
Susan Sherman  
Caroline Wilde

## *CORE Commission on Standards and Accreditation*

Scott Beveridge, Vice-Chair – Graduate  
J. Chad Duncan, Vice-Chair – Undergraduate

Karen Barrett  
Charles Bernacchio  
Scott Beveridge  
Chandra Carey  
Ralph Crystal

Brandi Darensbourg  
J. Chad Duncan  
Yolanda Edwards  
Debra Harley  
Marisa Liuzzi  
John Meltzer

Michelle Pointer  
Regina Robertson  
Tom Shefcik  
Michelle Wilson  
Penny Willmering

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