This is the annual report publication of the Council for Accreditation of Counseling and Related Educational Programs (CACREP). The information in this publication reflects events and activities from January 1, 2018 through December 31, 2018, unless otherwise specified.

Published in May 2019
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Dear Friends and Colleagues,

It is my honor to introduce CACREP’s Annual Report for 2018. This report provides both a broad demographic snapshot of CACREP-accredited programs as well as specific details around the policy changes, activities, and strategic initiatives accomplished by the CACREP Board and staff this past year. I hope you find the information housed in this report as exciting as I do! The growing number of accredited programs across diverse institutions and settings speaks to the hard work and amount of time committed to developing and evaluating quality counseling programs by faculty, administrators, staff, and supervisors.

The information in this report highlights the continued need for unity, collaboration, and forward thinking in the counseling profession as we face new challenges in accreditation, licensure, counselor identity, and scope of practice. As the CACREP Board Chair, I can attest to the fact that 2018 was a busy year at CACREP filled with change, growth, hard work, and a little fun thrown in for good measure. Here are some important items to note:

- Dr. M. Sylvia Fernandez was hired as the CACREP President & CEO on July 1, 2018. Sylvia has served CACREP in different ways throughout her career and brings a wealth of clinical, educational, administrative, and leadership experience to the position. The CACREP Board and staff are delighted to have such a knowledgeable, caring, and hard-working professional leading our council. If you have not yet had the chance to meet Sylvia, I hope you get that pleasure in the near future.

- The International Registry of Counselor Education Programs (IRCEP) will celebrate its 10th anniversary in 2019! IRCEP is the international arm of CACREP and provides recognition to a growing number of counselor education programs around the globe.

- CACREP continues to join forces and collaborate with many organizations across a variety of initiatives. Over the past year, CACREP has engaged with leaders from ACA, AMHCA, ASPA, AASCB, CAEP, NBCC, ACES, CRCC, NCRE, and CSI just to name a few!

- CACREP continues to offer a menu of trainings and workshops across the country. We appreciate the work of our trainees and volunteers in writing cogent self-studies, developing comprehensive program assessment plans, and conducting professional accreditation site visits.

Before you peruse the information provided in the rest of this report, I would like to remind you of CACREP’s mission. CACREP exists to promote the professional competence of counseling and related practitioners through the development of preparation standards, the encouragement of excellence in program development, and the accreditation of professional preparation programs. Supporting this mission requires the assistance of staff as well as the continued commitment to service and collaboration by the Board of Directors, site team visitors, team chairs, and organizational partners.

I hope this report provides a sense of the support and promotion in 2018 for the mission of pursuing excellence in counselor training. On behalf of the CACREP Board and staff, I thank you for your current and continued commitment to this mission and the impact your work has on the greater counseling profession.

Sincerely,

Chris Hull
CACREP Board Chair
BOARD OF DIRECTORS

The CACREP Board of Directors is composed of a minimum of 13 and a maximum of 15 members. The Board includes at least eight counselor educators (CE), at least two counseling practitioners (CP), and at least two public members (PM) appointed from the public at large who are not current or former members of the counseling profession. All directors serve for one term of 5 years each and are not eligible for reappointment. Terms begin July 1 and end June 30 of the following year.

Chris Hull (CE), Chair
Vilia Tarvydas (CE), Vice Chair
Charles “Rip” McAdams (CE)
Margaret Denton (PM)
Suzanne Dugger (CE)
Sejal Parikh Foxx (CE)
Karl Gauby* (PM)
Kenyon Knapp (CE)
Robin Lee (CE)
Amy Milsom* (CE)
Barbara Morcos* (CP)
Latrina Raddler (CP)
Jacqueline Smith (CE)
Tyra Turner Whittaker (CE)

* Began serving on the CACREP Board in July 2018

The following CACREP Board Members ended terms in June 2018:
Kelly Coker (CE), Past Chair
Patrick Millmore (CP), Past Treasurer
Bethany S. Jones (PM)
In April 2018, the CACREP Board of Directors announced the selection of Dr. M. Sylvia Fernandez as the next President and CEO. “After thorough succession planning and a comprehensive search process, the Board is pleased to have found the best individual to assume leadership of this organization at a time of growth and expansion within the profession. She will have an opportunity to build on the organization’s solid foundation and develop a sustainable, expansive future for CACREP within a dynamic environment of national and international licensure and regulatory requirements” said Dr. Kelly Coker, Board Chair (at the time).

Dr. Fernandez, a counselor educator for 29 years, whose track record of strong organizational leadership in the Counseling profession makes her uniquely qualified to lead CACREP successfully into the future. The Board is delighted that she’s accepted the position.

“I’m honored by and excited for the opportunity to lead this exceptional organization of dedicated and talented professionals,” said Dr. Fernandez. “I look forward to promoting CACREP’s mission, to engage in policy and regulatory issues related to accreditation and licensure, to nurture partnerships with other counseling and accrediting organizations, and to work collaboratively with the Board of Directors and Staff.”

Dr. Fernandez earned a BA in Psychology, BS in English Education, MS in Educational Psychology, and PhD in Counselor Education from Southern Illinois University-Carbondale. She is credentialed as a Licensed Professional Counselor with a Supervision Specialty License in Arkansas; a National Certified Counselor and a National Certified School Counselor by the National Board for Certified Counselors (NBCC); and an Approved Clinical Supervisor by The Center for Credentialing and Education (CCE). Dr. Fernandez has extensive service and leadership experience in state, national, and international counseling professional organizations. She has served as Chair of the Arkansas Board of Examiners in Counseling, the Board of Directors of NBCC and NBCC-International, and the CACREP Board of Directors. Dr. Fernandez’s professional and research interests include multicultural issues in counseling and related disciplines, counselor education and credentialing, and clinical supervision. Her interests are evident in professional publications and in invited and refereed international, national, state, and local presentations.

Dr. Fernandez began in this position July 1, 2018.
The CACREP Vital Statistics Survey is an annual online survey completed by CACREP program liaisons to collect information regarding trends in accredited counseling programs. Last year marked the seventh year of CACREP collecting vital statistics data. A brief overview of the most recent survey data from 2018 is included in this Annual Report.

The 2018 Vital Statistics Survey collected program data reflecting Summer 2017 through Spring 2018 from 396 institutions representing a total of 871 CACREP programs. The following subsection provides selected highlights from the 2018 survey results regarding counseling specializations and student-level data regarding applications, enrollment, and graduates. Data about applicants, enrollment, graduates, and programs from the previous two years are also included to provide additional context for the most current survey results.

Counseling Programs (Specialty Areas)
Clinical Mental Health Counseling was the specialty area with the highest number of CACREP-accredited programs (n=328) in 2018, with School Counseling programs having the second most (n=261). The CMHC specialty area has grown significantly in the past few years as Community Counseling and Mental Health Counseling programs under the 2001 Standards transitioned into Clinical Mental Health Counseling programs under the 2009 Standards, with four accredited programs remaining in each area. The Clinical Rehabilitation Counseling specialty area, new in the 2016 Standards, saw three new programs added and the doctoral Counselor Education and Supervision specialty area added eight new programs. Of special note, the 2018 Vital Statistics Survey was the first survey round that collected data from Rehabilitation Counseling programs that came under CACREP accreditation as a result of the CACREP/CORE merger. With 77 programs, Rehabilitation Counseling is now the third largest masters-level specialty area.
# Counseling Programs by the Numbers (2016–2018)

<table>
<thead>
<tr>
<th>CACREP Program Area</th>
<th>Number of Programs</th>
<th>Enrollment</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Addiction</td>
<td>10</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Career</td>
<td>5</td>
<td>7</td>
<td>9</td>
</tr>
<tr>
<td>Clinical Mental Health</td>
<td>328</td>
<td>290</td>
<td>241</td>
</tr>
<tr>
<td>Clinical Rehabilitation</td>
<td>4</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>College</td>
<td>1</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Community</td>
<td>4</td>
<td>20</td>
<td>45</td>
</tr>
<tr>
<td>Counselor Ed. &amp; Supervision</td>
<td>85</td>
<td>77</td>
<td>72</td>
</tr>
<tr>
<td>Gerontological</td>
<td>1</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>Marriage Couple &amp; Family</td>
<td>46</td>
<td>48</td>
<td>47</td>
</tr>
<tr>
<td>Mental Health</td>
<td>4</td>
<td>11</td>
<td>18</td>
</tr>
<tr>
<td>Rehabilitation*</td>
<td>77</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>School</td>
<td>261</td>
<td>257</td>
<td>256</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>2</td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>Student Affairs &amp; College</td>
<td>20</td>
<td>18</td>
<td>16</td>
</tr>
<tr>
<td>Dually-accredited Clinical Rehabilitation/Clinical Mental Health</td>
<td>23</td>
<td>19</td>
<td>11</td>
</tr>
</tbody>
</table>

1 Specialty area in the 2001 CACREP Standards.  
2 Specialty area in the 2009 CACREP Standards.  
3 Specialty area in the 2016 CACREP Standards.  
* The Rehabilitation Counseling specialty area was added to the 2016 CACREP Standards per the CACREP/CORE merger.  
† Permitted by the 2013 CACREP/CORE Affiliation Agreement (prior to the 2015 merger signing).

In terms of graduates in the past year, Clinical Mental Health Counseling programs claimed the most with 7,666 graduates. The Clinical Mental Health Counseling specialty area also claimed the largest number of currently enrolled students (n=29,307) in 2018, followed by School Counseling (n=12,170), Marriage, Couple, & Family Counseling (n=3,261), Rehabilitation Counseling (n=2,973), and Counselor Education and Supervision (n=2,917). Five specialty areas reported fewer than 100 students enrolled, as well as less than 100 graduates, in 2018: Career Counseling, Clinical Rehabilitation Counseling, College Counseling, Gerontological Counseling, and Student Affairs.
A reported 2,817 full-time faculty members worked in CACREP programs during 2018. Totals regarding the number of CACREP program applicants, current enrollment, and graduates from the past year are provided in the table below along with data from 2016 and 2017 for reference. CACREP programs experienced a slight decrease in applications from 2017 to 2018 both at the master’s- and doctoral-level. However, both doctoral programs and masters-level programs reported an increase in student enrollment and number of graduates in 2018, demonstrating CACREP’s continued growth in an expanding universe of counselor education programs, students, and graduates.

<table>
<thead>
<tr>
<th>Program Type</th>
<th>Applicants</th>
<th>Enrollment</th>
<th>Graduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master’s Programs</td>
<td>43,869</td>
<td>44,342</td>
<td>42,484</td>
</tr>
<tr>
<td>Doctoral Programs</td>
<td>1,988</td>
<td>2,262</td>
<td>2,113</td>
</tr>
<tr>
<td>All CACREP Programs</td>
<td>45,857</td>
<td>46,604</td>
<td>44,597</td>
</tr>
</tbody>
</table>

Master’s Programs

- Applications
  - 2016
  - 2017
  - 2018

- Enrollment
  - 2016
  - 2017
  - 2018

- Graduates
  - 2016
  - 2017
  - 2018

Doctoral Programs

- Applications
  - 2016
  - 2017
  - 2018

- Enrollment
  - 2016
  - 2017
  - 2018

- Graduates
  - 2016
  - 2017
  - 2018

All CACREP Programs

- Applications
  - 2016
  - 2017
  - 2018

- Enrollment
  - 2016
  - 2017
  - 2018

- Graduates
  - 2016
  - 2017
  - 2018
PROGRAM REVIEWS

Full Reviews

In 2018, the CACREP Board of Directors completed full reviews of counseling programs (i.e., academic units) at 48 institutions of higher education, representing a combined total of 105 program specialty areas. The Board reviewed 6 (12.5%) institutions’ programs under the 2009 CACREP Accreditation Standards and 42 (87.5%) institutions’ programs under the 2016 CACREP Accreditation Standards. Fourteen (29.7%) of the institutions were new applicants to CACREP. The full reviews also included applications for 4 (8.3%) institutions housing one or more CACREP-accredited programs that sought to add counseling program specialty areas to their current accreditation status. Of the 48 full reviews, counseling programs at 28 (58.3%) institutions were granted accreditation for all program specialty areas for a full eight-year cycle (or through the remainder of the current accreditation cycle for institutions seeking to add additional counseling program specialty areas); counseling programs at 20 (41.7%) were granted accreditation for a two-year period for one or more of the counseling program specialty areas, necessitating further reporting about specific standards prior to obtaining accreditation for the remainder of a full eight-year accreditation cycle.

The 48 full reviews were representative of all five Association for Counselor Education and Supervision (ACES) regions, with the following new applicant totals: North Atlantic – two new applicants; North Central – four new applicants; Rocky Mountain – one new applicant; Southern – five new applicants; and Western – two new applicants. The new applicants, combined with the newly added counseling specialty areas at programs already accredited by CACREP, yielded 14 new Clinical Mental Health Counseling specialty areas; three new School Counseling specialty areas, one new Marriage, Couple and Family Counseling specialty area, one new Clinical Rehabilitation Counseling specialty area, and four new doctoral Counselor Education and Supervision programs.

Interim Reviews

Interim Reports are submitted by institutions with CACREP-accredited counseling programs to address any standards-related deficiencies cited by the CACREP Board when making a two-year accreditation decision. The Board reviewed 34 standard Interim Reports in 2018. Of the institutions that submitted an Interim report on behalf of their counseling programs, 28 (82.4%) were granted accreditation for the remainder of their program’s accreditation cycle and six (17.6%) received an additional two years of the program’s accreditation cycle, requiring submission and subsequent review of a second Interim Report. The CACREP Board reviewed seven Interim Reports submitted by institutions housing Rehabilitation Counseling programs that were accredited by the Council on Rehabilitation Education (CORE) prior to the merger of CORE and CACREP. These reports were submitted to address CORE Accreditation Standards that had been cited by CORE in reviews conducted prior to the merger. Of the institutions that submitted an Interim report on behalf of their Rehabilitation Counseling programs, four (57.1%) were granted accreditation for the remainder of their program’s accreditation cycle and three (42.9%) received an additional two years of the program’s accreditation cycle, requiring submission and subsequent review of a second Interim Report.
Mid-Cycle Reviews

Each institution housing a CACREP-accredited program submits a Mid-Cycle Report four years into its program’s accreditation cycle to address program changes that have occurred since the original full review for the current accreditation cycle. The CACREP Board reviewed at its January 2018 meeting 50 Mid-Cycle Reports and nine follow-up reports for Mid-Cycle Reports on which it had previously tabled action. Of the Mid-Cycle Reports, the Board accepted 25 (50%), accepted 20 (40%) pending submission of additional information, and denied acceptance of five (10%), necessitating further reporting by the programs. Of the follow-up reports for previously tabled Mid-Cycle Reports, the Board accepted five (55.6%), accepted one (11.1%) pending submission of additional information, and denied acceptance of three (33.3%), necessitating further reporting by the programs.

The CACREP Board reviewed at its July 2018 meeting three follow-up reports for Mid-Cycle reports on which it had previously tabled action and eight follow-up Mid-Cycle reports from programs that formerly had been accredited by the Council for Rehabilitation Education (CORE), prior to the CACREP and CORE merger. Of the three follow-up reports, the Board accepted one (33.3%) and denied acceptance of two (66.7%), necessitating further reporting by the programs. The Board accepted all eight (100%) of the follow-up reports submitted by the formerly CORE-accredited programs. The CACREP Board also reviewed five special Interim Reports, required as a result of the Board’s prior denial of acceptance of a Mid-Cycle Report. All five (100%) reports were accepted without conditions.
POLICY CHANGES: 60 Credit Hour Requirement

In February 2018, the CACREP Board issued a Special Announcement that delayed the 60 hour implementation requirement for Career Counseling, Rehabilitation Counseling, School Counseling, and Student Affairs/College Counseling until July 1, 2023.

With the 2016 standards, CACREP established a requirement that all entry-level counselor preparation programs, regardless of specialty area, consist of a minimum of 60 semester credit hours or 90 quarter credit hours (CACREP 2016 Standard 1.J). The deadline for implementation of this 60 credit hour requirement was July 1, 2020 (CACREP Policy H). When CACREP and CORE merged, CACREP determined that rehabilitation counseling programs would have until July 1, 2022 to meet this 60 credit hour requirement (CACREP Policy I).

Since the adoption of the 2016 Standards, some stakeholders have expressed considerable concerns about the requirement to move to a 60 credit program by 2020. These concerns have been raised not only by counselor educators within CACREP-accredited programs, but also by counselor educators in programs aspiring toward CACREP accreditation. The CACREP Board of Directors is profoundly invested in promoting both excellence and unity within the counseling profession and deeply values the feedback it has received from its stakeholders. As the 2020 implementation deadline approaches, it has become clear that this requirement is posing significant challenges for many programs. Although CACREP’s adoption of the 60 credit hour requirement was and continues to be a response to calls for professional unification of counselor preparation, the Board of Directors recognizes that this requirement has resulted in unforeseen difficulties for many stakeholders. Therefore, to reflect CACREP’s commitment to collaboration and in recognition of accreditation as an iterative process, the Board of Directors has extended the deadline from 2020 to 2023 for the implementation of the 60 credit hour requirement (2016 Standard 1.J). The CACREP Board has done so through the adoption of the following policy: Policy H: Meeting New Standards. Programs that are currently accredited under the 2001, 2009, or 2016 Standards must comply with 2016 Standard 1.J by July 1, 2023.

The move to 60 credit hours applies to students entering programs after July 1, 2023. Note: This policy supersedes and replaces previous Policy I (which established a 2022 deadline only for rehabilitation counselor preparation programs) and previous Policy H (which established the 2020 deadline for all other counselor preparation programs).
TRAINING AND WORKSHOPS

CACREP conducted five self-study workshops in 2018 which were held in Ohio, South Carolina, and Virginia. One hundred forty-one participants, representing counseling programs at 85 institutions of higher education. Participants from 23 (27.1%) of these institutions were from non-CACREP-accredited counseling programs. Participants from 62 (72.9%) of these institutions were from CACREP-accredited counseling programs nearing completion of their current accreditation cycle and were preparing to apply for re-accreditation.

CACREP representatives traveled to a wide variety of counseling organization conferences in 2018 to present content and training sessions

Some examples include:

✓ National Council on Rehabilitation Education (NCRE) Conference (Anaheim, California)
  • CACREP 101
  • Program Evaluation and Assessment in the CACREP 2016 Standards
  • Site Visitor Update/Dialogue Session

✓ American Counseling Association (ACA) Conference (Atlanta, Georgia)
  • Counselor Education in CACREP-Accredited Programs: Current Issues and Information
  • Report of the CACREP Disability Standards Infusion Task Force

✓ Association for Counselor Education and Supervision Regional Conferences (NARACES, Vermont; NCACES, Ohio; RMACES, Utah; SACES, South Carolina; WACES, California)
  • Oh the Places Counselors Have Been: 5 Years of Program Data from CACREP-Accredited Programs
  • Table Talk

✓ National Council on Rehabilitation Education (NCRE) Conference (Arlington, Virginia)
  • Town Hall

In addition, CACREP has been working to develop training support resources for programs and volunteers. In 2018, CACREP continued to publish a new newsletter for volunteer site visitors and developed an asynchronous, on-demand training module providing an overview of the CACREP 2016 Accreditation Standards. Synchronous online sessions were conducted for standalone Rehabilitation Counseling programs, Reader Consultants, and new Site Team Chairs.

The CACREP staff also engaged in several professional development activities centering on counseling and programmatic accreditation issues.
June 30, 2018 marked the completion of a transition year following the merger of CACREP and the Council on Rehabilitation Education (CORE) in July 2017. This transition year was marked both by the continuation of work to facilitate the transition of accreditation for Rehabilitation Counseling programs from CORE to CACREP, and to further develop the relationship between CACREP and the Rehabilitation Counseling community. Activities of note include attendances at the National Council on Rehabilitation Education’s (NCRE) Spring and Fall conferences by CACREP representatives, including CACREP’s President and CEO and the Chair of the CACREP Board of Directors, where they participated in discussions with the NCRE Board and in townhall meetings. These conferences also included a number of CACREP-related training sessions including a How to Write a Self-study workshop.

CACREP staff continued to work to align accreditation cycles at institutions, consolidate required reports, and assist programs in understanding similarities and differences between the CACREP and CORE standards and processes. In a further effort to facilitate this transition, the Board extended, in February, the deadline to comply with the 60-credit degree requirement to July 1, 2023. The moratorium on re-accreditation applications was lifted in the summer of 2018.

The major issues of the transition, overall, have occurred fairly smoothly and integration feels fairly complete. As additional programs enter the re-accreditation process, the CACREP Board and Staff will continue to work with programs to resolve issues that arise in a manner that continues to protect students and programs while assuring quality.
CRIGS PUBLICATIONS

CACREP Research Initiative for Graduate Students (CRIGS) Publication in 2018


Student Research Grant Awarded in 2018

Allison Levine, a Certified Rehabilitation Counselor and doctoral candidate at Michigan State University, was awarded a CACREP Student Research Grant in the amount of $488 last year for her research proposal, Assessment as Growth: Teaching the Working Alliance through Systemic Evaluation of Professional Dispositions in Counselor Education.
IRCEP UPDATE

The International Registry of Counsellor Education Programs (IRCEP), CACREP’s international registry, experienced renewal in 2018 with the addition of Dr. LoriAnn Stretch as Managing Director. Dr. Stretch dedicates eight to ten hours each week to rebuilding IRCEP. During her first eight months, Dr. Stretch conducted numerous interviews with the IRCEP Strategic Planning Committee, registry members, CACREP Board members, and other key IRCEP stakeholders to understand the vision and goals of IRCEP.

In April 2018, Dr. Stretch participated in a panel at the annual ACA Conference entitled Leading the Way in Internationalization: Contributions of Our Professional Counseling Organizations, which highlighted the global activities of ACA, NBCC, and CACREP. In November 2018, Dr. Stretch represented IRCEP at the Caribbean Regional Conference of Psychology (CRCP 2018). CRCP 2018 provided an excellent opportunity for networking, particularly among the Caribbean countries.

In August 2018, IRCEP launched an International Research Forum that provides support for global research efforts. The forum currently consists of individuals from China, Japan, Honduras, the Caribbean, Eastern Europe, and the U.S. The group meets monthly to discuss research projects, troubleshoot research issues, and collaborate on forum-sponsored research projects. Currently, the forum has two research projects in the works, including a global mapping of counseling and determining how U.S.-based licensure boards review non-U.S. based degrees for licensure.

IRCEP hosted a two-day Strategic Planning Session on November 29 and 30, 2018. On November 29, Shelly Gardeniers, a consultant who specializes in nonprofit board development, lead the first day of the strategic planning session. Dr. Stretch facilitated the session on November 30. During the Strategic Planning session, seventeen IRCEP stakeholders from around the world, discussed IRCEP’s organizational structure and determined more clarity of purpose, including a revised vision, mission, and goals:

**Revised Vision:** IRCEP’s vision is to provide global support for the professionalization of counseling and quality assurance in counselor education.

**Revised Mission:** The mission is to establish and maintain quality assurance standards in counseling education programs globally.

**Revised Goals:** IRCEP achieves its mission by (a) promoting and maintaining quality assurance standards, (b) facilitating opportunities for counselor education program reciprocity, (c) providing support and consultation to counselor education programs, (d) facilitating information and resource exchange, and (e) promoting professional counselor education standards to regulatory authorities.

In 2018, the CACREP Board joined accreditation colleagues from disciplines in the Health Professions Accreditors Collaborative (HPAC) and endorsed the document Guidance on Developing Quality Interprofessional Education for the Health Professions. The document provides guidelines for collaborative training among different health professions, and includes guidelines for interprofessional education aimed at three audiences: institutional leaders, program leaders and faculty, and accrediting boards.

More information can be found at: http://healthprofessionsaccreditors.org/ipe-guidance/.
CACREP’s annual audit occurred during the last week of August 2018. As per CACREP policy, the audit is scheduled at the conclusion of each fiscal year to ensure that the organization is fiscally accountable and following standards of good and acceptable practices in the reporting of income and expenses. CACREP’s fiscal year (FY) runs from July 1 through June 30; thus, scheduling the audit during the month of August allowed sufficient time for the organization to reconcile any outstanding income or expense items that were billed during the fiscal year under review.

CACREP’s audit was conducted by Halt, Buzas & Powell, Ltd., a firm located in the Washington, D.C., metropolitan area. The audit firm reported that (a) they received full cooperation from management to conduct the audit, (b) they found all significant transactions have been recognized in the financial statements in the proper period, and (c) the valuation of contributed services and functional allocation of indirect expenses are reasonable in relation to the financial statement taken as a whole. They affirmed that financial statements are in accordance with generally accepted principles for nonprofit organizations. The outcome was a “clean” audit.

With regard to changes in assets, CACREP continued to experience growth and received $271,024 as part of the merger with CORE. CACREP’s net assets increased a total of 12.98% over FY 2017, while CACREP’s expenses increased by 0.83%. This increase in expenses is directly attributable to the continuing rise in the number of applications being received and processed, the concomitant increase in the number of site team visits being scheduled, increases in the number of training sessions and workshops offered, and the increase in staff to assist with the accreditation review process. The increase in the governance expense this year is related to the President and CEO search.

A breakdown of CACREP’s primary revenue and expense streams for FY 2018 is represented in the pie charts below. It is important to note that CACREP’s audits include estimated costs of in-kind services, and also allocate portions of staff-related expenses directly to the accreditation review process rather than lumping salary costs only into the General Administration category, thus providing a more accurate representation of organizational expenses.

Charles “Rip” McAdams
CACREP Treasurer
Last year marked the beginning of a transitional period for CACREP with the retirement of a long-standing President and CEO, Carol Bobby, and the hiring of an Interim President and CEO, Dr. Rick Gressard. His charge was to maintain the operations at CACREP and manage the transitions that were occurring in the organization at multiple levels. He paved the way for me to step into the position of President and CEO on July 1, 2018. CACREP is grateful to him for maintaining stability in this transitional year. My transition into the role began with the Staff in a review of our organizational structure and accreditation processes at a day-long retreat.

Despite the change in organization leadership mid-way through 2018, CACREP didn’t miss a beat and continued to thrive. It is with great pride that I highlight the accomplishments and milestones of CACREP in 2018.

- The unification of the Counseling profession through the CORE-CACREP merger in 2017 brought recognition to CACREP as the CHEA-recognized quality assurance entity in the Counseling profession. In 2018, the integration of the rehabilitation counseling specialty area continued with counselor preparation programs and in the engagement with both counselor education and professional practice associations of the rehabilitation counseling constituency,

- The continued valuing of CACREP-accreditation in higher education is evident in the numbers: CACREP accredits a total of 871 program specialty areas housed in 405 institutions. The specific specialty areas of growth reflect the changing demands of society and the requirement of CACREP-accreditation for state and national credentialing, as well as, for employment in governmental sectors,

- The on-going commitment to growing the body of literature in the Counseling profession continues through CACREP’s grant funding for faculty and student research,

- The volunteer base that allows CACREP to accomplish its mission and realize its vision, from its Board of Directors to its site team visitors, is a highly dedicated and committed group to which CACREP is indebted, and

- The investment over the last ten years to professionalizing the Counseling profession globally through IRCEP is strengthened by a new managing director hired this year and a new direction set through strategic planning in 2018 holds great promise for the future.

The continued growth in the number of accredited programs and the stature of CACREP as the quality assurance entity in the Counseling profession must be contextualized in the history of the last ten years within the Counseling profession as well as outside of the Counseling profession. The following pages provide a brief chronology of influencing factors.

These events collectively and over time, underscore the need for there to be one set of standards and one quality assurance entity to facilitate portability and the protection of the public. CACREP is that entity in the Counseling profession in the present and in the foreseeable future.

M. Sylvia Fernandez
President and CEO
### A Brief Chronology of Influencing Factors

<table>
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<th>Year</th>
<th>Events</th>
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| 2008-2016 | The Obama administration was one of the most active administrations in the area of higher education. It:  
- challenged colleges to keep costs down; talked about performance-based funding; proposed a college ratings system; proposed gainful employment rules; sought increased regulation of for-profit institutions; pushed for emerging education models such as competency-based programs, online course provision, and skills boot camps,  
- promoted importance of college and invested heavily in it but also questioned costs and efficacy, and  
- pursued accreditors’ perceived failures in holding colleges accountable for low graduation rates and other accountability metrics; de-recognized ACICS which was characterized by the president of the Council for Higher Education Accreditation (CHEA) as a federal takeover of quality assurance in higher education. |
| 2009-2016 |  
- The legal precedence of the *Julea Ward v. Board of Regents of Eastern Michigan University* case,  
- Freedom of Conscience Bills at the state-level,  
- APA issuing a model policy and pedagogical statement on values conflicts among trainees working with diversity issues and defines it as a training issue and that students need developmentally appropriate support, and  
- The CACREP 2009 standards tightened professional identity, including faculty qualification requirements, and included assessment of student learning outcomes; these were clarified and reinforced in the CACREP 2016 Standards. |
| 2010 |  
- Institute of Medicine recommends CMHC and CACREP accreditation for counselor independent practice in TRICARE, and  
- A final rule issued in 2014 that included the IOM’s recommendations but retained physician referral and supervision option. |
| 2011 |  
- California becomes 50th state to license professional counselors, and  
- The Department of Defense Substance Abuse Program requires graduation from a CACREP program. |

*Closing Remarks cont.*
The conclusion of 20/20: A Vision for the Future of Counseling initiative without a vote on a common set of counselor preparation standards was the impetus for the discussions between CORE and CACREP that led to an affiliation agreement in 2013 and ultimately a merger in 2017.

- US Department of Veterans Affairs develops qualification standards for MFTs and Counselors which now allowed counselors to be hired in their own specific classification as counselors within the VA, rather than under some other job classification with limited practice rights, and
- The VA requires a counselor to be a graduate of a CACREP-accredited counseling program in line with the requirements it had established for other helping professions.

2013

- A Special Issue of Counseling Psychologist focused on master’s-level education in psychology,
- Followed by an APA summit on master’s training in psychological practice in 2016, and
- Resulted in the establishment of a task force in July 2018 to develop an accreditation system for master’s level psychology programs in health service psychology.

2014

- Louisiana requires CACREP-accreditation for school counselor licensure; followed by Colorado in 2016,
- NBCC requires applicants for NCC after Jan. 1, 2024 to be CACREP program graduates,
- Ohio, the first to do so, requires graduation from a CACREP accredited program for in-state licensure applicants; other states follow suit Kentucky, New Jersey, North Carolina, Virginia, and Utah, although not all ultimately enacted the changes, and
- ACES Position Statement supporting CACREP as single pathway to licensure

2017

- 2017 AMHCA, NBCC, AASCB and ACES release National Counselor Licensure Endorsement Process; which is revised in 2018.
A HEARTFELT THANK YOU TO OUR 2018 SITE TEAM MEMBERS

Team Chairs who served on site visits in 2018

Quentin Alexander        Bryce Hagedorn        Amy Milsom        Shawn Spurgeon
Don Basse                Scott Hinkle          Michelle Mitcham  Catherine Stower
Mary Alice Bruce         Marty Jencius          Nancy Nishimura   LoriAnn Stretch
Matt Buckley             Shannon Karl           Anita Nueur Colburn Linwood Vereen
Kan Chandras             Tom Keller             Verl Pope          Brandon Wilde
Kelly Coker              David Kleist           Chris Quarto      Nona Wilson
Jack Culbreth            Rebecca Koltz          Clarrice Rapisarda King Geof Yager
Neil Duchac              Nadene L'Amoreaux       Ted Remley
David Farrugia           Justin Lauka           Tina Sacin
Brenda Freeman           Ken McCurdy

Team Members who served on site visits in 2018

Nick Abel                Stephen Gitonga          Amanda Minor       Sherry Rosenblad
Shamshad Ahmed           Lynn Hall               Christine Moll      David Schroeder
Carrie Alexander-Albritton Stephanie Hall        Teah Moore          Michelle Shuler
Heather Barto            Brett Hendricks         LeAnn Morgan       Jobie Skaggs
George Beals             Samantha Herrick        Suzanne Mudge      Carol Smith
Loretta Bradley          Janet Hicks             Ellie Muir          Le'Ann Solmonson
Joy Burnham              Toddy Holeman           Cherise Murphy-McNear Jacqueline Swank
Robert Carlisle          Philicia Jefferson       Evadne Ngazimbi    Raime Thibodeaux
Blaire Cholewa           Tara Jungersen           Elizabeth O'Brien
Gloria Dansby-Giles     Jason King              Brandie Oliver     Kathleen Woods
Monica Darcy            Joan Looby               John Porter
Charlotte Daughhetee     Bellah Kiteki           Patrick Powell
Tom Dodson               Suzanne Maniss          Kent Provost
Judy Drew                David Mann              Stephanie Puleo
Kristin Erikson          aretha marbley          Mary Kate Reese
Ned Farley               Mary Mayorga            Brock Reiman
Julaine Field            Angela McDonald          John Rigney
Linda Foster             Rebecca McLean         Hector Rios
Nikki Freeburg           Oliver McMahan

Interested in becoming a CACREP Site Team Member?

Visit www.cacrep.org/for-team-members/becoming-a-cacrep-team-member/ for information on how to apply!
VISION
The vision of CACREP is to provide leadership and to promote excellence in professional preparation through the accreditation of counseling and related educational programs. As an accrediting body, CACREP is committed to the development of standards and procedures that reflect the needs of a dynamic, diverse, and complex society. CACREP is dedicated to

- encouraging and promoting the continuing development and improvement of preparation programs; and
- preparing counseling and related professionals to provide services consistent with the ideal of optimal human development.

CACREP maintains collaborative relationships with other groups that focus on accreditation, licensing, certification, and the professional development of counselors and related practitioners.

MISSION
The mission of CACREP is to promote the professional competence of counseling and related practitioners through

- the development of preparation standards;
- the encouragement of excellence in program development; and
- the accreditation of professional preparation programs.

CORE VALUES
The CACREP Board of Directors developed this Statement of Core Values to provide additional clarification and support for the existing Mission and Vision statements.

The CACREP Board of Directors believes in:

- advancing the counseling profession through quality and excellence in counselor education;
- ensuring a fair, consistent, and ethical decision-making process;
- serving as a responsible leader in protecting the public;
- promoting practices that reflect openness to growth, change, and collaboration; and
- creating and strengthening standards that reflect the needs of society, respect the diversity of instructional approaches and strategies, and encourage program improvement and best practices.

Scope of Accreditation
CACREP accredits master’s and doctoral degree programs in counseling and its specialties that are offered by colleges and universities in the United States and throughout the world.