



THE CACREP CONNECTION

Fall 2006

CACREP Executive Director Carol Bobby Receives Arthur A. Hitchcock Award

This award honors service by an ACA Member at the local, state, or national level to promote or enhance the well-being of the counseling profession. The award was presented at ACA's annual convention in Montreal last April.

Dr. Bobby is the long-term Executive Director of CACREP, the world leader in counseling accreditation and professional training. Since she started in 1987, Carol has made a dramatic impact on the counseling profession through her tireless and unrelenting advocacy for professional training standards. She has guided the development of rigorous training standards that have impacted counseling programs, counselor educators and counselors-in-training in those programs.

The structure of the awards ceremony in Montreal did not allow for acceptance speeches, so Carol would like to share hers with the readers of the CACREP Connection. It appears on page 6.

Joint Announcement: CORE and CACREP Boards Adopt MOU Outlining Intent to Merge

The Boards of Directors of the Council for Accreditation of Counseling and Related Educational Programs (CACREP) and the Council on Rehabilitation Education (CORE) are pleased to announce their intent to merge into a new accrediting entity. Both organizations voted at their respective July board meetings to support a Memorandum of Understanding (MOU) that formally commits the two organizations to enter into a process of developing an accreditation entity that brings together the best practices of both organizations for the mutual benefit of their constituents.

It is important to note that the CACREP and CORE Boards enter into this process with great respect for the history and traditions of both organizations and a determination to preserve and promote both the common and unique strengths and potentials of each group. By combining efforts, both boards believe that there is an opportunity not only to

(continued on Page 9)



From the Chair

Jack Culbreth

Hello again. I hope your summer breaks were restful and positive, and that the beginning of the semester is off to a good start. It seems like such a short time ago that I wrote the last chair's column for the spring newsletter. And yet, here I am again writing to update you on events that have transpired since early spring. It continues to be a busy time at CACREP. And, this seems to be a recurring theme.

I would like to focus my comments on one event and several decisions that were made at the July CACREP Board of Directors meeting held in Denver. This past July marks the final transition point for the new CACREP Board structure changes that began several years ago. The CACREP Board of Directors officially became an independently operating organization, no longer tied to ACA or its divisions for Board member funding or appointments. All CACREP Board members are separate and independent from their original appointing organization. While this may seem to be a separation from supporting organizations, let me assure that it is not. CACREP is still a contributor in the counseling field, playing a very important role in the overall professional development of counselors. Board member independence provides the organization with an opportunity to remove itself from potential conflicts of interest between the needs of CACREP and the needs of a Board member's appointing organization. This is a significant step for the organization, and a move that is highly regarded in the greater accreditation community.

A second significant decision from the Board meeting was the adoption of a Memorandum of Understanding with the CORE Board of Directors to move forward in our joint merger discussions and negotiation. The CORE Board adopted the same MOU at their meeting held one week before ours. This is a dramatic change in approach to accreditation within the counseling field, potentially uniting the accreditation process for all counseling professionals. I am happy to say that I have had the opportunity to get to know several of the CORE Board members better as this process has unfolded. I look forward to our continued working relationship as we continue to move toward merger of the two counseling accreditors into one organization. More details will follow in joint CACREP/CORE statements as they develop. Stay tuned.

And finally, the Board has decided to adjust its fee structure to support CACREP's financial independence. As I have previously mentioned to you in past newsletters, this has been an important aspect of Board and organizational governance that I have taken on as part of my tenure as chair. Quite frankly, it is not a pretty or easy aspect of governance. But it is critical to the future of CACREP. Let me take a few moments to give you a small bit of history leading to these significant decisions and to explain the decisions that were made.

It is important that CACREP be financially independent. I am speaking specifically about the ACA financial subsidy that has been a part of CACREP's budget since its inception. I, along with the Board, believe that CACREP, as an independently incorporated not-for-profit entity, should be self-sustaining. The first steps in this process began at the fall 2002 Board of Directors meeting in Park City when the Board voted to reduce the ACA cash portion of the subsidy by 50% over five years. This process consisted of a 10%, or \$7,500 cash subsidy reduction per year, and it began in FY 2004. In addition, the Board voted to institute a 3% annual dues increase to accommodate inflationary operational cost increases.

(continued on Page 7)

Accreditation Decisions

The CACREP Board of Directors met July 20-22, 2006 in Denver, CO and made the accreditation decisions listed below. The next meeting of the board is scheduled for January 2007.

The following programs were granted accreditation (indicates initial accreditation and the date in parentheses is the accreditation expiration date).*

Augusta State University, Augusta, GA

*Community Counseling and *School Counseling (October 31, 2014)

The College of William and Mary, Williamsburg, VA

Community Counseling, *Marital, Couple and Family Counseling/Therapy, School Counseling and Counselor Education and Supervision (October 31, 2014)

Gonzaga University, Spokane, WA

*School Counseling (March 31, 2013). This institution already has an accredited Community Counseling program.

North George College and State University, Dahlonge, GA

*Community Counseling (October 31, 2008)

Rider University, Lawrenceville, NJ

Community Counseling and School Counseling (October 31, 2008)

Sam Houston State University, Huntsville, TX

*Community Counseling (October 31, 2014)

Sonoma State University, Rohnert Park, CA

Community Counseling and School Counseling (October 31, 2008)

Texas A&M University Commerce, Commerce, TX

Community Counseling and School Counseling (October 31, 2014)

Counselor Education and Supervision (October 31, 2008)

Troy University Montgomery, Montgomery, AL

*Community Counseling and *School Counseling (October 31, 2014)

Wilmington College, Wilmington, DE

Community Counseling (October 31, 2013)

The following programs submitted Interim Reports and were granted continued accreditation:

Andrews University, Berrien Springs, MI

Community and School Counseling (October 31, 2012)

California State University Los Angeles, Los Angeles, CA

School Counseling (October 31, 2010)

Denver Seminary, Denver, CO

Community Counseling (October 31, 2012)

Florida International University, Miami, FL

Mental Health Counseling and School Counseling (October 31, 2008)

(continued)

Grace College, Winona Lake, IN
Mental Health Counseling (October 31, 2012)

Kean University, Union, NJ
Community Counseling and School Counseling (October 31, 2008)

Loyola College in Maryland, Columbia, MD
Community Counseling (October 31, 2012)

Marywood University, Scranton, PA
Mental Health Counseling and School Counseling (June 30, 2009)

Northern Arizona University, Flagstaff, AZ
Community Counseling (March 31, 2014)

Old Dominion University, Norfolk, VA
Community Counseling, School Counseling and Student Affairs (March 31, 2012)

Plattsburgh State University, Plattsburgh, NY
Student Affairs (October 31, 2012)

Southern Oregon University, Ashland, OR
Mental Health Counseling (October 31, 2013)

Texas A & M Corpus Christi, Corpus Christi, TX
Community Counseling, Marital, Couple, and Family Counseling/Therapy, School Counseling and Counselor Education and Supervision (October 31, 2012)

University of Louisiana at Monroe, Monroe, LA
Community Counseling, Marital, Couple and Family Counseling/Therapy, and School Counseling (October 31, 2008)

University of Mary Hardin-Baylor, Belton, TX
Community Counseling (October 31, 2012)

University of Maryland, College Park, MD
School Counseling and Counselor Education and Supervision (March 31, 2010)

University of New Mexico, Albuquerque, NM
Community Counseling, School Counseling, and Counselor Education and Supervision (October 31, 2012)

University of Vermont, Burlington, VT
Mental Health Counseling and School Counseling (October 31, 2012)

University of Virginia, Charlottesville, VA
Counselor Education and Supervision (October 31, 2011)

Xavier University, Cincinnati, OH
Community Counseling and School Counseling (March 31, 2014)

The following institutions received one year extensions of their accredited status:

Lynchburg College (June 30, 2007)
Ohio University (June 30, 2009)
University of Idaho (June 30, 2008)
University of Nevada Las Vegas (June 30, 2008)

Annual Fee Increases Solidify CACREP's Future

by
Carol L. Bobby, Executive Director

From the day I first set foot in the CACREP office 19 years ago, financial stability has been a concern for the organization. In fact, when I was hired, I was told that the organization had a big agenda with a challenging budget. What CACREP earned in revenue back in 1987 was not even enough to pay the staff salaries of its 1.5 FTE employees.

Luckily, the American Counseling Association (ACA) was fully behind the mission of CACREP, recognizing the important role that accreditation could play in gaining public recognition for the profession. ACA's support was shown primarily in two major ways – 1) through an annual commitment of financial aid, and 2) through an in-kind offer of space to house the accreditation offices in conjunction with providing key administrative services such as accounting and human resources benefits. Both kinds of support have been consistently offered with no strings attached since 1987, even though CACREP operates independent of ACA's governance.

This is not to say that there haven't been struggles over the financial relationship. The struggles, however, have been realistic and have arisen for the right reasons. Most long-term ACA members remember some financially lean years for the association. It is only right to assume that when money is scarce that leaders must re-evaluate how resources are allocated. And because CACREP was and is an independent corporation, the money and services provided have been called into question several times. This is as it should be and CACREP has always understood the "tug of war" over money, since our own resources have always been limited and have required careful allocation and close monitoring. For years, CACREP existed with too few reserves and an inability to continue operating if ACA funding were cut off.

The past ten years, however, have seen many changes in attitude about this issue for CACREP. The Board's public members continually questioned the organization's reliance on the ACA subsidy. These same public representatives pushed for greater financial independence. All the reasons outlined for moving toward self-sustaining sources of revenue were not really debatable. The Board found it impossible to articulate good reasons for not directing energy to this important activity. The question was how to do it without harm to our programs.

It was decided to try to become self-sustaining with incremental increases in our fee structures. With that decision made, CACREP passed a motion in September 2003 to voluntarily reduce CACREP's reliance on the ACA cash subsidy by 50% over a 5-year period. For CACREP, this would be a loss of almost \$40,000 during a time when the Board was also moving into its new board structure which meant that CACREP would also be picking up the travel costs to its two meetings per year that had previously been paid for by the board members' appointing organizations. This meant that, in actuality, CACREP was looking at an annual loss of almost \$80,000 in cash support. This is a lot of revenue for an organization whose budget has typically been under \$500,000 per year.

Nevertheless, the Board was committed to financial independence. This commitment has been fortified by events of the past year. ACA has once again been carefully questioning its financial relationship with CACREP, especially in light of CACREP's new board structure and whether there are liabilities to the association. In addition, CACREP has been carefully re-examining its relationship to the total counseling profession with a strong commitment to develop and maintain a board that represents the strengths and needs of the entire profession, not just ACA representatives. These activities encouraged CACREP to continue moving forward with plans to achieve financial independence and stability.

(Continued)

At the July 2006 CACREP Board meeting, actions were taken to accomplish this over the next 4-5 years. The Board reviewed several models for fee increases which could allow CACREP to replace the ACA subsidy monies over time. The models ranged from immediate to long-term plans and included information on fees charged by other accrediting agencies, expectations for inflation of costs related to normal expenses, and the need♣ for hiring and funding additional staff. The Board also based its decision on the realistic starting point of needing to immediately replace the current cash and in-kind services subsidy of approximately \$100,000 plus \$40,000 in meeting fees.

With great wisdom, the Board adopted the following plan to take effect on July 1, 2007. This plan raises the annual percentage increase to 5% beginning in FY08 and simultaneously adds a flat \$200 to each category rounded to the nearest \$5. After 4 years, CACREP will then maintain a 5% annual increase to cover cost of living changes and the needs of a growing organization beginning in FY 12. The table below shows how the annual maintenance fees will increase for our accredited programs.

# accredited programs	FY07 (current fees)	FY08 due 8/15/07	FY09 due 8/15/08	FY10 due 8/15/09	FY11 due 8/15/10
1	\$ 977.18	\$1,225	\$1,485	\$1,760	\$2,050
2	\$1,298.73	\$1,565	\$1,845	\$2,140	\$2,450
3 or more	\$1,620.27	\$1,900	\$2,195	\$2,505	\$2,830

It is important to note that these are the only fees that the Board voted to increase. It is also important to note that even with these increases, CACREP accreditation is still an excellent value, since the FY11 fees are still less than the current fees being charged by some of our accrediting colleagues.

In closing, the CACREP staff will be happy to assist your program in planning for future fees. If you are not sure from the table above what your fees you will be charged next year, please feel free to call or email us.

♣ For those of you who don't know it, the CACREP staff has held steady at between 2.50 and 2.75 FTE staff since 1992 with a greater than 100% growth rate in the number of institutions with accredited programs in the same time period.

What I Would Have Said If I Had Been Allowed to Speak

ACA/CCA Annual Awards Ceremony, April 2, 2006

I am very honored to be the recipient of this year's Hitchcock award and I feel really lucky to be able to celebrate this during CACREP's 25th anniversary year. It's sort of like getting the corner piece of birthday cake with the big icing rose on it.

But I feel lucky for other reasons, too. I was lucky twenty years ago to be in the right place (Northern Virginia), at the right time (when CACREP was searching for a new executive director), with the right credentials (a brand new PhD in counselor education from the University of Florida). Little did I know when I was offered the position with CACREP that I had been hired for my dream job- a challenging, rewarding, and very unique position where I could make a positive contribution to the profession. I also didn't know that after 20 years, some people would begin to think that my first name was "Kay" and my last name "Krep!"

But as all of you realize, I have not done this job alone. I have had support from many different directions. So I would like to dedicate this award to the following individuals:

1. my family
2. all CACREP Board members, past and present
3. all CACREP team members – what a dedicated group of hardworking individuals
4. the CACREP staff, and in particular, Jenny Gunderman who has worked alongside me for 14 years as an unfailing friend and supportive colleague,
5. and finally, Jack Culbreth, my thanks to you, Courtland Lee, Sam Gladding and Tom Clawson for supporting my nomination and for keeping this a secret from me for all those months.

Life can be full of surprises – some good, some bad. This has been a welcome surprise. Thank you.

From the Chair *continued*

Historically, ACA has contributed approximately \$100,000-110,000 annually in both cash and in-kind services (i.e., office space, mailroom and copy services). This contribution has always been viewed as ACA's unconditional support for the mission of CACREP - to enhance the profession through quality counselor preparation standards. As CACREP has grown, both in programs and in budget, this contribution amount, while remaining stable, has become a smaller (but still important and needed) percentage of our overall budget.

Complete financial independence, however, has always been viewed as a primary goal and status for accrediting organizations within the greater accreditation community. CHEA, the accreditor of accreditors who recognizes CACREP, considers financial independence very important in an organization's ability to make independent decisions. CACREP should be able to make decisions that are in the best interest of quality counselor preparation, regardless of how those decisions will be perceived by other leaders in the profession, and without concern for financial reprisals or consequences. I am not saying that this has happened in the past. I am merely saying that continuing with the existing financial arrangements with ACA could lead to such action depending upon the direction that the ACA leadership takes. An immediate removal of the ACA contribution would be financially damaging to CACREP. While I believe this to be a very unlikely scenario, it is important that the organization be in a position where this concern does not loom over its head.

Where does this lead us? As I mentioned earlier, the Board has voted to implement a new fee structure adjustment process that will lead to financial independence in four years. Here is how it will work. In order to generate the funds necessary to replace all of the ACA cash and in-kind support, the Board voted to increase the annual fees billed to all accredited programs by \$200 each year for 4 years. In addition, the 3% annual "cost of living" increase implemented in 2003 will change to 5%. This new fee structure will begin July 1, 2007.

As you can see from this plan, the Board has chosen to address CACREP's financial independence over an extended period of time, 4 years, rather than all at once. However, it is also a plan that attempts to move the organization toward financial independence quickly. The Board feels that this is a reasonable compromise that will help programs manage the increase, yet also help the organization realize its financial goal in a reasonable time frame.

It is also important to note the significant contribution to the organization from ACA over the past 25 years. I think it is fair to say that the both current and past Board members are very grateful for the support that ACA has provided in promoting the development of counselor professional training standards. ACA's financial support has been truly generous and has assisted CACREP in growing into a strong and respected institution during its building years. Now it is time for CACREP to focus on strengthening its position as a leader in accreditation and continuing the strong professional partnership with ACA on behalf of the counseling profession.

Well, this report has gone on a whole lot longer than I originally planned. But, we are discussing momentous decisions that should not be shortchanged for space. Please be aware that these financial decisions were not taken lightly by the Board. We understand the financial impact that this creates. However, the Board continues to be committed to providing the best service possible to the community of counselor educators, their institutions, and their students. The production of high quality counseling professionals remains our number one priority.

2008 Standards Revision Committee: Draft II Update

Tom Davis Chair, Standards Revision Committee

In May 2006 the second draft of the 2008 CACREP Standards was released for review and public comment and feedback. The committee received approximately 350 comments from individuals and organizational representatives on Draft I. Comments were solicited through communications such as CACREP Connections, ACA Divisions, AASCB, NBCC, and the National Association for Gifted Children. Feedback was received on all Sections of the proposed standards and on all six program areas. The committee members have worked hard to recognize recommendations that were reasoned and principled, and were based on what would be considered quality standards of the profession.

The process of assimilating the comments and recommendations on Draft II has begun, and will continue through the data collection period which should run through mid December, 2006. This will allow for visits by committee representatives to all ACES Regional meetings, as well as giving ample time for all to review and reflect on the relevance and clarity of the proposed standards.

As many of you know, CACREP and CORE recently announced their intent to merge into a single accrediting body. The members of the SRC are very sensitive to the potential impact that such a decision might have on the standards revision process. It is important to know that the SRC members are committed to contributing to such a merger, and will welcome the opportunity to work closely with the rehabilitation counseling community.

The SRC looks forward to receiving comments, and will continue to work hard to reflect the quality professional preparation standards that the Professional Counseling community deserves.

Ed. Note: Draft 2 of the proposed 2008 CACREP Standards is on the web site at www.cacrep.org. All feedback must be submitted by December 15, 2006.

CACREP would like to thank the following volunteers who participated in site visits during the 2005-2006 academic year:

Michael Altekruise
Don Basse
Peggy Bloom
Loretta Bradley
Mary Alice Bruce
Matthew Buckley
Craig Cashwell
Kan Chandras
Debra Cobia
Diane Coursol
Judith Crews
Harry Daniels
Shannon Dermer
Leeann Eschbach
Peter Emerson
Denny Engels
Beverly Farrow
David Farrugia
Stephen Feit

John Geisler
Lynne Guilliot-Miller
Jim Gumaer
Don Haight
Susan Hansen
Scott Harrington
Pete Havens
Richard Hazler
Rosemarie Hughes
Glenda Isenhour
Marty Jencius
Phillip Johnson
Thomas Keller
Nadine L' Amoreaux
Richard Lampe
George Leddick
Courtland Lee
Don W. Locke
Michael Loos

Bill McHenry
Amy Milson
Keith Mobley
Bill Nemeč
Nancy Nishamura
Karen Prichard
Melanie Rawlins
Martin Ritchie
Chester Robinson
Carolyn Rollins
Nick Ruiz
Kathleen Salyers
J. Saunders
Merril Simon
Rebecca Stanard
Sue Stickel
Richard Wantz
Denise Zirkle

Beginning January 2007, all documents sent to visiting team members by the CACREP Office will be e-mailed rather than sent through USPS. This includes all forms involved in the visit and correspondence between the institution and the CACREP Office. Any team members wishing to continue to receive the paper copies should notify us when you agree to do the visit.

Funding for the Review of Counselor National Emergency Preparedness Language

CACREP has been awarded an 18 month contract from the Department of Health Resources and Services Administration, (HRSA), Department of Health and Human Services (HHS). The contract will enable CACREP to extend its current Standard's Revision Process so that stakeholders may review bioterrorism preparedness educational standards and professional competencies for possible incorporation into accreditation guidelines.

The review of these standards and competencies stems from the response of Congress to bioterrorist related events and the American public's demand for competent and coordinated healthcare assistance in the event of any future attack. Congress authorized funding through the Public Health Services Act, Title III, Section 319(g) 42 U.S.C. 247d-6 to support activities related to countering potential biological threats to civilian populations. The legislation specifically addresses the education of healthcare personnel including Mental Health professionals.

HRSA was identified as the lead agency for creating an alignment of bioterrorism preparedness education across healthcare disciplines. To accomplish this task, HRSA is working to incorporate a core set of standards and competencies that are consistent with the National Response Plan into all continuing professional education, undergraduate and graduate curricula. The core set, designed to provide national continuity, collaboration and coordination in healthcare preparedness education, was developed by the Association of Teachers of Preventative Medicine in collaboration with the Center for Health Policy, Columbia University School of Nursing.

CACREP's decision to participate in this effort to promulgate a national interdisciplinary set of bioterrorism preparedness education standards and competencies was made after careful review of the organization's vision and mission statements and in recognition of counselors' past and future contributions as first responders during times of national emergencies. In addition, CACREP's criteria for revisions to the accreditation standards are guided by the Board's desire to keep pace with the changing conditions and needs in the field.

The terrorist activities of the past five years have dramatically altered conditions and needs in the field. The fears, stresses and anxieties of both threatened and

actual terrorist events have created the necessity for counseling professionals who have highly sophisticated skills and knowledge for serving as first responders. Review of the proposed bioterrorism preparedness standards and competencies, will give CACREP stakeholders the opportunity to assist in defining the guidelines for preparing counselors to serve as members of effective interdisciplinary bioterrorism response teams should they be called upon to do so.

It is anticipated that Draft #3 of the proposed 2008 CACREP Standards, to be released Spring 2007, will incorporate language to prepare counselors to serve as critical health care responders for national disasters such as bioterrorism. This draft will then be widely disseminated for public feedback and comment.

For further information- This site provides a compilation of resources on competency-based training for bioterrorism and other health emergencies:
www.hsrnet.net/ahrq/surgecapacity/event1/materials/competency_training.htm

CACREP/CORE Joint Statement

promote excellence in counselor education with a unified voice, but to also promote unified recognition for the counseling profession as a whole.

A joint task force will be appointed by the elected heads of both organizations to begin the work of developing the new organization's structure, procedures and processes, along with an operational timeline. At the conclusion of the process, both boards will vote on the final merger proposal. CORE and CACREP are appreciative of the support and patience of their constituents during the current decision-making processes and hope that all will join them in their enthusiasm for the future.

This statement is released on behalf of the CACREP and CORE Boards by:

John R. Culbreth, PhD
NCC, ACS, MAC, NCLPC
CACREP Board Chair

Linda R. Shaw, PhD
LMHC, CRC
CORE Board President

Electronic CACREP Self-studies

Verl Pope, CACREP Team Chair

Few projects are more daunting to many counselor educators than the process of writing a CACREP accreditation self-study. For a few, this task may be compounded even more if the self-study were to be presented electronically. However there are many advantages, both for the writer and the reader, to having a CACREP self-study presented electronically. These include: linking directly to supporting documents, speed of updating, storage space, pagination, and certainly copying costs. CACREP adopted guidelines at the January Board meeting. These were presented in the Spring Edition of the *Connection*. These should be reviewed before starting.

The Process

When developing an electronic self-study one needs to see it as an inter-connecting document, like a webpage. In fact, some might find writing or transferring the primary documents to HTML (internet format) to be helpful. This allows for greater flexibility regarding hyperlinks and can be published at the same time to a CD/DVD. These documents should include the following suggestions:

1. Design a nice cover page. This should include a welcome to the reader, an explanation of formats and style used (e.g. pdf, doc) and navigation links to the main documents.
2. Link to the Application Form and Eligibility Requirements Checklist. These documents include programmatic information and justification of eligibility. Links to appropriate documents will want to be included. A paper copy of the application with appropriate signatures is required, however these signatures do not need to be scanned into the electronic version.
3. The Self-Study Document. This should be the central document surrounded by verifying documents. The self-study document should include the six sections and specialty standard section(s) and present systematically each standard, how the institution met that standard as well as link(s) to documents verifying that each standard is met. A table of contents should be in the self-study document with “Bookmark” or “Target” type hyperlinks to the various sections. Hyperlinks should be a brief description of the verifying document and open it in a new window. For example, if the verifying document references the Counseling Theories syllabus, the link should look something like, [CP614 Counseling Theories](#) and when clicked should open up that syllabus. When referencing a large verifying document that is more than just a few pages long, such as a Student Handbook, the hyperlink should cite the document, section and page number and then link directly to that subsection of the document. For example, [Student Handbook, Counseling Program Objectives \(Page 6\)](#). The self-study document will most certainly be many pages long, including multiple links to verifying documents.
4. An Appendix page should be provided. This page needs to be basically a table of contents of all of the verifying documents. This page will be a list of all verifying documents referenced in the self-study in the order that each was referenced and link to each document. For example, Section I.A – [North Central Accreditation \(NCA\)](#), [NCATE Accreditation](#); Section I.B – [Graduate Bulletin \(Page 32\)](#). This allows quick access for the reviewers to any verifying document.
5. Add the Review Team Report and Addendum. After the Board has made its initial review of the self-study, a report will be sent back. Program faculty are allowed to write an addendum to the self-study. Design a page to address these issues with appropriate documentation and add subsequent verifying documents to the Appendix page.

Issues and Helpful Hints

1. Keep it simple. Ease of use is always better.
2. Organize your documents in a way that makes sense. Title them as to section and/or purpose and use folders so they will be easy to find when making hyperlinks.
3. Due to the fact that Underlining denotes a hyperlink it should be avoided in the text when a hyperlink is not used.
4. Use consistent formatting. If you are working with Microsoft Word, put as much as you can in that format. Scanned documents and pictures should all be in as few formats as possible. If you can limit it to htm, doc, jpg and pdf, this would work the best.

(Continued on page 11)

CACREP “Down Under”

Rebecca Powell Stanard

I had the privilege this July of attending the International Association of Counseling’s conference in Brisbane, Australia on behalf of CACREP. Aside from the freakishly long flight, it was a marvelous experience both personally and professionally.

Personally, I enjoyed my interaction with the Australian people. They were warm and humorous, frequently poking good natured fun in their charming Australian accent at both themselves and at us, as Americans. Brisbane is a lovely place in the winter (the seasons being opposite in Australia), warm, sunny days and cool nights. It’s a beautiful cosmopolitan city with a laid back atmosphere. In the two short days that I tacked on at my own expense before the meeting began, I shopped, cuddled koalas (they are not “bears” as the Australians are quick to point out), petted kangaroos, and snorkeled on the Great Barrier Reef. Then it was time to go to work.

Professionally, the meeting was equally rewarding. I had the opportunity to interact and dialogue with colleagues from around the world about counseling in our respective cultures. I found that they struggle with many of the same issues as we, professional identity, reimbursement issues, “turf” wars with other helping professions, licensure and certification, training, supervision etc. We were all at different places in those struggles and worked together in small groups to learn from one another. I was vigilant about how my comments might be perceived as a representative of CACREP, a powerful professional counseling organization from the United States. Whether we choose to be or not, those of us from the United States are often perceived as the “900 pound gorilla” in the room. It was important for me to not use our “size” to impose our values, ideas, or ways of doing things on others. However it was a balancing act. It was equally important for me to share *as an equal* when asked. Because of the history of counseling in the United States, those countries in which the profession is in early developmental stages look to us for information. It’s important however that both they and we understand that our solutions may or may not work or even be appropriate in their culture. For example, our solutions to issues with reimbursement for services are very different in the U.S. than in countries with socialized medicine. Our education system is vastly different than that of many countries, so our experiences with accreditation may or may not be helpful.

The mindset of an equal is also important to the development of the profession in our culture. Our culture is increasingly diverse and we have much to learn about how we must adapt counseling and counselor education to meet the needs of that diverse population. These multicultural exchanges serve as a forum for increased understanding. There is also much to be learned from others as they struggle with the profession’s developmental issues and come up with new and innovative solutions to old problems. I found that when I listened with an open mind within a framework of “not knowing” that I learned a great deal from my colleagues.

I’m grateful for the opportunity that I had to attend. It’s important for CACREP to continue to have an international presence in the counseling field. Our interaction with our colleagues from other countries provides an opportunity for all of us to look at our developing professional identities in new and creative ways. It allows all of us to share our experiences in culturally sensitive ways to help the clients that we all ultimately serve around the world.

-
5. The background should be white and the text should be black. However, hyperlinks should be an appropriate contrasting color.
 6. No flashing text.
 7. Color can be used in graphics and logos but should not be included in the text.
 8. The CACREP office is here to help. However, while technical support will be limited, they can help regarding requirements and formatting.

Finally

While some programs may have significant changes to make to achieve the condition of CACREP accreditation, it should also be remembered that accreditation is a process. Most counselor educators find that after reviewing what is currently in place, they discover it is simply a matter of organizing, fine tuning and focusing on what is already there, rather than the daunting task it appeared at first.

CACREP Seeking Board Applicants

Published biannually by the Council for Accreditation of Counseling and Related Educational Programs, a specialized accrediting body recognized by CHEA.
Publishing address:
5999 Stevenson Ave.,
Alexandria, VA 22304.
Telephone: (703) 823-9800, ext. 301,
Fax: (703) 823-1581,
TDD: (703) 370-1943
E-mail: cacrep@cacrep.org
Web: www.cacrep.org

Carol L. Bobby, *Executive Director*
Jenny Gunderman, *Editor*

CACREP Board of Directors:

Jack Culbreth, Chair
Rebecca Stanard, Vice Chair
Eli Zambrano, Treasurer
Carla Adkison-Bradley
Louis Busacca
Craig Cashwell
Joseph Dear
Gary Grand
Bryce Hagedorn
Suzan Nolan
Donna Gooden Payne
Sue Strong
Jim Wigtil

The Nominations Committee of the Council for Accreditation of Counseling and Related Educational Programs (CACREP) is seeking nominations and applications for positions on the Board of Directors. Closed ballot elections to fill the positions will be held by the CACREP Board at its January 2007 meeting. Successful applicants will begin their terms on July 1, 2007.

The Board openings are for two (2) counselor educator positions, one to two (1-2) counseling practitioner positions, and one (1) public member position. Board members are elected to one 5-year term and are expected to attend the semiannual meetings in entirety. The meetings generally run three full days, not including travel time, and are held in January and July.

Prospective candidates are requested to read the full text of the CACREP Board Member Position Announcement and Application document posted at www.cacrep.org under Site News. Completed application packets must be postmarked no later than November 15th, 2006 and mailed to the CACREP office c/o ERC – Nominations Committee, 5999 Stevenson Avenue, Alexandria, VA 22304.



5999 Stevenson Avenue
Alexandria, VA 22304
703/823-9800, ext. 301