

# CACREP: 25 Years of Strengthening Identity in the Profession



## THE CACREP CONNECTION

Spring 2006

### CACREP Events at ACA in Montreal

Friday, March 31

7-9 pm Sheraton

#### **“CACREP: 25 Years of Strengthening Identity in the Profession”**

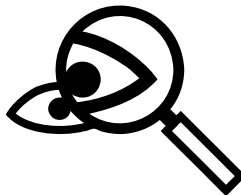
A reception to celebrate our 25th birthday! Come join us for cake, ice cream, and fun. Attendees from accredited programs are encouraged to wear clothing with their university's name or mascot. Show off your program!

Saturday, April 1

1:30 - 4:30 pm Salon C, Sheraton

#### **Team Member Orientation**

Attendance at this training session requires an application and registration through the CACREP Office. Call 703/823-9800 x301 or e-mail [cacrep@cacrep.org](mailto:cacrep@cacrep.org) to register. Team Member Applications are available to download from CACREP's web site at [www.cacrep.org](http://www.cacrep.org).



### **All Eyes on CACREP**

Over the last several years CACREP has been focused on the future. Our vision to provide leadership in the counseling profession and to promote excellence in professional preparation for future counselors requires this focus. Our world and our society is undergoing rapid change. To keep pace, CACREP must also change.

CACREP has already announced several changes that will assist in meeting the future needs of the counseling profession. One change is the CACREP Board's transition to a new internal structure, whereby board members are selected through an application process designed to build membership based on board function and need. A second

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## From the Chair

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### Jack Culbreth

It is with great pleasure that I tell you about what has been happening with CACREP since my last newsletter column. Let me sum it up by saying it has been a tremendously busy time with some momentous decisions and actions.

First is the celebration of our 25<sup>th</sup> year as the accrediting organization for the counseling profession! CACREP officially began in 1981, under the guidance of several committed counselor educators. I am proud to say that 25 years later, CACREP consists of three FTE staff members, a strong Board of Directors, over 200 site team members and team chairs, and most importantly, now numbers 493 accredited programs at 202 institutions! This is a remarkable accomplishment for the past 25 years. In celebration of this feat, CACREP will be hosting a reception at the ACA conference in Montreal on Friday, March 31, at 7:00 PM. I hope that all of our institutions will be represented there and I look forward to meeting everyone. This promises to be a grand celebration. Please come and meet new friends, renew old friendships, and catch-up on what has been happening.

In this 25<sup>th</sup> year, two significant Board events have occurred. At the upcoming July Board meeting we will welcome our first new Board member selected through the newly established process of independent Board member selection. This is a great turning point in the movement toward independence for CACREP. The second event has been the consideration of a new name. There have been several times in the history of the organization in which a name change has been discussed, however no action was taken. In January the Board voted to change the organization name. A final decision on the new name has not been made. The Board has elected to begin use of the new name with the introduction of the new 2008 standards. So, we have a bit of time to develop a name that is an accurate reflection of the organization and the profession in 2006 and beyond. Stay tuned.

In keeping with a previous Board motion to promote the development of an international agenda, the Board approved the development of a separate organization to work with developing countries in the establishment of accreditation entities and structures abroad. This organization will be governed by CACREP (a subsidiary, if you will), but will be responsible for developing and establishing contacts in other countries to promote counselor education accreditation. We have been approached by counselor educators in several countries about accreditation, and I feel that this trend will only continue to grow. We visited Venezuela this past fall and have been invited back to work with a group of counselor educators there this coming summer. We have also been invited to Turkey in the spring for similar meetings. These and other events have reinforced our commitment to supporting the internationalization of the counseling profession.

The CACREP executive committee continues to work with the CORE leadership team in discussions about a merger of the two organizations. I had the opportunity to represent CACREP, by invitation, at the conference for the National Council of Rehabilitation Educators in San Diego this past February. I was able to address the group, answer questions from CACREP's perspective, and clarify how CACREP and its Board operates. It was a very productive visit and I enjoyed meeting the members of this organization. I continue to look forward to our developing conversations with the CORE leaders on this topic.

Finally, I want to briefly mention to you a difficult subject: finances. While it is always hard to bring this up, I feel that it is a critical issue to discuss at this point in time. I am committed to bringing CACREP into a new era of financial independence that mirrors the Board's structural changes toward independence. This will involve a very detailed examination of how we spend money and how we generate our operational budget. It is in the best interest of CACREP to become financially independent. Please be aware that as we undertake the task of budget examination and decision making, the Board will hold to the goal of developing a fee structure that allows CACREP to cover its operational expenses independently while being fiscally responsible.

As I mentioned at the beginning, there have been a lot of things happening. It is a very exciting time at CACREP. I believe that the Board of Directors is at a dramatic turning point for the organization. Decisions being made now will set the stage for the next 10 years and beyond. With that in mind, please be aware that the CACREP Board of Directors is a highly dedicated group of volunteers who work on a Board that requires a great commitment of time and energy, with little recognition for the service. It is with great pleasure and honor that I serve them, and you, as the chair.

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## Accreditation Decisions

The CACREP Board of Directors met January 7-9, 2006 in Alexandria, VA and made the accreditation decisions listed below. The next meeting of the Board is scheduled for July 2006.

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

Eastern Mennonite University, Harrisonburg, VA

\*School Counseling (June 30, 2009). This institution also has a previously accredited Community Counseling program.

California State University, Sacramento, Sacramento, CA

Career Counseling, Community Counseling, School Counseling, and Marital, Couple, and Family Counseling/Therapy (March 31, 2008)

Mississippi State University, Mississippi State and Meridian Campuses, MS

\*College Counseling and Student Affairs (March 31, 2008)

Community Counseling, School Counseling, Counselor Education and Supervision (March 31, 2013)

North Carolina Central University, Durham, NC

\*Career Counseling, \*Community Counseling, and \*School Counseling (March 31, 2008)

Northern Arizona University, Flagstaff, Phoenix, Yuma campuses, AZ

Community Counseling and School Counseling (March 31, 2008)

Western Michigan University, Kalamazoo, MI

College Counseling, Community Counseling, School Counseling and Counselor Education and Supervision (March 31, 2008)

Xavier University of Ohio, Cincinnati, OH

\*Community Counseling and \*School Counseling (March 31, 2008)

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

Butler University, Indianapolis, IN

School Counseling (October 31, 2013)

Gonzaga University, Spokane, WA

Community Counseling (March 13, 2013)

University of Montana, Missoula, MT

Mental Health Counseling (October 31, 2013). This institution also has an accredited School Counseling program.

University of North Carolina at Charlotte, Charlotte, NC

Counselor Education and Supervision (June 30, 2009). This institution also has accredited School and Community Counseling programs.

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

Our Lady of Holy Cross College (June 30, 2007)

Texas State University San Marcos (June 30, 2008)

**The Board adopted the following guidelines at the January meeting.**

## **GUIDELINES FOR ELECTRONIC FORMATTED SELF-STUDIES**

### **PREAMBLE**

The proliferation and increased sophistication of technology has created a new opportunity for increased efficiency in the accreditation process, particularly with respect to self-studies. Programs are encouraged to place self-studies on CD or CD/DVD disks. Doing so provides nearly instant access for evaluators, site-teams and CACREP Board members. Another benefit is to reduce the amount of paperwork that must be submitted to CACREP, thus saving cost and space at both ends. By “linking” to supporting documentation often found in appendices (e.g., school bulletins and handbooks, course syllabi, faculty vitae, etc.), self-studies become interactive and can be more easily navigated than paper versions. However, it is essential that certain guidelines be followed to ensure accuracy and accessibility.

### **GUIDELINES**

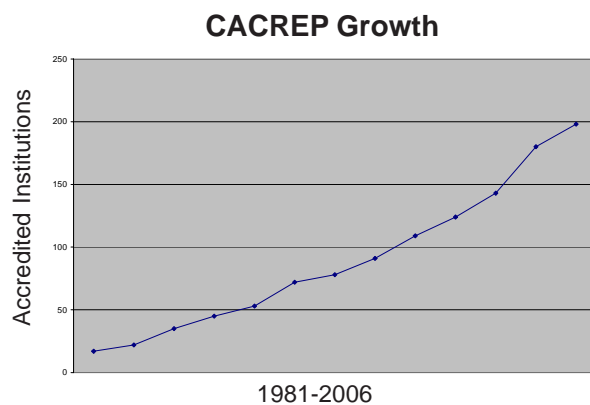
1. Logistical Guidelines
  - a) If a program chooses to submit the self-study on CD/DVD, then all four copies will be submitted using that format. In addition, one hard copy of the self-study must be submitted to the CACREP office for archival purposes.
  - b) Programs may still choose to submit self-studies using hardcopy formats; however, programs may not send a combination of both hardcopy and CD/DVD self-studies.
  - c) One paper copy of the application form with original signatures of the institution’s CEO, dean, and department chair must still be submitted to the CACREP office regardless of whether an institution chooses a paper or electronic self-study format.
  - d) CD/DVD self-studies must be submitted on “read only” CD/DVD disks.
  - e) CD/DVD self-studies must be tested on different computers (e.g., PC or Mac) to ensure consistent readability.
  - f) Each CD/DVD must be clearly labeled, to include the university’s name, date created, and the disk’s contents.
2. Formatting Guidelines
  - a) The formatting tips currently set out at pages 46-47 of the CACREP Accreditation Standards and Procedures Manual should be followed, except those tips relating to paper volume and/or binding requirements.
  - b) The name of the Program should be clearly identified on the cover page of the self-study. A point of contact should be named along with that person’s telephone number, e-mail address, and regular mailing address.
  - c) The date that the self-study CD/DVD was created, the date that it was last updated, and the software versions used to create (and therefore view) the self-study must be listed on the cover page.
  - d) The first page of the CD/DVD should contain a table of contents for all sections of the self-study, with each item linked to the first page of that respective section.
  - e) The self-study should be written using Microsoft Word (preferred). If supporting documents in PDF format are utilized, a URL to the site for the free Adobe Acrobat reader should be provided.
  - f) Strive to make the pages quick to open and easy to read. Graphics should be kept to a minimum. If graphics are used (such as scanned documents), a textual description should be given for those who are visually impaired.
  - g) Each page should include a return link back to the table of contents. Other links that would be helpful to include involve links to supporting documents (e.g., appendices), links back to the self-study’s standard that is being supported by said appendices, etc.
  - h) Any links to supporting documents should open said documents in their own window (provides for increased readability by reviewers).
  - i) Avoid using complex, colorful background patterns and images which can obstruct the readability of the text of the page.
  - j) If documents are scanned, ensure that they are legible. Scanned documents should be saved as PDF files.

## Growing Up and Growing Strong

Carol L. Bobby  
Executive Director

CACREP's silver anniversary year officially began on January 1, 2006. The very first week of this celebratory year was marked by several historic actions and recognitions taken at the CACREP Board meeting held in Alexandria, Virginia. These actions included the following:

1. CACREP has now accredited programs at over 200 institutions across the United States, including one institution in Canada! In fact, the actual count is 202 institutions. Congratulations to the faculty who have engaged in this process at all of these colleges or universities. CACREP's growth has been steady, as depicted in the graph below.



2. CACREP's growth is also evident in the number of international requests being handled. To assist other countries interested in developing counseling program quality assurance initiatives, the Board voted for CACREP to support, in principle, the development of a separate international accrediting organization. This new organization's goals will include assisting other countries or regions to define requirements for the counseling curriculum, supervised clinical requirements, appropriate faculty qualifications and other learning resources, student support services, methods for student assessment and program evaluation, and any specialty areas that might be desired. In addition, the new organization will provide assistance in development of appropriate quality review procedures for program accreditation.
3. The Board discussed the importance of our continued discussions with the Council on Rehabilitation Education (CORE). The CACREP Board strongly believes that it would be a unifying force in the counseling profession if there were only one accrediting body to uniformly serve all counseling programs; therefore, the Board is committed to working toward this goal.
4. The January meeting also marked the last gathering of the CACREP Board members as members who held appointed positions from ACA and its divisions. Beginning on July 1, all current board members will be CACREP representatives and all future board members will be selected through an application process that is based on the need and function of the Board and the accreditation process that it delivers. Donna Gooden Payne, the university attorney at the University of North Carolina Pembroke, is the first new CACREP Board member (a public member) selected through the new board application process. Congratulations, Donna.

As executive director, I have witnessed many wonderful changes throughout the past 18 years, but I would be remiss if I did not end this article with one final historic fact about how CACREP began its 25<sup>th</sup> anniversary year. For the first time in CACREP history, we began our year with the largest CACREP staff on record with four of us totaling 3 full-time equivalent positions. Considering the growth in programs, I can only say "HURRAY!"

## Standards Revision News

Charles F. Gressard, SRC Member

The CACREP 2008 Standards Revision Committee was formed in 2004 and began the process of standards revision at its first meeting in December, 2004. The Committee was given the task of revising the 2001 standards with the revisions to take place in 2008. The Committee began the process by establishing for its work the guiding principles of leadership, advocacy, core values, inclusion and independence. These values were posted on the CACREP web page along with a white paper that set forth seven issues for consideration and public comment. The issues were: competency-based Standards, innovation, professional identity, the common core, education delivery, culturally responsive standards, and the specialty areas. The Committee solicited feedback from counselors and counselor educators on these issues as well as all the 2001 standards. The feedback was used for the development of the first draft of the 2008 standards during the spring and summer of 2005.

This first draft was presented prior to the 2005 ACES conference and a feedback session was held at that conference in Pittsburgh. Some of the most visible changes in the standards that were discussed at the conference included the merging of the Community and Mental Health Counseling Standards, the requirement that faculty members in CACREP programs hired after 2008 be graduates of a Counselor Education program, dropping the Gerontological Counseling specialty area, combining the college-oriented specialty areas, and the use of competency-based standards for all specialty areas. The feedback session was lively with much of the concern focused on the merging of the Community and Mental Health Counseling programs and the faculty requirement of a degree in Counselor Education. The Committee also held a feedback session at the 2006 AACSB conference in January where the session mainly focused on these issues as well.

The Committee, armed with substantial feedback from practically every area of the counseling profession, met in early February to sort through the feedback and to begin the process of putting together the second draft. They expect to distribute the draft this summer and are planning feedback sessions at the ASCA and AMHCA conferences as well as the regional ACES meeting next fall. They are appreciative of the enthusiastic response they received on the first draft and looking forward to continue working on the standards with their colleagues this summer and fall. They anticipate completing the third and final draft in early 2007.

### Mailing List and Certificate Fees Rise

Fees will be changed for the following services:

Mailing Labels	\$35.00	effective March 1, 2006
Graduate Certificates	\$25.00	effective July 1, 2006
Paper copy of the Directory of Accredited Programs	\$10.00	effective March 1, 2006
(The directory can still be downloaded free from our web site)		

These changes are being made in order to recover the actual costs incurred by CACREP.



## Comings and Goings...

Board news:

We said an emotional good-bye to five CACREP Board members who attended their last meeting in January. **Brandon Hunt**, the representative from ARCA, **John Keys**, a public member, **Alan Robertson**, the AACE representative, **Richard Watts** from IAMFC, and **Bill Wheeler** from AMHCA. All will be missed and we know they will hate to give up those boxes of love from the CACREP office!

Due to the restructuring of the CACREP Board, we will only be adding one new Board member as of July 1. **Donna Gooden Payne** was elected in January to serve as the newest public member to the Board.

We held elections for Board officers at the January meeting. **Becky Stanard** was re-elected as Vice-chair and **Eli Zambrano** will be the Treasurer starting July 1. Chair **Jack Culbreth** is still serving his 2-year term.

In addition, the CACREP office has added two new staff members.

After more than 12 years abroad and a short try at retirement, **Barbara Brown Robinson**, PhD, NCC, NCCC has joined the CACREP Staff as the Accreditation Associate. She lived in Pakistan and West Africa for 10 years and served as a consultant to NGOs and governments including the Government of the NWFP of Pakistan, Kwendo Kor, The Network for Enterprising Women, CARE Afghanistan and Bangladesh, GTZ, the World Bank, USAID, and the Ministry of Education in Ghana. Prior to going abroad, she served as Director of Association Relations at AACD.

**Tanya Tamarkin** joined us as CACREP's new Assistant Director in December. She comes from the world of business accreditation and has a master's degree in International Affairs from Washington University in St. Louis.

## Obituaries

In the last few months, we have lost 4 counselor educators and friends of CACREP.

**Don Linkowski** was a former Board member and recently served as Executive Director of the Council on Rehabilitation Education (CORE). He was a faculty member in the accredited program at George Washington University, where he served as CACREP Liaison until his partial retirement.

**Nancy Pinson-Milburn** was a former CACREP Board member and served as Assistant Executive Director of the American Counseling Association before her retirement.

**Chuck Thompson** was the CACREP Liaison at University of Tennessee Knoxville and wrote several CACREP self-studies. In 1996, Dr. Thompson received AMHCA's Counselor Educator of the Year award and in 2001, he received ASCA's Writer of the Year award.

**Bill Greenwalt** served as the CACREP Liaison at Western Kentucky University and was instrumental in getting their counseling programs accredited.

*continued from page 1*

change is CACREP's commitment to create an international arm to assist in the globalization of the counseling profession. These are just two of the "I" changes to keep your eyes on – internal structure and international movement.

Other "I" initiatives include Independence (as in financial), Identity Issues, and Initiatives to reduce Inconsistencies. The Board hopes more "I's" will come into our range of vision when we hold our next board retreat in 2007. Stay focused!

(Thanks to CACREP Vice Chair Becky Stanard for suggesting the retreat and for giving us clear "I" statements.)

The CACREP Connection is published to provide information on accreditation issues and CACREP policies to the counselor education community. If there is a question you would like answered, or a topic or issues you would like to have covered, please submit a request in writing to:

Jenny Gunderman, CACREP, 5999 Stevenson Avenue, Alexandria, VA 22304.

### Corrections

The following are corrections from the past issues of the CACREP Connection:

Long Island University - the accreditation of the Mental Health Counseling and School Counseling programs includes the Brentwood campus as well as the C.W. Post Campus.

North Dakota State University - the doctoral program in Counselor Education and Supervision is accredited. It was erroneously left off the list.

### Congratulations

Congratulations to the Counseling and Human Services Department at the University of Scranton for being voted the Outstanding Counselor Education Program in Pennsylvania for 2005!

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**Jenny Gunderman**, *Editor*

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