

THE CACREP CONNECTION

Winter 2002/2003

CACREP Loses A Great Friend and Leader

Remembering Mary Thomas Burke

By Judy Miranti

CACREP's vision and mission were symbolized in the life of Mary Thomas Burke. When you think of CACREP, you are reminded that it stands for promotion of excellence, commitment to standards, dedication to encouraging and promoting continuing development and improvement of preparation programs. CACREP is about maintaining collaborative relationships with other groups that focus on accreditation, licensing, certification, and the professional development of counselors and related practitioners. And so was Mary Thomas Burke.

I had the privilege of working closely with Mary Thomas and calling her friend for more than seventeen years. We published together, laughed together, and prayed together. She lived what she believed and she lived it to the very end. Her memorial services were testimonies to the many lives she touched and the goodness she personified. Her commitment to diversity hardly begins to describe the many types of relationships that Mary Thomas treasured. Jewish and protestant, Catholic, gay and lesbian, marginalized and disenfranchised called her "friend, benefactor, counselor, healer." She reached out and touched so many lives with her gentleness. The legacy she leaves to her students, colleagues, and friends is that of compassion, respect, love, and connectedness.

In such a short period of time, Mary Thomas contributed to her profession through her leadership at the national, regional, and state levels, giving her all and effecting change and promoting excellence. But the one quality that stands out for me was the interest she showed to each person that she met. She had the ability to focus on the good and to see the strengths and potential in each one of us. When you were engaged in conversation with Mary Thomas, it was as though there was no one else.

Mary Thomas' accomplishments are too many to mention. But her accomplishments pale in relation to the person she was. Her life was really not about the offices she held, the programs she started, the books and articles she published, the awards she received, or the honors bestowed upon her. Her life was really about relationships and being connected. She lived the ideals of CACREP in her everyday life and by so doing, she provided leadership and encouraged excellence. She was truly a woman of substance!



Mary Thomas Burke (center) surrounded by previous ASERVIC Representative to CACREP Jane Chauvin (left) and subsequent ASERVIC Representative Judy Miranti (right).

Editor's Note: Mary Thomas Burke was the second representative from ASERVIC to the CACREP board. She served as Chair from July 1996 until June 1999. She also served as the CACREP Liaison at the University of North Carolina at Charlotte.



FROM THE CHAIR

Susan Seem

Dear Colleagues,

Greetings to you all.

I am pleased to visit with you by means of this column and wish to share with you a number of important items that affect us all. First, I am honored to have been elected Chair of the CACREP Board. The Board consists of dedicated, committed and hard working individuals with whom I am privileged to work. I trust the collective wisdom of the Board and believe that we have the best interests of our constituencies in heart when we make decisions.

Second, the Board is faced with a large turnover of members at the end of spring 2003. Approximately 1/3 of the board members will be leaving the Board at this time. While the current Board is a seasoned one that has worked well together, I welcome the influx of new members with new perspectives. However, a challenge for the Board in the coming year will be to handle this transition while continuing our legacy of hard work and forward thinking.

Third, according to David Kaplan, President of ACA, approximately 75 percent of ACA members do not join a division or organizational affiliate. Thus, ACA is concerned about how best to represent these members at Governing Council. Like the ACA Governing Council, the CACREP Board also is examining its board membership and structure due to our concern with how best to represent the counseling profession on our board. During our fall

meeting, the Board considered several potential models. This discussion will be ongoing as the Board grapples with how to ensure that it represents all facets of professional counseling.

Fourth, the Board is aware that we need to develop a plan to ensure financial stability and adequate resources to meet the demands of CACREP's growth. In 1992 CACREP had accredited programs in 72 institutions; today there are 173 institutions with accredited programs. While the number of accredited programs has increased drastically, however, the staff size has remained under three full-time people. Additionally, CACREP's operating costs continue to rise and updated database and web capabilities are absolutely necessary to ensure the effective functioning of the office. Throughout this time, the Board was reluctant to raise fees concomitant with CACREP's increased operating costs. After much discussion during the fall 2002 meeting, the Board decided to increase fees as a step towards greater financial stability and as a way to strengthen our ability to advance CACREP's mission.

Fifth, the Board is in the process of beginning a public relations campaign about the efficacy of CACREP accreditation. Recently, the Board supported research that indicates that CACREP accreditation helps programs and students. Mailings will be sent to all CACREP liaisons.

Last, I want to recognize all the individuals who volunteer to be CACREP site team chairs and members. Their service is invaluable to the CACREP Board.

In closing I thank you all for your support in our professional endeavors.

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.

Accreditation Decisions

The CACREP Board of Directors met October 14-16, 2002 in Park City, Utah and made the accreditation decisions listed below. The next meeting of the CACREP Board of Directors is scheduled for March 20-22, 2003 in Anaheim, California.

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

Ball State University, Muncie, Indiana
Community Counseling and †School Counseling (December 31, 2004)

Cleveland State University, Cleveland, Ohio
Community Counseling and School Counseling (December 31, 2004)

Eastern Washington University, Spokane, Washington
Mental Health Counseling and School Counseling (December 31, 2004)

Fairfield University, Fairfield, Connecticut
Community Counseling and School Counseling (December 31, 2004)

Florida State University, Tallahassee, Florida
Career Counseling, Mental Health Counseling and School Counseling (December 31, 2004)

Southern Connecticut State University, New Haven, Connecticut
Community Counseling and School Counseling (December 31, 2010)

St. John's University, Jamaica and Staten Island Campuses, New York
†School Counseling (December 31, 2004)

Trinity Western University, Langley, British Columbia, Canada
†Community Counseling and †School Counseling (December 31, 2009)

University of Cincinnati, Cincinnati, Ohio
Mental Health Counseling (December 31, 2004), School Counseling (December 31, 2009) and
Counselor Education and Supervision (December 31, 2004)

University of Illinois Springfield, Springfield, Illinois
Community Counseling and School Counseling (December 31, 2004)

University of North Carolina at Greensboro, Greensboro, North Carolina
Community Counseling, Gerontological Counseling, Marriage and Family Counseling/Therapy, School
Counseling, Student Affairs Practice in Higher Education – College Counseling Emphasis, and Counselor
Education and Supervision (December 31, 2009)

University of North Texas, Denton, Texas
College Counseling, Community Counseling, School Counseling, and Counselor Education and Supervision
(December 31, 2010)

Correction: The Summer 2003 Connection listed the incorrect expiration date for the programs at Wake Forest University. The Community and School Counseling programs are accredited through June 30, 2010.

Western Connecticut State University, Danbury, Connecticut
Community Counseling and School Counseling (December 31, 2010)

William Paterson University, Wayne, New Jersey

†Community Counseling (December 31, 2010)

†School Counseling (December 31, 2004)

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

Gallaudet University, Washington, DC
Mental Health Counseling and School Counseling (December 31, 2007)

Idaho State University, Pocatello, Idaho
Marriage and Family Counseling/Therapy (June 30, 2009)

Regent University, Virginia Beach, Virginia
Community Counseling and School Counseling (December 31, 2007)

Texas Women's University, Denton, Texas
Marriage and Family Counseling/Therapy (December 31, 2004)

University of Akron, Akron, Ohio
Community Counseling, Marriage and Family Counseling/Therapy, School Counseling, and Counselor Education and Supervision (December 31, 2007)

University of Nevada Las Vegas, Las Vegas, Nevada
Community Counseling and Marriage and Family Counseling/Therapy (December 31, 2006)

University of Phoenix Utah, Salt Lake City, Utah
Mental Health Counseling (June 30, 2008)

University of South Dakota, Vermillion, South Dakota
Community Counseling, School Counseling, Student Affairs Practice in Higher Education – College Counseling Emphasis, and Counselor Education and Supervision (December 31, 2007)

University of Wisconsin Whitewater, Whitewater, Wisconsin
Community Counseling, School Counseling, and Student Affairs in Higher Education – College Counseling and Professional Practice Emphases (December 31, 2007)

Virginia Tech University, Blacksburg and Falls Church campuses, Virginia
Community Counseling, School Counseling, and Counselor Education and Supervision (December 31, 2007)

Western Washington University, Bellingham, Washington
Mental Health Counseling (December 31, 2004)

For a complete listing of accredited programs, visit CACREP's web site at www.counseling.org/cacrep.

CACREP Board Revises Accreditation Fees

For the past two years, the CACREP Board has been carefully studying its organizational capacity. At the Board's Retreat in June 2001, one aspect of organizational capacity that was examined was our financial stability. A pre-retreat survey of the Board indicated that only 20% of the Board agreed that the current financing of CACREP was realistic or sustainable over the next five (5) years. Hence, discussion during the retreat focused on the identification of funding strategies that could strengthen CACREP's ability to advance its mission, respond to an ever-increasing demand for our accreditation expertise, and build greater financial stability.

The CACREP Retreat was an important part of CACREP's own self-study process and assisted in the development of our most recent recognition self-study with the Council for Higher Education (CHEA). In the CHEA recognition process, accrediting agencies are asked to demonstrate compliance with a number of criteria that include examples such as 1) documenting how our standards advance academic quality, 2) showing that we have processes in place that allow us to respond to legitimate public concerns and complaints, and 3) systematically assessing that we have sufficient staff and financial resources to implement and sustain effective accrediting procedures.

While CACREP's recognition was re-affirmed by the CHEA Board of Directors at its April 30, 2002 meeting, CHEA requested that we submit a follow-up report evaluating efforts to improve our organization's financial capacity and stability. In particular, there were two areas raised for discussion during the recognition hearing. The first was CACREP's continued reliance on both a direct cash subsidy and in-kind services from the American Counseling Association. The second area of concern focused on how we would insure adequate funding for increased resource demands necessitated by CACREP's steady upward growth curve. CACREP must address these issues to remain viable and to offer the best service possible to our constituents. We also must abide by principles of good practice in accreditation and, at this point in time, we are being urged to take steps to improve our financial grounding.

Over the years, the CACREP Board has been reluctant to raise fees concomitant with increases in our operating expenses. CACREP's approach to accreditation has always been to be inclusive and developmental, hoping that every counselor preparation program would invest its extra dollars in program improvement geared toward meeting the Standards. The fees have been purposefully kept low so as not to be prohibitive. Believe it or not, since CACREP's inception over 20 years ago, our accreditation fees have never fully funded the operation.

Below are some rarely publicized financial snapshots of CACREP.

- In 1987, when CACREP moved its offices to Alexandria, VA, it had already accredited programs in 43 institutions. New staff consisted of a 1/2 time executive director and a full-time administrative assistant. The total projected income was \$53,725 of which \$44,475 or 83% came from subsidy money and in-kind services (e.g., rent-free space) provided by the American Counseling Association.
- In 1992, CACREP had accredited programs in 72 institutions. The office had 2.18 FTE staff. The income side of the budget reached \$194,174 of which \$114,185 or 70% came from the subsidy

Continued

money and in-kind services (e.g., rent-free office space) provided by the American Counseling Association.

- In 2002, CACREP had accredited programs in 173 institutions. The office had 2.75 FTE staff. The income side of the budget reached \$420,562 of which \$110,762 or 26% was provided by the subsidy money and in-kind services provided by the American Counseling Association.
- While the number of accredited institutions has more than quadrupled in the last 15 years, staff size has remained under 3 persons.
- The CACREP Board is currently composed of 16 members. Each Board member volunteers approximately 15 or more days per year to attend meetings and complete self-study reviews on behalf of the applicant institutions. There is no honorarium for this volunteer activity. In addition, Board members volunteer service to handle complaints made against programs, offer workshops on how to write a CACREP self-study, formulate policy, and provide valuable training to new and continuing visiting team members.
- Each CACREP accreditation site visit requires a minimum of 3-4 trained team members who volunteer their time and service for a minimum of four days. The cost of this type of professional team review and consultation is estimated at over \$10,000, but institutions pay fees of only \$1,200 per visitor to cover the travel, housing, and food costs of the team.

In short, these financial snapshots reveal that CACREP fees have been a good bargain for a long time. Unfortunately, despite our heavy reliance on ACA's support and volunteer service, our basic operating costs have continued to rise, our need for additional staff is growing as the number of accredited programs increases, and we need desperately to upgrade our data base and web information capabilities. This will require increased support from our constituents while we creatively address other capacity issues.

To begin this quest toward greater financial stability and self-sufficiency, the CACREP Board voted to revise accreditation fees on the following schedule:

January 1, 2003

Institutions scheduling site visits after this date will be billed an additional \$200. This charge will cover the \$45 per ticket charge that CACREP incurs for air tickets booked by our visiting team members.

April 15, 2003

Annual fees invoices sent out on this date will show a 3% increase over last year's fees. The changes in this fee structure are as follows.

<u># programs</u>	<u>last year's fee</u>	<u>new fee with 3% increase</u>
1	\$800	\$824
2	\$1,000	\$1,030
3 or more	\$1,200	\$1,236

July 1, 2003

Application fees for both initial applicants and applicants for re-accreditation will be \$2,000.

CACREP will keep you informed of our progress in achieving financial independence. Please let us know if you have any questions.

Professional Training Opportunity Provided For All Counseling Students

*Susan A. Adams
Delta State University*

Creating the most effective learning environment for training counseling students has many facets and enjoys subtle variations among different universities. At Delta State University, we want our graduates to have as many diverse experiences as possible plus we want each of our students to be exposed to potential situations they may encounter in their practitioner days post graduation. Therefore, we provide a unique learning opportunity that also serves as the primary means of producing operating capital for Delta Sigma Upsilon, our local chapter of Chi Sigma Iota International – the annual Spring Conference.

Twenty years ago, Dr. Fred E. Woodall, had a vision. He wanted to provide a continuing education learning opportunity for area mental health providers plus he saw the necessity of providing students with the opportunity to do formal, professional presentations. Thus Spring Conference was born!

The conference is held each April. As part of the required activities in both the school and community internship classes, each student is required to do one presentation. They may choose to do the presentation individually or as part of a small group of two or three. They select their topic, prepare their handouts, and do the presentation. Faculty members are available to assist in a variety of ways, but the weight of the presentation is theirs alone. Utilization of a variety of technology (i.e., Power Point, video clips, overheads) is an expected component. Formal evaluations are done by faculty members and through evaluation forms completed by those that attend the workshop.

Preparation for the conference begins early and includes all faculty members. A theme is selected and the keynote speaker is secured early in the Fall. Internship students are encouraged to

“think ahead” and decide on a topic. Often, they choose to present on something they have already prepared for one of their classes since we incorporate multimedia requirements in most of our coursework. Delta Sigma members contact area merchants for donations to our goody bags that are handed out at registration.

There are sixteen breakout sessions, with the majority by students, and a keynote speaker. In 2002, we focused on the crisis situation of September 11. Dr. Richard James from the University of Tennessee at Memphis, accompanied by some of his doctoral students, was our keynote speaker and trained the attendees in doing crisis intervention.

The day starts at 8:00 a.m. with registration (\$20) and ends around 5:00 with the keynote speaker. In the morning, we have a choice of breakout sessions. Each attendee is responsible for their own lunch, but DSU and the Counseling Department use this time as an opportunity to provide lunch for our field supervisors. It is an opportunity to say “thank you” for all the hard work they do throughout the year and provides the faculty members with an opportunity to get to know them on an informal basis. The afternoon consists of one more choice of educational sessions and the keynote speaker. Throughout the day, area health care providers have booths set up in the registration area to distribute materials about their services and allow attendees to become familiar with available referral resources in the area.

Part of the preparation for the conference is teaching the students how to write their proposals, complete with objectives, so that their workshops are eligible for CEUs (maximum of six for the day). As the students go through this process, they are encouraged to think beyond school to preparation of formal proposals for professional conferences.

Continued

Spring Conference continues to grow each year and has undergone numerous changes since Dr. Woodall's first small conference twenty years ago. This year, it will undergo one more major change – Dr. Woodall will not be part of the planning. He retired in May, but to honor his hard work and vision, the conference was renamed this year to the Dr. Fred E. Woodall Spring Conference.

Throughout the program, our students are taught that learning does not stop with graduation, but is a lifetime commitment to excellence. What better way to prepare them to be an active part of that commitment than to teach them how to give back to the profession?

Correspondence about this article should be addressed to Dr. Susan A. Adams, Assistant Professor, Delta State University, Box 3142, Ewing 341, Cleveland, MS 38733 or email sadams@deltastate.edu.

Editor's note: The article above grew out of a discussion that occurred at CACREP's Table Talk program at the ACA Conference in New Orleans in Spring 2002.

CACREP Programs Among Six Honored by The Education Trust

The Education Trust has honored six universities for their work in transforming school counseling programs in K-12 schools and higher education. The honored universities are pioneers at the forefront of school counseling reform and are fundamentally changing the way school counselors are prepared. Honorees were recognized at the education Trust's National Conference in Washington DC in November. CACREP accredited programs represented among the six honorees are:

California State University Northridge
State University of West Georgia
University of Georgia
University of North Florida

The Education Trust is a non-profit Washington DC based educational organization created to promote high academic achievement for all students at all levels - kindergarten through college.

CACREP Team Visitor Page

Congratulations to the following individuals who were trained as team members at the ACES conference in Park City:

Matt Buckley
Kelly Coker
Daniel Cruikshanks
Joseph Dear
Tom Dodson
Jodi Jaques
Len Kitchens
Dana Heller Levitt
Judy Provost
Janna Scarborough
Cheri Smith
Howard Smith
Franklyn Williams
Anita Young

For information on the next training sessions, see page 11

The following team members completed team chair training and renewal in Park City:

Patrick Akos
Peggy Fong
Brenda Freeman
Joshua Gold
Arleen Lewis
Maggie Miller
Patrick Romine
Jim Wigtil

CACREP has a new travel agent! Team visitors should now call Liberty Corporate Travel at 1-800 624-0049 and ask for x245, x223 or x221.

Getting the Most Out of Your CACREP Accredited Status

Carol Bobby, Executive Director

It was only December, but an early snowstorm hit the East Coast. Schools were closed and the newscasters suggested that we should stay inside and avoid driving. I decided to take heed of this warning and go surfing instead; that is, web surfing.

Every year the CACREP office visits the web sites of all of our accredited programs to insure that we are providing the most accurate web addresses to individuals requesting access to our Directory of Accredited Programs. Since we get daily requests from prospective students for copies of the Directory, we believe that it is an important service to our constituents to keep the information as accurate as possible.

This is a very time consuming process, since our Directory now lists 173 institutions with CACREP accredited programs. But despite the time it took, I learned a lot over the couple of days that I went surfing. Here is a sampling of what I learned.

Problem: Many programs have given CACREP only the general web address for the overall institution, such as www.homestate.edu. This might be an OK decision, except that you often need to know a lot about the counseling profession to finally get to information on the CACREP accredited program. For example, your prospective student might first be required to click on a button that goes to academics. This might take you to a listing of all of the colleges located within the institution, thus requiring another choice to be made. Many prospective students may not know whether they should choose the college of education, the college of arts & sciences, or the college of allied health professions to reach information on counseling programs. Searches within the web site often do not reveal the program information, but rather focus on faculty publications or calendar of events.

Solution: Provide CACREP with a web address that will take the surfer directly to the web pages that describe your counseling program.

Problem: Web addresses appear to change frequently. CACREP had listings of several addresses that were correct last year but were now no longer valid. Sometimes a built-in link would take the

surfer directly from the old address to the new address, but not always.

Solution: Inform CACREP if the web address we publish is no longer working. Visit your institution's listing in our Directory of Accredited programs by going to our web site at www.counseling.org/CACREP. If there are errors or corrections to be made, email us the correct information.

Problem: When I would finally reach the web pages most pertinent to the counseling programs offered at an institution, I often found myself disappointed at either the lack of prominence or complete lack of mention of the CACREP accredited status of the programs. Interestingly enough, for those programs housed in Colleges of Education, the NCATE status of the programs was usually prominently displayed on the home page, sometimes in star-like graphics. I had to work hard and read through a lot of text in some pages before I could find any mention of CACREP accreditation.

Solution: Request permission to use the CACREP logo and display it proudly on your program's home page. You would be surprised by the number of calls we get from prospective students who have already been to your web site, but call us to see if you are CACREP accredited since it was not mentioned on your home page.

CACREP also encourages you to mention your accreditation when advertising for faculty positions. Did you know that CACREP looks at every advertisement posted in the *Chronicle of Higher Education* that mentions counseling? Whenever we see an ad that mentions CACREP, we list the name of the school in our KUDOs section of the newsletter. We also review ads posted on the CESNET and ICN listservs. We have noticed that while sometimes our accredited programs forget to mention CACREP, that many non accredited programs are mentioning their preference for applicants to be graduates of CACREP programs!

We encourage all of our programs to let the public know of their CACREP accreditation. You can state it proudly, because you earned it!

Counselor Education Loses A Supporter

Dr. Nicholas Vacc, counselor educator at the University of North Carolina at Greensboro died last June. Dr. Vacc served as CACREP Liaison and Department Chair for that institution for many years, as well as being a CACREP Team Member. Throughout his career, Dr. Vacc was a proponent of a strong counselor identity for counselor training programs. He served on the Standards Revision Committee for the 1994 Standards and conducted a research project that was instrumental in evaluating the CACREP Standards.

Have faculty changes left YOU in charge of writing the next Self-study?

Are you thinking about applying for CACREP accreditation?

Then you need to attend the

How to Write a CACREP Self-study Workshop

The only workshop officially sponsored by CACREP with reliable and up-to-date information. Board members and CACREP staff guide you through the process of applying standards, supplying documentation and formatting your project effectively. In addition, there is valuable hands-on time with actual self-study documents submitted by your peer institutions.

The next full-day workshop will be held in late Summer or Fall 2003. If you are interested in attending, please contact the CACREP Office at 703/823-9800 x301 or cacrep@aol.com. We will send you the dates and location as soon as the arrangements are made.

CACREP Events in Anaheim

Board Meeting

March 20-22 Jolly Roger Hotel

Team Member Orientation

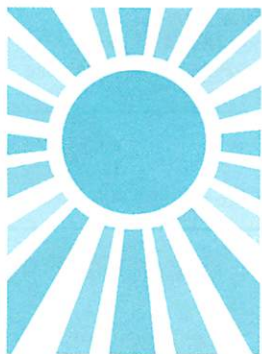
Registration required, contact the CACREP office. Sunday, March 23, 3-6 pm, Hilton Santa Barbara room.

Team Chair Training/Renewal

Registration required, contact the CACREP office. Sunday, March 23, 3-6 pm, Hilton La Jolla room.

Table Talk

By invitation only - an opportunity for program liaisons to meet and discuss concerns with the CACREP Board. Sunday, March 23, 11 - 12:30.



Board Changes

CACREP welcomed a new Board Member at the meeting in Park City. Joseph Dear has been appointed serve as the representative from AMCD. Dr. Dear is a counselor educator and consultant who currently works with the Commission on Teacher Credentialing for the State of California.

KUDOS COLUMN

ACA and CACREP encourage the use of citation of credentials in employment advertisements. This column highlights those institutions which we have noticed proudly displaying their CACREP accreditation in employment ads or which specifically name affiliation with a CACREP program as a preferred qualification in their ad. These kudos have been taken from *Counseling Today*, *The Chronicle of Higher Education* and CESNET.

Argosy University of Sarasota
Barry University
Boise State University
Central Washington University
Concordia University
Kent State University
Louisiana State University Shreveport
Niagara University
North Carolina A & T State University
North Carolina State University
Northeastern Illinois University
Penn State University
Southern Illinois University at Carbonale
Syracuse University
Tennessee Technological University
Texas A & M Corpus Christi
University of Akron
University of Arkansas
University of Central Florida
University of Colorado at Denver
University of Mississippi
University of North Carolina at Greensboro
University of North Florida
University of Northern Iowa
University of South Carolina
University of South Dakota
University of Tennessee Knoxville
University of Texas San Antonio
University of Vermont
University of Wyoming
Virginia Tech
Western Illinois University
Western Michigan University
Winthrop University

Why aren't there more accredited programs on this list? See the article on the page 9.

CACREP Facts

Number of institutions with CACREP accredited programs	173
<i>Entry-level Programs</i>	
Community Counseling (CC)	130
Career Counseling (CrC)	6
College Counseling (CIC) 2002 Standards	1
Gerontological Counseling (GC)	2
Marital, Couple and Family Counseling/Therapy (MFC/T)	26
Mental Health Counseling (MHC)	29
School Counseling (SC)	148
Student Affairs Practice in Higher Education - College Counseling Emphasis (SACC) 1994 Standards	34
Student Affairs Practice in Higher Education - Professional Practice Emphasis (SAPP) 1994 Standards	12
<i>Doctoral Programs</i>	
Counselor Education and Supervision (CES)	43

Published biannually by the Council for Accreditation of Counseling and Related Educational Programs, a specialized accrediting body recognized by CHEA and a corporate affiliate of ACA.
 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@aol.com
 web; www.counseling.org/cacrep

Carol L. Bobby, *Executive Director*
Jenny Gunderman, *Editor*
Nan Bayster, *Accreditation Associate*

CACREP Board of Directors:
 Susan Seem, AGLBIC
 Oliver Morgan, Vice-Chair, IAAOC
 John Keys, Treasurer, Public Representative
 Edward Butler, AAC
 Elias Zambrano, ACA
 Rebecca Stanard, ACCA
 Jack Culbreth, ACES
 Maureen Callahan, AHEAD
 Joseph Dear, AMCD
 Glenda Isenhour, AMHCA
 Brandon Hunt, ARCA
 Suzan Nolan, ASCA
 Donald Ward, ASGW
 Judith Miranti, ASERVIC
 Richard Watts, IAMFC
 Carole Minor, NCDA
 Gary Grand, Public Representative



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