



AMERICAN REHABILITATION  
COUNSELING ASSOCIATION

*A Division of the American Counseling Association*

**SPRING 2013**



**FROM THE OUTGOING  
ARCA PRESIDENT**

**JOSEPH KEFERL,  
RH.D., CRC**

As we approach July 1, I would like to reflect on what has been a very busy year. As an organization, ARCA has encountered many new opportunities and challenges. Last fall we took a leadership role by openly supporting the CORE Proposal for Counselor Accreditation. We communicated our actions throughout the field of counseling, prompting other leaders and organizations to join us in support of a consortium model of accreditation. We reached out and responded to requests by other ACA divisions and rehab organizations to collaborate on important professional issues, including threats to licensure. ARCA Board members worked collaboratively over several months with CORE, CRCC, and AASCB to strategically offer meaningful presentations for state licensing boards at the AASCB conference in January.

In March, ARCA partnered with the Ohio Rehabilitation Association (ORA) to offer a very successful day long Professional Development Institute in conjunction with the ACA Conference in Cincinnati, Ohio. We celebrated our field, our award winners, and reconnected with our rehabilitation family during our events, meetings, and receptions in Cincy. At both the ACA Governing Council and 20/20 meetings, I was energized to hear voices other than our own speaking out for an inclusive unified counseling field. Based on years of input from members, ARCA, NCRE and NRA have been working together to explore the possibility of unifying into a single organization. Shortly after, ACA, ARCA and other professional organizations received notice of governance changes from CRCC and CORE. We remain committed to our mission despite these external changes. We are

on the cusp of announcing an exciting new Vision Award — a creative collaboration between ARCA, ACA, and Doctors Maki and Tarvydas.

Our Board has been working hard for you. The monthly meetings, workgroups, projects, and collaborations represent countless hours of their time, talent and expertise. I would like to offer my sincere thanks to everyone who has contributed this year. Dr. Paul Toriello will be taking over as ARCA President on July 1. Having known Paul for over 20 years, I am confident he will lead the organization in great and creative ways. He is a common-sense, creative, and visionary leader. If you don't already, I strongly recommend you get to know Paul. He has served the ARCA Board for many years and will push our organization and the field to new places. We hope to continue serving you well in the upcoming year. It has been an honor to be your President.

In service,

[joseph.keferl@wright.edu](mailto:joseph.keferl@wright.edu)

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**MESSAGE FROM  
INCOMING  
ARCA PRESIDENT**

**DR. PAUL  
TORIELLO**

*Why am I a member of ARCA?*

Do you remember the reasons why you first joined ARCA? I remember a sense of “it’s expected” and a desire to receive the Rehabilitation Counseling Bulletin (RCB). To this day, I understand and support the expectation of membership in a professional organization, and I still place a high value on receiving the RCB. But what else is there? What has ARCA done for me over the years? While it’s tempting to paraphrase President Kennedy - *Ask not what ARCA can do for you...Ask what you can do for ARCA*, I think we need to take a seriously look at the value (or lack thereof) that being a member of ARCA adds to our professional lives. Moreover, I think we need to take this look in the context of a profession in crisis. I realize that the identity confusion and fragmentation of professional rehabilitation counselors (RCs) has been an unresolved developmental issue for some time; we are still stuck. However, I am particularly concerned about the consequences of this impasse in the context of current political and economic challenges. What are your reactions when you hear about another RC training program closing? How do you feel about RCs not being eligible for clinical counselor positions with the Department of Veterans Affairs or military-specific programs? What is your level of stress when you hear statements like “CACREP graduates only” or “CORE and CACREP should merge?” In answering these questions, I feel a deep sense of professional existential angst. I do not think I am operating from a “Chicken Little” mindset when I state that the resolution of RCs’ identity confusion and fragmentation is, now more than ever, imperative to the sustained existence of our field.

As I enter my year\* as ARCA President, to be completely candid, I do not know how this year is going to go. The aforementioned questions are daunting and, in many ways, outside ARCA’s control. So what is it with which we are left? I think the answer is quite simply — a position, a stance, and a voice with which to communicate. If we are dealing with fundamental issues of professional existence, then let us get back to our fundamentals. I believe RCs represent a specialty of

Professional Counselors. I believe that RCs should operate from a core set of ethical principles and values, pursue licensure as a professional counselor and specialty certification as an RC. I believe RCs have particular expertise to counsel individuals struggling with the medical-psycho-social-vocational-spiritual aspects of a disability. I believe the practice of rehabilitation counseling provides indispensable value to our society. I believe that a small part of the solution to sustain our existence is to continually increase the number of people, with and without disabilities, who understand the value that RCs offer our society.

These beliefs compel me to be a member of ARCA. Moreover, I am compelled and honored to serve as ARCA President. Whether you share my position or not, please *share* your position with me, the ARCA Board, and any other stakeholder who needs to understand RCs. Share your position with those who have no idea about RCs and what we do. Please share your position whether you are an ARCA member or not. Share your position if it is just once sentence or ten paragraphs. Please share so that others understand rehabilitation counseling.

Understand Rehabilitation Counseling — this is my focus for the 2013-2014 year. I have a few ideas on how to put this into action. If you have some ideas too, I would certainly be interested in hearing them. Finally, I will not speculate if such action will increase the value of being an ARCA member, let alone resolve our professional existential questions and angst. But, if you are like me, then you are proud to be a RC, you believe we make a significant contribution to society, and you are willing to help others understand rehabilitation counseling.

Best,

*Paul Toriello, Rb.D., CRC, CCS, LCAS*  
*ARCA President 2013-2014*  
[toriello@ecu.edu](mailto:toriello@ecu.edu)

*\*Dr. Toriello will take the ARCA President's office on  
July 1, 2013*



AMERICAN REHABILITATION  
COUNSELING ASSOCIATION

## “UNDERSTAND REHABILITATION COUNSELING”

How many times have you been asked “what is Rehabilitation Counseling?” In many ways, Rehabilitation Counseling is the best kept secret of the professional counseling field. We, at ARCA, believe it is time to change that — we believe people need to see Rehabilitation Counseling as a valuable option, if not their first option, when considering a need for counseling. In response, “**Understand Rehabilitation Counseling**” is an ARCA sponsored program with the goal of increasing the number of people who *understand rehabilitation counseling*. The challenge in meeting this goal will require significant creativity and innovation. Thus, we believe students in Rehabilitation Counseling Training programs would be ideal candidates to meet this challenge. Finally, we think such efforts should be rewarded and recognized. Here is how “**Understand Rehabilitation Counseling**” works:

1. By September 15, 2013, students who are currently enrolled in a Rehabilitation Counseling Training (RCT) program need to email [UnderstandRC@gmail.com](mailto:UnderstandRC@gmail.com) a letter of intent that includes their plan for increasing the number of people who understand rehabilitation counseling. Letters of intent can be submitted by a group of students organized via a student organization, a shared course, and/or just willingness to work together. Only one letter of intent per RCT program can be submitted. Letters of intent must be accompanied by a letter of support from the RCT program Director/Coordinator. Letters of intent are limited to two pages in length and must include: (a) a description of *whose* understanding of Rehabilitation Counseling will be increased; (b) the target number of individuals whose understanding will be increased; (c) methods and action steps to increase the number of people who understand rehabilitation counseling; and (d) a timeline for accomplishing major tasks.
2. The ARCA Board will acknowledge (via email) receipt of letters of intent by September 21, 2013. Please note the ARCA Board will not be reviewing or evaluating students’ plans. We will only be acknowledging your participation in the “**Understand Rehabilitation Counseling**” program.
3. Groups that submitted a letter of intent will then have until January 1, 2014 to implement their plan and email to [UnderstandRC@gmail.com](mailto:UnderstandRC@gmail.com) an executive summary of its implementation. Executive summaries are limited to four (4) pages and must include a description of: (a) what actually occurred during implementation; (b) how implementation was successful; (c) what setbacks or barriers were encountered and how they were overcome; and (d) suggestions for future efforts. Executive summaries must be accompanied by a letter of support from the RCT Program Director/Coordinator.
4. Executive summaries indicating that at least 100 different individuals’ understanding of Rehabilitation Counseling was increased will be entered into a drawing. The first three RCT programs drawn will receive \$1,000 to reimburse student travel to the 2014 ACA conference in Hawaii, March 27-30. Students selected to receive reimbursement must be members of ARCA and will be asked to present a summary of their plan during the ARCA reception during the conference.
  - a. RCT programs drawn will be notified via email by January 14, 2014.
  - b. RCT Program Directors/Coordinators must notify (via email [UnderstandRC@gmail.com](mailto:UnderstandRC@gmail.com)) the ARCA Board by February 1, 2014 which student(s) will receive travel reimbursement.
5. All RCT programs who submitted an executive summary will be formally recognized at the ARCA reception.

**Email [UnderstandRC@gmail.com](mailto:UnderstandRC@gmail.com) with any questions about the program**



**MEET ARCA  
PRESIDENT-ELECT  
DAVID STATEN, PH.D.**

I received my Ph.D. in Rehabilitation Counselor Education from the University of Iowa and my Master's degree in Rehabilitation Counseling from South Carolina State University. I am a Certified Rehabilitation Counselor (CRC), National Certified Counselor (NCC), Board Certified Professional Counselor (BCPC), Board Certified Coach (BCC), and Licensed Professional Counselor (LPC) in South Carolina. I am currently an Associate Professor at South Carolina State University. For the past 12 years I have worked as a Rehabilitation Counselor Educator. Additionally, I have over 10 years of experience as the program director of a CORE accredited rehabilitation counseling program and several years of experience serving as Department Chair.

I first joined ACA in 1993 and I am currently a member of several professional associations. My professional association membership includes ACA, ARCA, NRA, IARP, NAMRC, and ABVE. I also serve on the Board of Directors for the Orangeburg, South Carolina Chapter of Rotary International.

I embrace a vision of a unified profession for rehabilitation counseling. I will seek to build on the hard work of the past ARCA Presidents to move our organization closer to unification. Given ARCA's alignment as a subdivision of ACA, I believe that this organization is best positioned to advance the agenda of the rehabilitation counseling profession. My goals as President of ARCA are threefold. First, **I will actively promote the continued marketing and awareness of the rehabilitation counseling profession.** This includes continuing to advocate for the inclusion of rehabilitation counselors as it pertains to credentialing and state licensure laws.

Second, **I will commit to developing a detailed recruitment and retention plan for ARCA membership.** Several recent studies indicate that membership in rehabilitation counseling professional organizations have significantly declined over the past two decades. Given the many challenges facing the rehabilitation counseling community, **we can no longer**

**afford to be fragmented into separate organizations that ultimately dilute our voices as rehabilitation counselors.** Thus, I will continue to advocate for the unification of the profession.

Thirdly, as the President of ARCA, **I will be afforded the opportunity to continue this organization's legacy of advocating for with individuals with disabilities and the promotion of excellence in the rehabilitation counseling profession.** I have been extremely fortunate to have been mentored by some of the most successful rehabilitation counseling professionals in the nation, many of whom have been leaders in ACA, ARCA, and CORE. As a result of these mentoring, academic and personal experiences, I believe that I am uniquely prepared to lead ARCA at this appointed time. I look forward to embracing both the opportunities and challenges that currently face the rehabilitation counseling profession.

If you would like to discuss these issues, have questions, etc. please feel free to contact me.

*David Staten, Ph.D., LPC, NCC, CRC, BCC, BCPC*  
[dstaten@scsu.edu](mailto:dstaten@scsu.edu)



**MEET THE NEW  
ARCA STUDENT  
TASK FORCE  
REPRESENTATIVE**

**KATIE WACHTEL**

It is with great excitement that I introduce myself as ARCA's new **Student Task Force Representative.** I began my role in February of 2013 and have already learned a great deal about the state of the rehabilitation counseling profession, the importance of getting involved, and ways to do so. I obtained my Master's in Rehabilitation Counseling from Bowling Green State University and worked for several years as a mental health and substance abuse clinician before deciding further my education. I began working on my doctorate in Counseling and Counselor Education at the University of North Carolina at Greensboro in the Fall of 2012. Shifting gears from a CORE accredited institution; I quickly became aware of the importance of fostering my identity as a rehabilitation counselor. Surrounded by many individuals within the counseling profession who



are unaware of what it is we do as rehabilitation counselors, I developed an interest in becoming more involved in the profession in order to support, educate, and advocate to both myself and others. It is an important and exciting time for the rehab profession and I am honored to be a part of an organization full of dedicated, knowledgeable, and passionate individuals.

As rehabilitation counselors, we possess a unique skill set in helping to enhance the lives of individuals with disabilities, and as the future practitioners, researchers, educators, and leaders of the profession, **I believe student involvement is crucial in supporting not only rehabilitation counseling, but also the individuals we strive to serve.** As Student Task Force Representative, **I would like to find ways to promote more student involvement and welcome any feedback about ways to accomplish this.** I encourage students to take advantage of leadership and student activities offered by ARCA as a way to connect with the profession, enhance your professional identity, and to offer fresh ideas about ways to better serve our clients.

We were pleased to see some participation in the student events at the 2013 ACA Conference in Cincinnati, Ohio, and would like to see that participation grow at upcoming conferences. I will encourage submissions for the student research forums, nominations for Student of the Year recognition, and ideas about any other events that students might find beneficial for the 2014 ACA conference. I also plan to utilize social media, such as Facebook, to increase student involvement and help students feel connected to the organization. I would like to see an increase in student chapter development and am currently looking for associate and regional representatives to assist in idea development, planning, and to help each chapter and its students stay connected.

Anyone who is interested in leadership opportunities or who would like to offer any suggestions and feedback, please feel free to contact me at [kawachte@uncg.edu](mailto:kawachte@uncg.edu). I look forward to working with you all and anticipate a wonderful year!

*Katie A. Wachtel, MRC, CRC, LPC*  
[kawachte@uncg.edu](mailto:kawachte@uncg.edu)

## 2013-2014 ARCA LEADERSHIP

Effective July 1, 2013

### ARCA OFFICERS

President, Paul Toriello ..... [toriello@ecu.edu](mailto:toriello@ecu.edu)  
President-Elect, David Staten ..... [dstaten@scsu.edu](mailto:dstaten@scsu.edu)  
Past President, Joseph Keferl .. [joseph.keferl@wright.edu](mailto:joseph.keferl@wright.edu)  
Treasurer, Lorie McQuade ..... [rmsljm@sbcglobal.net](mailto:rmsljm@sbcglobal.net)  
Secretary, Quiteya Walker [quiteya.walker@asurams.edu](mailto:quiteya.walker@asurams.edu)

### ACA GOVERNING COUNCIL REPRESENTATIVE

Carrie Wilde..... [cwilde4@gmail.com](mailto:cwilde4@gmail.com)

### ARCA EXECUTIVE COUNCIL MEMBERS

#### COUNCIL ON DEVELOPMENT AND COLLABORATION

Chair, Henry McCarthy ..... [hmccar@lsuhsc.edu](mailto:hmccar@lsuhsc.edu)

#### COUNCIL ON ORGANIZATION ADMINISTRATION AND

##### MANAGEMENT CHAIR

Jennipher Wiebold..... [jennipher.wiebold@wmich.edu](mailto:jennipher.wiebold@wmich.edu)

#### COUNCIL ON PUBLIC POLICY AND LEGISLATION

##### (2012-2014) CHAIR

Patty Nunez..... [patricia.nunez@cna.com](mailto:patricia.nunez@cna.com)

#### COUNCIL ON RESEARCH AND KNOWLEDGE

Chair, Keith Wilson..... [kbwilson@siu.edu](mailto:kbwilson@siu.edu)

#### ARCA REPRESENTATIVES TO CORE

Mary Barros-Bailey ..... [barros2002@yahoo.com](mailto:barros2002@yahoo.com)

Carrie Wilde..... [cwilde4@gmail.com](mailto:cwilde4@gmail.com)

#### ARCA REPRESENTATIVES TO CORE COMMISSION ON STANDARDS & ACCREDITATION

Yolanda Edwards ..... [edwardsyo@wssu.edu](mailto:edwardsyo@wssu.edu)

Michelle Pointer ..... [mpointer@coppin.edu](mailto:mpointer@coppin.edu)

#### ARCA STUDENT TASK FORCE REPRESENTATIVE

Katie Wachtel ..... [kawachte@uncg.edu](mailto:kawachte@uncg.edu)

#### REHABILITATION COUNSELING BULLETIN (RCB) EDITOR

Douglas Strohmer ..... [dstrohmr@memphis.edu](mailto:dstrohmr@memphis.edu)

#### RCB CONTACT/CRCC CONTACT HOURS FOR JOURNAL ARTICLES

Douglas Strohmer ..... [dstrohmr@memphis.edu](mailto:dstrohmr@memphis.edu)

#### ARCA NEWSLETTER EDITOR

Vickie Leeming ..... [arcaneletter@bex.net](mailto:arcaneletter@bex.net)

#### COUNCIL ON PROFESSIONAL PREPARATION/STANDARDS

Chair, Open

#### COUNCIL ON PUBLIC RELATIONS AND AWARENESS

Chair, Open

#### ARCA REPRESENTATIVES TO CRCC—DISCONTINUED\*

*\*Under CRCC's new governance model, we will no longer have representatives.*



**MEET THE NEW  
CHAIR FOR THE  
ARCA COUNCIL ON  
DEVELOPMENT &  
COLLABORATION**

**HENRY McCARTHY**

Greetings,

As a new member of the ARCA Board starting 7/1/13, I would like to introduce myself and some of my ideas for contributing to our professional association. I just completed my 28<sup>th</sup> year on the faculty of the Rehabilitation Counseling Department at Louisiana State University Health Sciences Center in New Orleans. Actually, counting summer jobs as a high school and college student when I was a camp counselor at a community mental health center and an orderly at a rehabilitation hospital, I have worked in the field of rehabilitation for more than 45 years.

Over that period, I have had the privilege of working with a wide variety of rehabilitation consumers, providers, and educators who have enhanced my understanding of the disability experience and strengthened my commitment to the rehabilitation counseling profession. The length of this involvement in the field has allowed me to cultivate a diverse network of colleagues in the disability, rehabilitation, education, and advocacy communities. It has also enabled me to develop skills that I believe are especially needed in members of a professional association board. These include skills in: listening; compromise and consensus-building; writing and editing; marketing and outreach. As counselors, we can all lay claim to listening skills; what I am referring to here is not just the patience to “pay attention” in protracted meetings and conference calls. Rather, I mean making the effort to tune into various voices: of constituents who are not present but who will be affected by the Board’s decisions; of prospective partners whose engagement with us is not yet established; and of our elders and past colleagues who are no longer by our side but whose investments of energy and expertise in the development of our profession have provided us the opportunity and responsibility to shepherd it wisely now.

Since 2000, I have served as an Associate Editor of ARCA’s peer-reviewed journal, *Rehabilitation Counseling Bulletin*; for seven years before that, I was the Associate Editor of *Rehabilitation Education*. In these respective roles, in addition to reviewing and editing manuscripts, I

initiated the sections “Lessons from Life” and “Gray Matter” as platforms for such disparate voices. Through these sections of the journals, I facilitated the submission and publication of contributions from individuals outside the traditional author and readership groups, including young rehabilitation consumers with cognitive deficits, parents of folks with disability, and persons outside of the profession.

I have considerable experience in program planning and presenting at national conferences. The annual ACA conference is an important gathering and rejuvenating opportunity for ARCA members, and the ideal opportunity to spark or sustain collaborative relationships with other ACA partners. I would like to increase our participation and visibility in ACA educational events. In addition, I intend to utilize as many other gatherings and forums as possible to strengthen our relationships with other groups of providers, consumers, self-advocates, and citizens interested in exploring disability issues and advancing social justice. For example, I just participated in a consumer-run disability services expo in New Orleans where I distributed ARCA and other relevant literature. This summer, I will be attending and presenting at two conferences: the Mississippi disAbility MegaConference and the annual meeting of the National Association for Multicultural Rehabilitation Concerns (NAMRC). As part of the NAMRC conference planning committee, I have been working on organizing their first community-service activity for conference attendees in the host city.

I believe I will bring some fresh ideas to the ARCA Board, as well as the benefit of decades of experience in rehabilitation. I hope to make a meaningful contribution, and I know I will learn a lot. Thanks for the opportunity to share and collaborate. Let me know if you have any questions, concerns, or suggestions.

*Henry McCarthy, Ph.D., CRC, LPC, LRC*  
(504) 568-4320 ~ [hmccar@lsuhsc.edu](mailto:hmccar@lsuhsc.edu)



**UNIFICATION. . . .  
THOUGHTS OF OUTGOING AND INCOMING  
ARCA PRESIDENTS**

**JOSEPH KEFERL, RH.D., CRC AND  
PAUL TORIELLO RH.D., CRC, CCS, LCAS**



If we had a dime for every time someone asked the question “why do we have so many different rehab organizations?” we’d be millionaires! No doubt, our field has perfected the art of organizational alphabet soup — ARCA, NCRE, NRA, NRCA, CSAVR, CRCC, IARP, NAMRC...and on, and on, and on. Our penchant for starting new “specialized focus” organizations is wrapped in perceptions of philosophical differences, stakeholder needs, personal “rubs,” feelings of “we do things differently,” and political priorities. The overused mantra of “it is what it is” and the desires of a dwindling number of people in our field, has for years kept us organizationally separated, splintered, and collectively marginalized. Not convinced? We challenge those who vigilantly hold on to their lens of being “organizationally unique” to step outside of your box and spend some time with other sister organizations. Serve on multiple boards and you will quickly recognize that the organizations wrestle with the same issues year after year after year. Topics of Board agendas are nearly interchangeable... financial solvency, membership recruitment and retention, information dissemination, legislative advocacy...we can show you a decade’s worth of agendas that clearly show how our organizations are more ALIKE than they are different.

An entire generation of counselors, educators, and practitioners have raised the volume level of that repeating question...WHY? Why are we stuck with a splintered model? Why do we choose to compete against and/or cannibalize each other for members? (Can’t begin to tell you how many membership drives we have listened to over the years.) Why do we have to choose between (seemingly identical) multiple organizations, pay more money on dues, split my time and professional focus/energy...why? Why can’t we openly acknowledge that ALL of our organizations are struggling with the above-mentioned agenda items, and if we don’t do anything, our fate as a profession is guaranteed. Enough is enough—it’s time to forge ahead and build the future of rehabilitation in a manner that allows us to capitalize on our collective strengths, and gives us hope for a sustainable and growing profession!

In that vein, the ARCA, NCRE, and NRA Boards have all endorsed the principles of unification of our profession:

**Inclusion** — We value the diversity of types of professionals who identify with the field of Rehabilitation and play an essential role in working with persons with disabilities. We believe it is important that all professionals who identify with the field of Rehabilitation be welcome to engage in this process.

**Focus on Commonalities** — The primary value that resonates for all Rehabilitation professionals is the provision of high quality services to individuals with disabilities. We believe this process will proceed better if we can focus on this common mission, rather than differences among groups.

**Retain Individual Identities** — We value the diversity of professional activities and interest areas that are represented by our professionals. Unification cannot represent a loss of identity for any specialized areas of practice.

**Autonomy** — A primary value is that individuals and groups have the right to decide for themselves if they will participate in this process. If people, or groups, decide to not participate then that is honored and respected.

**Choice** — Similar to autonomy, those who decide to participate (either groups or individuals), should do so of their own choice. There should not be any coercion at the personal or professional levels to participate. Nor should there be any repercussions for not participating.

**Transparency** — This process should be inclusive, reflective, action oriented, and represent the agenda of the collective group, rather than the agenda of a portion of individuals.

CONTINUED ON THE NEXT PAGE

**Representation** — We are dedicated to the principle of hearing all voices involved in this process. However, the reality is it is not possible to get input from every person in the field. It is necessary to proceed with individuals representing the groups of professionals who are participating. All Rehabilitation professional groups who are interested in this effort are encouraged to actively participate in this initiative.

As a result, the three organizations have selected two members from each organization with the task of taking a serious look at the feasibility and structure of forming a single professional organization. Whether your reaction to this news makes you excited or anxious, we would like to provide you with some FACTS:

None of the organizations or Boards have committed to ANYTHING yet. This is only a feasibility analysis. The work group will present their findings to the world in August.

ARCA, NRA and NCRE Boards will have the opportunity to provide their full input on the model.

NO organization is trying to assume, consume, or take over any other organization.

Organizational representatives have been consistently reporting back to their respective Boards.

We understand the complexities involved with this endeavor. We are sensitive to our history, our strengths, our challenges, and our opportunities. We appreciate and value your trust and look forward to presenting a viable blueprint for unification that will provide our field renewed strength, a stronger identity, and lasting sustainability.

In service,

*Joseph E. Keferl, Rb.D., CRC*  
*ARCA 2012-2013 President*  
[joseph.keferl@wright.edu](mailto:joseph.keferl@wright.edu)

*Paul Toriello, Rb.D., CRC, CCS, LCAS*  
*ARCA President-Elect (President 2013-2014)*  
[toriello@ecu.edu](mailto:toriello@ecu.edu)

## ARCA'S MISSION

The American Rehabilitation Counseling Association (ARCA) is an organization of rehabilitation counseling practitioners, educators, and students who are concerned with continually improving the profession of rehabilitation counseling in its service to persons with disabilities. In pursuit of this mission, ARCA:

1. Provides leadership in advancing the profession and science of rehabilitation counseling.
2. Promotes standards that represent the highest quality of professional rehabilitation counseling practice in a rapidly changing environment.
3. Provides research findings with direct application to the current and future practice of rehabilitation counseling.
4. Fosters dialogues and coordinates activities among rehabilitation counselors, educators, administrators, and other rehabilitation professionals within and among various specialty areas.
5. Engages in active collaborations and partnerships with other national professional organizations and with consumer groups.

ARCA supports eliminating environmental and attitudinal barriers so that more opportunities in education, employment, and leisure are available to people with disabilities. ARCA's activities are designed to: increase public awareness of the profession of rehabilitation counseling; engage the association's members in outreach and education; promote leadership skills through participation in ARCA's organizational activities; and to advocate for appropriate licensure requirements. ARCA's goals are addressed through public education, collaboration, and legislative activities.

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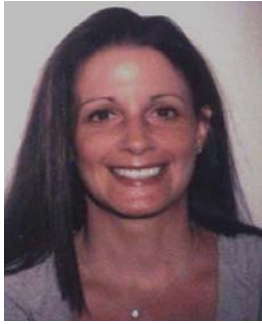
**National Rehabilitation Association**  
[www.nationalrehab.org](http://www.nationalrehab.org)

**National Council on Rehabilitation Education**  
[www.ncre.org](http://www.ncre.org)

**Council on Rehabilitation Education**  
[www.core-rehab.org](http://www.core-rehab.org)

**Commission on  
Rehabilitation Counselor Certification**  
[www.crcrcertification.com](http://www.crcrcertification.com)





**ACA GOVERNING  
COUNCIL  
REPRESENTATIVE  
REPORT**

*Submitted by  
Carrie Wilde*

At the writing of this report, I am concluding my first year as ARCA's representative to the ACA Governing Council. The primary role of ACA's Governing Council is to establish policies that govern the affairs of the Association and to oversee the Association. As a representative my main functions are to be the voice of ARCA at the Governing Council table and to serve as a liaison between ARCA and ACA.

This year ACA Governing Council conducted two quarterly conference calls and held one face to face meeting in March 2013 at the ACA Annual Conference in Cincinnati. In addition, as a new member I attended several trainings to prepare for the responsibilities associated with this role. I want to take a few minutes here to highlight some of ACA's activities and accomplishments for the year including a few that more directly impact the ARCA membership.

ACA has just celebrated their 25<sup>th</sup> straight month of increased membership. Why is this important for ARCA? Being included and participatory in the larger counseling profession, helps to support ARCA in its mission to enhance the development of people with disabilities throughout their life span and to promote excellence in the rehabilitation counseling profession. Additionally, as we continue to work closely together, other specialties come to better understand the unique contributions rehabilitation counseling makes to the counseling profession.

On March 1, ACA launched an updated website. The "Free CE of the Month" program continues and ACA increased the number of webinar offerings including topics such as "Counseling our Troops, Veterans and Military Families," an area of interest for many of our ARCA members. As a dual member of ACA and ARCA these are just some of the discounted and free benefits available. To keep these benefits coming, Governing Council passed a motion at the March 2013 meeting that will increase dues in July by \$2 for ACA Professional/Regular members and \$1 for Student/New Professional/Retired members.

Also on the March 2013 Governing Council agenda was a discussion with regard to the relevancy of the existing ACA CORE/CACREP parity motions. As a brief recap on the history related to parity, an initial motion was passed in 1998 and reaffirmed in 2003 recognizing the functional equivalence of CORE/CACREP accreditation and ACA's position that both be given consideration and voice in all credentialing, professionalization, and advocacy actions and policy communications taken by ACA. Two additional motions were passed in 2011, one acknowledging CACREP as the accrediting body of the counseling profession and one recognizing CORE's role in accrediting programs and setting standards for entry level rehabilitation counselors. ARCA has successfully used the 1998 and 2003 motions in collaborative efforts to get CORE and/or CRCE language included in state licensure laws thereby increasing pathways to counselor licensure for rehabilitation counselors.

Discussion of the parity motions was placed on the agenda as ACA continues to be criticized by CACREP and others for not taking an official stand recognizing only graduates of CACREP accredited programs for inclusion in counselor licensure laws and federally funded programs. In the face of criticism, ACA has continued to support the recognition of all counselors. In September 2012, the Governing Council Executive Committee passed a motion which was ratified by the larger Governing Council in March 2013 endorsing "... the employability of all licensed counselors to provide services within VA and DOD administered programs." This most recent motion is indicative of ACA's continued position of support with regard to including all counselors in legislation (including CORE graduates). Discussion ensued regarding all existing motions but no further action was taken.

Perhaps the biggest highlight of my first Governing Council meeting was a presentation made by CORE leadership. Historically, CACREP has made an annual report to Governing Council, but this was the first formal presentation made by CORE to Governing Council. Frank Lane, CORE Executive Director, Tom Evenson, CORE President and Patty Nunez, CORE Vice President, took the floor to make a brief presentation with regard to CORE's recent activities and accomplishments. The presentation was well received and support for their efforts was acknowledged during Q&A as well as by comments made to me in offline conversations over the next two days.

*Continued on next page*

As I look back at this first year, I see many positives for ARCA within the context of our parent organization. Over the years, we have forged productive and collegial relationships with ACA leadership and staff as well as many other ACA divisions. Sitting at the Governing Council table, it is clear there is increased understanding and appreciation for the work we do as rehabilitation counselors and our contributions to the counseling profession as a whole.

Looking ahead, ACA has set conference locations and dates for the next three years. Please mark your calendars as we hope to see you:

**March 26—30, 2014**  
**Honolulu, Hawaii**

**March 11—15, 2015**  
**Orlando, Florida**

**March 30—April 3, 2016**  
**Montreal, Canada**

I appreciate the opportunity to continue serving as ARCA's Governing Council Representative over the next two years and I look forward to working with you. If you have any questions, please email me at [cwilde4@gmail.com](mailto:cwilde4@gmail.com).

*Carrie Wilde, Ph.D., LMHC, CRC*

**RECEIVE THE  
"REHABILITATION COUNSELING  
BULLETIN"**

As a member of ARCA, you receive free online access to *Rehabilitation Counseling Bulletin (RCB)*. Go to the SAGE website society member subscriptions activation page (<https://online.sagepub.com/cgi/activate/basic>) and enter your ARCA Member Number in the appropriate field, select American Rehabilitation Counseling Association from the drop-down menu, and click Submit. Follow the instructions to complete your user set-up. Once complete, you can access RCB online at the RCB website (<http://rcb.sagepub.com/>). Please note, your online access begins with your first print issue. New members should wait to receive their first print issue before attempting to register for online access.



**COUNCIL ON  
PUBLIC RELATIONS  
AND AWARENESS  
UPDATE**

*From*  
*Lorie J. McQuade, Chair*

It was great to see many of you in Cincinnati for the 2013 ARCA Professional Development Institute, student paper presentations, reception and awards ceremony. These kinds of activities and this newsletter are just a few of the many benefits of ARCA membership. Keeping in touch with colleagues is important for our professional development. Not just to enjoy camaraderie but to share information, exchange ideas, learn of cutting edge research, and remain current in our practices.

ARCA membership is one way to achieve those important objectives, and particularly for students about to begin careers in rehabilitation counseling. We ask that rehabilitation counseling programs contact us if we can be of assistance making presentations to students, providing materials, or making individual telephone calls to make them aware of ARCA and how to join the team.

We want to **thank all of you who have recently renewed your membership**, and ask that those of you who need to renew your membership do so before getting too involved with enjoying the coming summer season. Most importantly, **we want to hear from you**. Let us know your ideas, thoughts, concerns and suggestions about how ARCA leadership can make your association work for you and the rehabilitation counseling profession.

Contact *Lorie J. McQuade, Chair*  
with your ideas, suggestions and comments at:  
[rmsljm@sbcglobal.net](mailto:rmsljm@sbcglobal.net)



## **PUBLIC POLICY, LEGISLATION, AND HUMAN RIGHTS COUNCIL**

*by Patty Nunez,  
Council Chair*

I am amazed that it is already spring, the ACA Conference in Cincinnati is a distant memory, and summer is fast approaching! Does anyone else marvel at how quickly time passes? I wanted to give you all an update on my activity as a Board member of ARCA and as your Public Policy, Legislation and Human Rights Council Chair. Please reach out with any questions or suggestions to me at [patricia.nunez@cna.com](mailto:patricia.nunez@cna.com).

I attended the American Association of State Counseling Boards (AASCB) Conference along with ARCA President Joe Keferl in January 2013. I co-presented a plenary session on issues related to CORE, and I also presented a concurrent session along with representatives from CRCC on testing accommodations. Rehabilitation Counseling had a significant and visible presence at AASCB this year, maybe more notable due to the shrinking size of actual attendees at the Conference. It was an opportunity to talk with licensure board representatives at a time critical to the profession, due to the pending recommendations from the 20/20 work group regarding educational standards for LPCs. Overall, I think our presence was useful during this Conference.

In January, I also consulted with an individual from Pennsylvania, who represents a Pennsylvania state task force for occupational regulation (music therapy), who was doing outreach to related fields to talk about an article from 2012 regarding LPC regulations in Pennsylvania. While there is no group working currently on legislative changes in Pennsylvania, the task force was interested in getting information from us. I provided her information on ARCA's position regarding licensure, some risks of limiting language in regulations that we have seen in other states, and communicated our willingness to be a part of any work that Pennsylvania may do in the area in the future.

At the request of President Keferl, I made some recommendations for Bylaw changes as they pertain to this Council, as well as corresponding proposed edits to the ARCA Leadership Manual as it relates to this Council.

At the ACA Conference, ARCA hosted a very successful one day "Professional Development Institute," which will be reported on elsewhere in this communication. Relative to the work of the 20/20 group, the group concluded its seven-year work effort on licensure portability in Cincinnati, coming to consensus on both a title as well as scope of practice for professional counselors. They were not able, however, to reach consensus on educational requirements. The 20/20 group will be concluding its work in a final report to both ACA and AASCB, due out soon.

We enjoy a very collaborative relationship with ACA's Public Policy & Legislation team. ARCA was invited to sign on to a letter, along with ACA, NISH, the Consortium for Citizens with Disabilities, and others on the Foxx Bill, HR803 Supporting Knowledge and Investing in Lifelong Skills (SKILLS) Act. Concerns were expressed over the legislation not adequately dealing with the low labor force rate of persons with disabilities, as well as the proposed repeal of Title VI of the Rehabilitation Act, and not adequately addressing needs of returning veterans. ACA has also reached out to work with ARCA on responding to draft language for reauthorization of the Rehabilitation Act.

We continue to monitor situations in states where licensure for professional counselors present challenges for rehabilitation counselors. Ohio, New Jersey and New York are three states where we are following the legislative activity, and encourage member in those states to remain in contact with ARCA to keep us informed of changes, and to explore what support we can provide.

It is my honor to continue to serve as ARCA's Public Policy, Legislation and Human Rights Council Chair. Let us know what you are thinking and seeing on your state level legislatively. Until next time, best wishes for a safe, healthy, enjoyable Summer of 2013!!

*Council Chair,*

*Patty Nunez, MA, CRC, CDMS, CCM*

[patricia.nunez@cna.com](mailto:patricia.nunez@cna.com)





## **20/20: A VISION FOR THE FUTURE OF COUNSELING: REFLECTIONS FROM THE ARCA DELEGATE**

*Submitted by Carrie Wilde*

### **PROJECT SUMMARY**

Seven years after the first meeting in January 2006, 20/20: A Vision for the Future of Counseling has come to an end. This joint strategic effort was initiated by the leadership of ACA and AASCB in 2005 to unify the counseling profession and address the lack of portability in counselor licensure.

It was decided early on that this effort needed to include representation from as many counseling organizations as possible and be able to sustain over a span of two years to accomplish its objective. Initially the group included 30 delegates representing ACA and each of its divisions and regions, AASCB, CORE, CACREP, CRCC, NBCC, and CSI. In August 2010, a request from NRCA to join the conversation was approved bringing the total to 31 delegates.

Recognizing the magnitude and importance of issues facing our profession, the participating organizations all agreed to continue beyond the initial two year period. In the end, delegates met face to face annually for seven years in addition to participating in online communications. During each phase, delegates often worked in small work groups to complete initial activities which were then presented to the whole delegation for input and formal vote. Group decision making was based on a consensus model with a 90% approval threshold.

Several key accomplishments were completed. In the interest of brevity, these accomplishments will only be summarized here. For more detail, please refer to: <http://www.counseling.org/knowledge-center/20-20-a-vision-for-the-future-of-counseling>. Initially, delegates worked to delineate the critical issues the counseling profession needed to address in an effort to advance the profession. Seven key areas were identified and this work culminated in the group's first official product "*Principles for Strengthening and Unifying the Profession*". The Statement of Principles was sent to the original 30 organizations and approved by 29 of them in 2009 (ASCA did not sign off on the Statement of Principles). Next, the group worked to generate a consensus definition of counseling which was approved in 2010 by 29 of the 31 organizations (ASCA and CSJ did not agree to the consensus definition).

With these activities completed, the group re-assessed their focus and next decided to address the issue licensure portability. The "Building Blocks to Licensure Portability" project involved the three tasks of identifying a common licensure title, a common scope of practice and a common set of educational standards with the long term goal of promoting these to licensure boards for adoption. Delegates were divided into three workgroups each assigned with completing a proposal for one of the three tasks that would then be

considered by the whole delegation. Much of this work involved examining commonalities in existing state laws. At the March 2012 meeting, delegates fairly easily agreed to a common title (Licensed Professional Counselor) but engaged in much discussion about the scope of practice and the educational standards. It was decided that the workgroups would work to conclude the remaining two building blocks and hold a final meeting in March 2013. Online and face to face communications ultimately resulted in agreement with regard to a common scope of practice at the March 2013 meeting. As a final step the common title and scope of practice will be sent to all organizations for endorsement.

At the conclusion of the March 2013 meeting, consensus was not reached with respect to a recommendation for a set of common educational standards. Beginning in March 2012, much of the conversation regarding educational standards centered on the existing counseling accrediting bodies, CORE and CACREP and whether one or both of these should be included in the proposed educational standards. At the same time, the delegation voted to endorse the concept that having a singular accrediting body would be a benefit to the counseling profession. With the conversation unresolved, the educational standards workgroup was charged with creating a proposal for consideration at the final meeting. Language in the ultimate proposal submitted reflected graduation from a CACREP clinical mental health counseling program. This narrow focus created concern not only for the delegates representing ARCA, CORE, CRCC and NRCA but also for those delegates concerned about the exclusion of CACREP specialties other than mental health

*Continued on the next page*



counseling. As time grew short, some suggested the group continue rather than disband while others acknowledged the group did what they could and felt resolution of the issue rests within the purview of the accrediting bodies. A vote on this final issue did not occur.

## **REFLECTION**

Looking back at the last seven years I am left with mixed emotions and a handful of observations and lessons learned.

Foremost, I feel a sense of pride for the tasks we were able to accomplish. We achieved more than had been achieved in previous attempts to address such issues. It was an honor to have been a part of this process and conversation that I hope will, at a minimum, serve to inform future strategic planning for the profession. Over the course of seven years, I had the opportunity to lead one of the workgroups that developed the Statement of Principles. As the ARCA delegate, I was also invited to participate as the delegate representative in three national presentations on the 20/20 project. The 20/20 project created the opportunity for ARCA, CORE, CRCC and NRCA to work closely together on efforts that impact the field of rehabilitation counseling. Beyond my rehabilitation counseling colleagues, I forged new personal and professional relationships with a lot of wonderful counseling colleagues. Ultimately, my appreciation for the common threads and unique contributions of all the counseling specialties deepened.

At the same time I feel a sense of frustration and a lack of closure that we concluded the process unable to accomplish all of our objectives. I believe there were missed opportunities to discuss “the elephant in the room,” that is the notion that we agree there exists a singular counseling profession. Certainly vote outcomes and direct public statements by ASCA suggest the more philosophical aspect of this conversation remains unresolved. While I don’t want to see us remain in this cyclical conversation forever, I think not addressing it more directly only serves to keep us moving in tiny circles while other professions (e.g. Social Work, Psychology) move forward.

When I reflect on the process, I see some of the innate strengths of the counseling profession. I am probably most inspired by the commitment I witnessed. It is an accomplishment in and of itself to keep 31 entities engaged in a conversation over the course of seven years. Initially 20/20 was designed as a two year project which was supposed to involve one consistent delegate per organization. Given the project went well beyond this time frame, changes in delegate representation became inevitable. In the end, ARCA was one of only 13 organizations whose delegate remained the same throughout the process. Despite the unanticipated change from a closed group to an open group along with associated challenges, every single entity remained involved in the process until the end. And as you would expect from any good counselor, you could always count on the delegates to be both passionate and respectful. There was a continuous striving by all to understand each and every disparate point of view which at times required effort, time and patience.

We learned some valuable lessons along the way. When I presented on behalf of the delegates I conducted a survey to ensure what I shared reflected the experiences of the larger group rather than just my own perspective. I asked them about the rewards, the challenges, and the take-away lessons. The top three rewards identified were a sense of accomplishment in the

products completed, witnessing the level of commitment to the issues and the process, and working to advance the profession. With respect to challenges, delegates most often reported issues related to structure such as time commitments, clearer guiding policy and procedure, and changing delegates most often reported issues related to structure such as time commitments, clearer guiding policy and procedure, and changing delegates. Equally noted was also the difficulty in striving to balance respect for diversity with consensus building as the two are inherently opposed, and clarifying whether or not we are a singular profession. In the end, delegates reported this was a long overdue task. They indicated that it would be important for future attempts to remain collaborative and as inclusive as possible with the ultimate focus on embracing the commonalities shared by all of the counseling specialties.

With the project complete for now, I remain confident the conversation will continue. I believe it must continue if the counseling profession is to thrive and meet the ever changing needs of the clients we serve. Thus, I remain ready with a resolute sense of hope and optimism for the future of the counseling profession.

Again, I offer you my sincere gratitude for this unique opportunity to serve on behalf of ARCA.

*Carrie Wilde, Ph.D.,*

*LMHC, CRC*

[cwilde4@gmail.com](mailto:cwilde4@gmail.com)

## **REPORT FROM ARCA CORE REPRESENTATIVES (SPRING 2013)**

*Submitted by:*  
*Dr. Yolanda Edwards*  
*and*  
*Dr. Michelle Pointer*

The American Rehabilitation Counseling Association (ARCA) has two representatives to the Council on Rehabilitation Education Commission on Standards and Accreditation for Graduate Programs. The Commission is responsible to CORE for reviewing and monitoring programs for CORE accreditation. The accreditation process promotes: 1) effective delivery of rehabilitation services to individuals with disabilities; 2) continuing review and improvement of master's degree level RCE Programs; 3) program self-improvement based on outcome-oriented data obtained from feedback from graduates, students, and employers meeting the personnel needs of both public and private rehabilitation agencies; and 4) providing graduates who have the skills, knowledge, and attitudes necessary to provide rehabilitation counseling services to individuals with physical, mental, and/or emotional disabilities. Commissioners often serve as Team Leaders for on-site reviews and on subcommittees to address business of CORE (e.g., revisions of standards).

The representatives are responsible for addressing any requests that occur during the year and for attending the annual meeting which occurs in July. During the last meeting, CORE Site Visitor Reports for Programs requesting accreditation or continuing accreditation were reviewed. Additionally, Commissioners reviewed annual reports submitted by the accredited Programs.

Business from the July 2012 meeting included a discussion on the new approach to handling the questionnaire CORE sends to current students, graduates, and employers. The Planstone Group developed the electronic format. Feedback and suggestions on this new format were discussed. Additionally, there was a discussion with CORE. One item referenced the Curriculum Knowledge domains and sub-standards and a subsequent recommendation entertained that they be listed (i.e., Section C) be included appropriately in course syllabi. Also, Commissioners discussed Program Outcomes and Program handling.

The intensive sell structured meeting was convened in Chicago, Illinois on July 16, 2012 at 1:00 p.m. (which allowed the Commissioners to arrive the morning of the meeting) and adjournment was on Wednesday, July 18, 2012.

The ARCA representatives serve three-year terms and can be reappointed by the ARCA Board. Currently, Dr. Yolanda Edwards and Dr. Michelle Pointer are serving a second term.

*Yolanda V. Edwards, Ph.D., CRC*

[edwardsyo@wssu.edu](mailto:edwardsyo@wssu.edu)

*Michelle P. Pointer, Ed.D, CRC, NCC, LCPCÁ*

[mpointer@coppin.edu](mailto:mpointer@coppin.edu)

### **ARCA WEBSITE**

<http://www.arcaweb.org>

Visit the website regularly for:

- Updates and News
- Calls
- Resources and Links
- Forms
- Conference Information
- Newsletter Archives
- and more!

### **ARCA LISTSERV**

[arca@listserv.arcaweb.org](mailto:arca@listserv.arcaweb.org)

Join the ARCA Listserv by sending an email to the subscription address above, leave the subject line blank but enter the following in the message area of the email: **SUBSCRIBE ARCA.**

### **NEWLETTER CONTACT**

Vickie Leeming

[arcanewsletter@bex.net](mailto:arcanewsletter@bex.net)

(419) 841-8889 Office



## ARCA RESEARCH AWARDS

by  
*Keith B. Wilson, Ph.D., CRC,  
 Chair, Council on Research and  
 Knowledge*

As ARCA Research Awards Committee Chair, it was a pleasure to receive so many outstanding recommendations for both the **ARCA Research Awards** and the **James F. Garrett Award for Distinguished Career in Rehabilitation Research**. We would also like to acknowledge our two doctoral and one master student award winners who made us proud with their research presentations at the ACA conference in Cincinnati, Ohio. Many kudos go to **Dr. Allison Fleming** and **Dr. Quiteya Walker**, and our student ARCA Representative **Katie Wachtel**, for the dedicated work and many hours put into our awards activities this year.

I would like to recognize other persons who expedited the awards (ARCA and Garrett) process this year. Without the individuals named below, we could not complete this very detailed practice. Again, thanks on behalf of the ARCA Board. Lastly, I would like to recognize the assistance that **Dr. Doug Strohmer** and **Dr. Joe Keferl** gave me during my first year of heading this committee. Thanks to all!

# Thank You!

*Student ARCA Board Member*

Katie Wachtel

### ARCA Award Committee Members 2013

Reginald Alston  
 Norm Berven  
 Elizabeth da Silva Cardoso  
 Daniel Boutin  
 Alo Dutta  
 Michael Frain  
 James Herbert  
 John Kosciulek  
 Hanoch Livneh  
 Randolph L. Mowry

# Thank You!

### ARCA James F. Garrett Distinguished Career in Rehabilitation Research Award Committee

Fong Chan 2000  
 Ellen Fabian 2012  
 David Hershenson 2001  
 Hanoch Livneh 2001  
 Michael Leahy 2004  
 Irmo Marini 2010  
 David Strauser 2011

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## 2013 STUDENT AWARD WINNERS

### 1<sup>st</sup> Place Winner Student Award — Doctoral Student

Title: "The Bell has Rung: Impact of Sports Related Concussion on Student Athletes and the Role of Rehabilitation Counselors"  
 Kristin M. Graham, MS, University of Pittsburgh

### 2<sup>nd</sup> Place Winner Student Award — Doctoral Student

Title: "The Effectiveness of Token-Economy System on Managing Behaviors and Promoting Learning Process Among Students with Attention Deficit Hyperactivity Disorder (ADHD)"  
 Amani A. Kettaneh, University of Kentucky

### 3<sup>rd</sup> Place Winner Student Award — Master's Student

Title: "Examining the Pro-social Effects of the ICONz® Method in a Group Setting"  
 Michael Carpenter, BS;  
 Russell R. Johnson, Ph.D., NCSP;  
 Michael McCue, Ph.D.  
 University of Pittsburgh

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## RESEARCH AWARD WINNERS

Congratulations to the ARCA Research Award Winners for 2013 who are identified on the next page. We have also provided their research abstracts for your review.

The ARCA Research Award recognizes and honors high quality, empirical research in the field of rehabilitation counseling. Research published in peer-reviewed outlets in the calendar year (2012) is eligible for this award.

**1<sup>st</sup> Place Winners (Score 5.75)**

Keegan, J. P., Chan, F., Ditchman, N., & Chui, C. (2012) Predictive Ability of Pender's Health Promotion Model for Physical Activity and Exercise in People with Spinal Cord Injuries: A Hierarchical Regression Analysis.

*Rehabilitation Counseling Bulletin*, 56(34).doi: 10.1177/0034355212440732

Dr. John P. Keegan  
Assistant Professor of Rehabilitation Counseling  
Hunter College, CUNY  
695 Park Avenue, W1121, New York, NY 10021  
Email: [jkeega@hunter.cuny.edu](mailto:jkeega@hunter.cuny.edu)

**Abstract**

The main objective of this study was to validate Pender's Health Promotion Model (HPM) as a motivational model for exercise/physical activity self-management for people with spinal cord injuries (SCIs). Quantitative descriptive research design using hierarchical regression analysis (HRA) was used. A total of 126 individuals with SCI were recruited through the National Spinal Cord Injury Association, other SCI support groups, and professors in rehabilitation counseling across the United States. Outcome measures used were the International Physical Activity Questionnaire and the Physical Activity Stages of Change Instrument. The HRA results indicated that pre-injury physical activity/exercise level, severity of SCI, and commitment to a plan for exercise and physical activity were predictive of post-injury exercise and physical activity level. In addition, friend/family support, perceived self-efficacy, and perceived benefits were the strongest predictors of commitment to a plan of action for exercise and physical activity. The research findings support the applicability of Pender's HPM as a motivational model for exercise/physical activity for people with SCI. The information can be used to design health promotion behavioral interventions for people with SCI living in the community.

**2<sup>nd</sup> Place Winners (Score 5.38)**

Butterworth, J., Nord, D., Migliore, A., & Gelb, A. (2012) Improving the Employment Outcomes of Job Seekers with Intellectual and Developmental Disabilities: A Training and Mentoring Intervention for Employment Consultants.

*Journal of Rehabilitation* 78(2), 20-29.

John Butterworth, Ph.D.  
Senior Research Associate  
Institute for Community Inclusion  
Univ. of Massachusetts Boston, 100 Morrissey Blvd.,  
Boston, MA 02125  
Email: [john.butterworth@umb.edu](mailto:john.butterworth@umb.edu)

**Abstract**

The purpose of this study was to validate a training curriculum for employment consultants who assisted job seekers with intellectual or developmental disabilities in finding individual paid employment. Eighty-four employment consultants from 25 employment programs were randomly assigned to either an intervention or control group. After receiving training, the employment consultants in the intervention group reported, on average, 3.4 more placements during a one year period, \$0.99 greater hourly earnings, and 6.7 more weekly work hours, compared to the employment consultants in the control group. Based on these findings, we recommend that training and mentoring activities be provided for employment consultants to enhance individualized job placement and supports.

**3<sup>rd</sup> Place Winners (Score 5.25)**

O'Sullivan, D., Strauser, D. R., & Wong, A. W. K. (2012) Five-Factor Model of Personality, Work Behavior Self-Efficacy, and Length of Prior Employment for Individuals With Disabilities: An Exploratory Analysis.

*Rehabilitation Counseling Bulletin*, 55(3), 156-165.

Deirdre O'Sullivan  
The Pennsylvania State University  
Educational Psychology, Counseling, and Special  
Education, 312 CEDAR Bldg., University Park, PA 16802  
Email: [dmo11@psu.edu](mailto:dmo11@psu.edu)

**Abstract**

With the continued lower employment rate for persons with disabilities, researchers are focusing more on barriers to employment that reach beyond functional impairment. Personality and self-efficacy have consistently been important factors when considering employment outcomes for persons without disability; less is known about these factors as they relate to job tenure in samples of people with disabilities. A sample of 56 individuals eligible for vocational rehabilitation services was used to investigate the relationship among personality, work behavior efficacy, and length of prior employment. Results of this study revealed that work behavior efficacy and personality are related to length of prior employment. Personality was found to account for a significant amount of variance in work behavior efficacy, and personality was a stronger predictor of length of prior employment over work behavior efficacy. Specifically, the personality trait *openness* significantly contributed to length of prior employment, and *openness* and *neuroticism* significantly contributed to length of prior employment among persons with low education. A discussion of the dynamic nature of personality as it relates to persons with disabilities and employment is included.



**2013 ARCA  
JAMES F. GARRETT  
DISTINGUISHED  
CAREER IN  
REHABILITATION  
RESEARCH AWARD**

**C**ongratulations Dr. Dennis Gilbride, the 2013 ARCA James F. Garrett Distinguished Career in Rehabilitation Research Award winner. This Award recognizes excellence in research contributions over one's career. The nominee may or may not be retired in order to qualify. The nominee's published research should span at least 15 years and focus on rehabilitation counseling.

Dennis Gilbride  
George State University  
Department of Counseling and  
Psychological Services  
Room 910 College of Education  
P. O. Box 3980  
Atlanta, GA 30303-3980  
Email: [dgilbride@gsu.edu](mailto:dgilbride@gsu.edu)

**P**lease consider getting involved in the ARCA Awards process for the upcoming year. Watch for future Award announcements so you can nominate research that you feel is deserving of recognition. If you would like to get involved in the review process, please contact me directly. Please see the adjacent column for a brief summary of the process used this year.

*Keith B. Wilson, Ph.D., CRC,*  
Chair  
Council on Research & Knowledge  
[kbwilson@siu.edu](mailto:kbwilson@siu.edu)  
(618) 453-7313

**ARCA AWARD PROCESS**

**I. Announcement Sent to:**

- A. Journal Editors (e.g., Doug Strohmer)
- B. ARCA Newsletter
- C. ARCA listserv
- D. NCRE listserv
- E. Division 22 listserv

**II. Contacted Reviewers and Deadlines:**

- A. Called or emailed previous reviewers to establish interest in reviewing for 2013 ARCA Awards.
- B. Provided adequate information to the reviewers about timeline and their expectations so they were aware of their responsibilities.
- C. Timeline: Nominations were due by January 11 and the reviewers received their articles shortly thereafter. The article reviews were due back by February 15 and the award winners were contacted March 1.

**III. Award Nominations:**

- A. ARCA Research Award had nine (9) nominations. Only eight (8) met the criteria for the award.
- B. The James F. Garrett Distinguished Career in Rehabilitation Research Award had five (5) nominations. Only one (1) met the criteria for the award. The majority of the reviewers (i.e., past Garrett Award Winners) supported the nomination for the award.

**IV. Review Process:**

- A. Compiled a list of nominated articles. Forwarded articles to reviewers by email in .PDF format.
- B. Included a letter that explained deadlines and enclosed the evaluation form.
- C. Reviewers were asked to submit all evaluation forms to staff assistant for tabulation to avoid conflict of interest.
- D. Articles were reviewed and the reviewers received equal number of articles in most cases. Attempted to keep ratio 1:4.
- E. Once articles were nominated, the articles were randomly assigned to reviewers by student worker and staff person to avoid a conflict of interest between the ARCA Awards Chairperson and articles submitted for possible award. Reviewers were asked to notify Awards Chairperson of any possible conflict of interests.

**V. Evaluated Responses and Notification of Award Winners:**

- A. Once the reviewer's evaluation forms had been received by staff person, she computed the average score for each article and determined the three highest scoring articles (i.e., first, second, and third place). This was double-checked without the names on the evaluation forms by ARCA Awards Chairperson.
- B. The lead author of a winning article is responsible for informing the other authors of their award.
- C. All award winners (i.e., first authors) were sent both an email (February 28) and hard copy on ARCA letterhead (February 26).
- D. Detailed information about the ARCA Luncheon (e.g., date, time, etc.) was included in the letter to the first author.



MARCH 21, 2013 — CINCINNATI, OHIO

**A LOOK BACK AT THE  
PROFESSIONAL DEVELOPMENT  
INSTITUTE  
CO-SPONSORED BY  
THE AMERICAN REHABILITATION  
COUNSELING ASSOCIATION  
AND THE OHIO REHABILITATION  
ASSOCIATION**

ARCA and ORA co-sponsored a one day Professional Development Institute on March 21, 2013 at the Hyatt Regency Cincinnati Hotel in Cincinnati, Ohio. This event took place in conjunction with the American Counseling Association's (ACA) national conference being held. While attendance was not as high as we had hoped, we still had approximately 50-60 individuals from both organizations attend, along with students from Wright State University acting as Student Ambassadors. Also in attendance were: **David Beach**, Kentucky VR Director and 2013 NRA President, **Kevin Miller**, Ohio VR Executive Director and some of his colleagues. We wish to thank ORA for their registration and onsite assistance.

We were pleased to provide six hours of continuing education credits from various national and Ohio licensure boards. Several ARCA and ORA members provided our informative sessions. Timothy J. Callahan, Psy.D., provided an interesting opening session entitled: "The Developing Brain—New Perspectives from the World of Brain Sciences." Along the same lines, Roger Braden, J.D., RN, provided an informative session entitled: "Understanding Traumatic Brain Injury and Challenges Associated with Rehabilitation and Recovery." We offered two programs on veteran issues: "Advocacy for Veterans with Disabilities: The Impact on Family Systems" by Dr. Mona Robinson, and "When Your Client is Also a Veteran" by Julie Jones. Our ethics presentation was provided by our own Lorie McQuade, entitled: "Do the Right Thing." Overall this first-time collaborative was a success! Below we have provided some of the feedback received. **CEUs** and **networking opportunities** remain a strong reason for attendance at such events. Again, we appreciate the feedback on these events to improve future ones.

**How useful are the ORA and ARCA websites in terms of finding information?**

Not Useful (1)	0
2's	0
3's	3
4's	3
Useful (5)	6

COMMENTS:

- 👍 Especially good when confirming information at last minute
- 👍 Easy to find information

**To what extent would you support future cross-organizational training/events?**

Strongly Agree (1)	8
2's	1
3's	1
4's	1
No Support (5)	1

COMMENTS:

- 👍 Enjoy this format
- 👍 OH-AHEAD and ACA
- 👍 Some topics only directed toward one certification type

Overall Ratings	Excellent	Good	Fair	Poor
Single Day Training Format	10	4	0	0
Session Topics	9	5	1	0
CEU's Offered	11	4	0	0
Conference Registration Process	13	2	0	0
PDI Information Book	9	6	0	0

GENERAL COMMENTS:

- 👍 Offer ethics CEUs for ethics besides CRC
- 👍 Registration confirmation would have been nice to have agenda or times and address with it
- 👍 Great conference, very interesting
- 👍 Seating could be a little more comfortable

**What are your reasons for attending this year's ARCA and ORA PDI event?**

Types of Certifications	9
Number of CEUs Offered	11
Session Topics Offered	9
Networking Opportunities	8
Learning About Other Organizations	1
Marketing Opportunities	1

**What determines whether you will attend?**

The above reasons	11
Registration fee	6
Employer Support	5
Location	9
Schedule	6
Other Costs (travel, etc.)	5

**COMMENTS:**

- 👍 Work schedule is set about 3-4 months ahead so appreciate advance notice to hold the date
- 👍 Would be great to have parking included

**What topics would you like to see presented at future conferences?**

- Transition
- Vocational Evaluation
- Psychiatric
- Identifying Vocational Barriers
- Veterans
- Youth Employment
- PTSD

**OTHER FEEDBACK:**

- 👍 Thanks to the organizers for coordinating this opportunity for us
- 👍 Hotel's WI-FI did not work on the third floor due to the hotel's remodeling. I was disappointed but realize there was nothing you could do about it. I talked with the front desk and they offered solutions but still unable to connect
- 👍 Excellent session topics and time allotted
- 👍 Access to restaurants limited due to construction
- 👍 Hotel restaurant hours not convenient
- 👍 Facility not great
- 👍 Construction hindered basic accommodations like eating and sleeping

# Community Based Work Program



## Community Based Work Program

Helping Ohio job seekers increase their work experience in an actual employment setting.

### Do you...

- Want to increase your client/consumer's work skills at an actual employer site?
- Wish to identify a job goal based on his or her work strengths?
- Add work skills to his or her resume?
- Allow your client or consumer the opportunity to learn new skills to increase your marketability to find a job?

### Let VocWorks help! Consider our Community Based Work Program!

We are looking for consumers interested in participating in our Community Based Work Program at community employment sites in the following jobs:

- Dishwashing;
  - Kitchen Cleaning;
  - Bussing Tables/Room Set Up and Cleaning;
  - Housekeeping: Vacuuming, dusting, changing bedding, leaning bathrooms, etc.;
  - Laundry: Folding, sorting, loading and unloading machines;
  - Trash Collection ( inside and outside);
  - Light Clerical;
  - Dietary/Food Service;
  - Activity assistant; and,
  - Retail.
- VocWorks is able to offer the opportunity to gain actual work experience with local employers.
  - Your client/consumer will complete work tasks at an actual employment site under the supervision of a VocWorks Job Coach.
  - During this time, he or she will be paid wages and covered by workers' compensation through VocWorks' Program.
  - The goal of this program is to provide experience to enhance a resume and identify potential job goals.
  - Your client or consumer will be expected to meet all expectations of the employer (as listed in their handbook) related to work behaviors such as being timely, following directions and following safety procedures.
  - Employers do have the option of hiring individuals participating in this community program if a position is available.

We are excited about the opportunity to partner with you to assist in your client or consumer's vocational needs. If you would like additional information on this partnership opportunity, please contact Kimberly Wickert at (330) 722-3098 or email [kimberly.wickert@vocworks.com](mailto:kimberly.wickert@vocworks.com).



**In this issue,  
we wish to  
acknowledge  
our Sponsors  
for making this event  
possible.**



**2013 ARCA AND ORA  
PDI CERTIFICATE(S)  
OF ATTENDANCE  
ISSUED APRIL 2, 2013**

Based on the certifications/licensures and email address indicated on the attendees' Conference Registration form, the Certificate(s) of Attendance for the 2013 ARCA and ORA Professional Development Institute (PDI) One Day event were issued April 2, 2013 via email as a secured PDF file. For each certification and/or licensure held, the attendee received the appropriate Certificate of Attendance per that Board's procedures/policies. Instructions were provided in the email regarding the proper submission to the particular certifying boards.

**If you have not received your 2013 Certificate of Attendance, please contact immediately:**

Vickie Leeming at:  
[oravickie@accesstoleado.com](mailto:oravickie@accesstoleado.com)  
(419) 841-8889 Office

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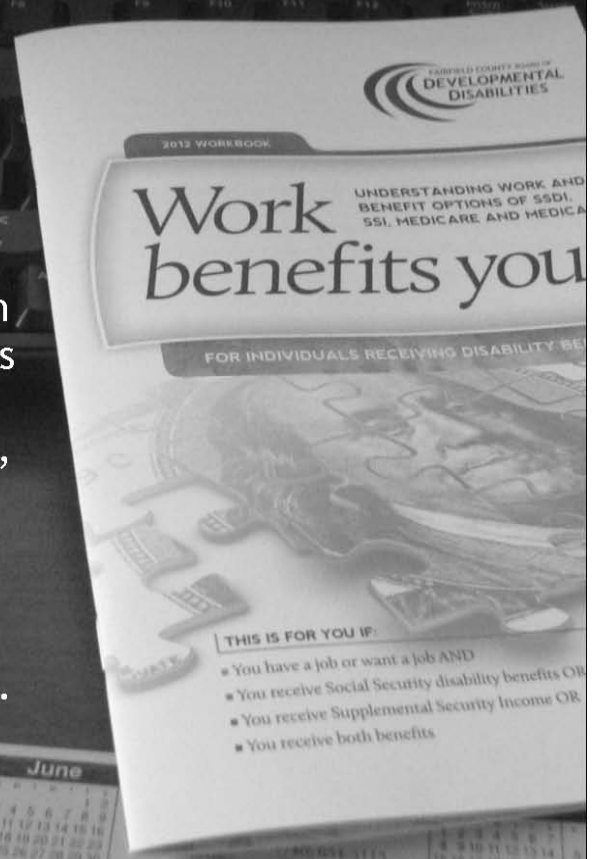
## NOTICE

As a conference attendee, you can request a FREE duplicate Certificate(s) of Attendance for nine (9) months (**until January 2, 2014**) after the date of the conference certificate issuance from the ORA Home Office (see above). AFTER that, there is a \$30.00 charge.

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# Benefits Analysis Has Never Been Easier

The *Work Benefits You* workbook is a one-of-a-kind tool. It walks you and your client through our unique benefits analysis process in an understandable, accurate and efficient way. Call Ron Swain today and find out how *Work Benefits You*.



Ron Swain, Benefits Analyst  
888-971-7356 (toll-free) · 740-971-7356 (cell)  
[rswain@FairfieldDD.com](mailto:rswain@FairfieldDD.com)

# SWORA

Southwest Ohio Rehabilitation Association  
CINCINNATI AREA CHAPTER

For more information about this local chapter, contact **Chuck Geiger**, SWORA President, at:  
[cgeiger@clovernook.org](mailto:cgeiger@clovernook.org)

## OHIO REHABILITATION ASSOCIATION



DAYTON AREA CHAPTER

For more information about this local chapter, contact **Sally Meyer**, DACORA President, at:  
[sow3sam@aol.com](mailto:sow3sam@aol.com)





Outsourcing your administrative support tasks and projects to a professional who is committed to excellence is a sound business decision, reducing your overhead costs, and contributing to your bottom line. You simply outsource your administrative tasks and projects to *Platinum Administrative Services, LLC* via fax, email, or telephone and I take it from there.

*"Platinum Administrative Services has been my saving grace. Your service from start to finish has been accurate, professional, and has far exceeded my expectations. I needed an effective solution for my billing needs that was cost effective and timely. You provided affordable, quality assistance that allowed me to free up time to do my job more effectively."*

*Employment Specialist*

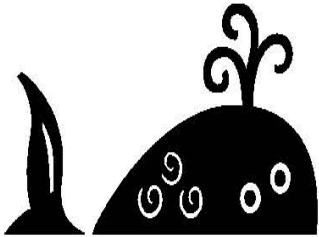
*"Platinum was highly responsive to our needs. We were able to call and have someone onsite within a few days. They sat down with us to discuss our project and helped us lay out an efficient path to accomplish our goal as timely as possible."*

*MCO Administrator*

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## **Ohio Rehabilitation Counseling Association:**

dedicated to education, advocacy and empowerment  
for professionals and the community

*The mission of Ohio Rehabilitation Counseling Association is to promote the equality and access of Ohioans with disabilities through ongoing education of rehabilitation counselors, advocacy for people with disabilities, and the advancement of the rehabilitation counseling profession.*

[www.ohiorehabcounseling.org](http://www.ohiorehabcounseling.org)



*we put people to work!*

## Ohio Valley Goodwill Industries

**“We put people to work!”**

As a member of Goodwill Industries International, we are a part of the world's largest and most successful network providing employment and training services for people with disabilities and other barriers to employment.

Ohio Valley Goodwill Industries was founded in 1916 and is one of the largest providers of rehabilitation services in the State of Ohio. Last year (2011), we served over 3,100 men and women with disabilities and more than 650 veterans. Ohio Valley Goodwill placed 818 individuals into competitive employment. We are proud of the services and programs we make available to the Greater Cincinnati community.

As a community resource, we have played an active role in the recycling process for many years and last year we helped to recycle more than 12 million pounds of textiles and 30 million pounds of hard goods.

With support from the community, Goodwill is able to provide services and programs that help people with workplace challenges and disabilities to achieve and maintain economic independence and an increased quality of life.

**Ohio Valley  
Goodwill Industries  
10600 Springfield Pike  
Cincinnati, OH 45215  
(513) 771- 4800**

[www.cincinnatiagoodwill.org](http://www.cincinnatiagoodwill.org)



Clovernook Center for the Blind and Visually Impaired and Cincinnati Association for the Blind and Visually Impaired are partnering to help Cincinnatians

*be independent.*



*To find out more about how our services can make a difference in your life or the life of a loved one, visit [www.clovernook.org](http://www.clovernook.org) or [www.cincyblind.org](http://www.cincyblind.org).*

