Originally Processed With FOIA(s): S

FOIA Number: S

FOIA MARKER

This is not a textual record. This is used as an administrative marker by the George Bush Presidential Library Staff.

Record Group/Collection: Donated Historical Materials
Collection/Office of Origin: Frieden, Lex, Collection
Series: Disability Rights Organizations
Subseries:

OA/ID Number: 52056
Folder ID Number: 52056-002

Folder Title:
CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Stack: **Row:** **Section:** **Shelf:** **Position:**

Withdrawal/Redaction Sheet
(George Bush Library)

Doc. No. / Type	Subject/Title	Date	Restriction	Classification
01a. Minutes	Commission on Rehabilitation Counselor Certification Minutes (5 pp.)	3/4/78	C	
01b. Minutes	Executive Committee Meeting Minutes (3 pp.)	4/23/78	C	
01c. Minutes	Commission on Rehabilitation Counselor Certification Minutes (3 pp.)	12/77	C	
02a. Minutes	Executive Committee Meeting Minutes (4 pp.)	4/23/78	C	
02b. Minutes	Executive Committee Meeting Minutes (1 pp.)	5/1/78	C	
02c. Minutes	Executive Committee Meeting Minutes (2 pp.)	6/30/78	C	
02d. Minutes	Minutes from Roberts Rules of Order (2 pp.)	n.d.	C	
02e. Minutes	CRCC Annual Meeting (4 pp.)	7/2/78	C	

Collection:

Record Group: Donated Historical Materials
Office:
Series:
Subseries:
WHORM Cat.:
File Location: CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Pinksheet Number: MB10850
OA/ID Number: 52056-002
Date Closed: 9/13/2016
FOIA/Sys Case #: 2016-2624-S
Re-review Case #:
P-2/P-5 Review Case #:

Executive Committee
May 1, 1978

Present: Dan McAlees, Dan Smith, Flo Curnutt, Mike Oliverio (Wally Rounds added later)

Absent: Terry O'Rourke

The executive committee meeting was held May 1 in a telephone conference call.

The purpose of the meeting was to renew the current happenings with the new contracting agent PEERS. Maggie Hotman's employment has been terminated with PEERS. Work will continue to be accomplished. The telephones and addresses are being changed.

Wally Rounds was brought in on the conference call. He will advise Dan Smith and Dan McAlees of the changes. The Certification Maintenance mailings are ready to leave the Chicago office.

Dan McAlees will keep the executive committee informed and will contact Terry when he is available.

Respectively submitted,

Flo Curnutt, CRC
Secretary appointed

Dan Smith, CRC
Secretary-Treasurer

Withdrawal/Redaction Sheet
(George Bush Library)

Document No. and Type	Subject/Title of Document	Date	Restriction	Class.
01a. Minutes	Commission on Rehabilitation Counselor Certification Minutes (5 pp.)	3/4/78	C	

Collection:

Record Group: Donated Historical Materials
Office:
Series:
Subseries:
WHORM Cat.:
File Location: CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Date Closed:	9/13/2016	**OA/ID Number:**	52056-002
FOIA/SYS Case #:	2016-2624-S	**Appeal Case #:**	
Re-review Case #:		**Appeal Disposition:**	
P-2/P-5 Review Case #:		**Disposition Date:**	
AR Case #:		**MR Case #:**	
AR Disposition:		**MR Disposition:**	
AR Disposition Date:		**MR Disposition Date:**	

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P-1 National Security Classified Information [(a)(1) of the PRA]
P-2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P-3 Release would violate a Federal statute [(a)(3) of the PRA]
P-4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P-5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P-6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Removed as a personal record misfile.

Freedom of Information Act - [5 U.S.C. 552(b)]

(b)(1) National security classified information [(b)(1) of the FOIA]
(b)(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
(b)(3) Release would violate a Federal statute [(b)(3) of the FOIA]
(b)(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
(b)(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
(b)(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
(b)(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
(b)(9) Release would disclose geological or geophysical information

Withdrawal/Redaction Sheet
(George Bush Library)

Document No. and Type	Subject/Title of Document	Date	Restriction	Class.
01b. Minutes	Executive Committee Meeting Minutes (3 pp.)	4/23/78	C	

Collection:

Record Group: Donated Historical Materials
Office:
Series:
Subseries:
WHORM Cat.:
File Location: CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Date Closed: 9/13/2016	**OA/ID Number:** 52056-002
FOIA/SYS Case #: 2016-2624-S	**Appeal Case #:**
Re-review Case #:	**Appeal Disposition:**
P-2/P-5 Review Case #:	**Disposition Date:**
AR Case #:	**MR Case #:**
AR Disposition:	**MR Disposition:**
AR Disposition Date:	**MR Disposition Date:**

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P-1 National Security Classified Information [(a)(1) of the PRA]
P-2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P-3 Release would violate a Federal statute [(a)(3) of the PRA]
P-4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P-5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P-6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Removed as a personal record misfile.

Freedom of Information Act - [5 U.S.C. 552(b)]

(b)(1) National security classified information [(b)(1) of the FOIA]
(b)(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
(b)(3) Release would violate a Federal statute [(b)(3) of the FOIA]
(b)(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
(b)(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
(b)(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
(b)(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
(b)(9) Release would disclose geological or geophysical information

Withdrawal/Redaction Sheet
(George Bush Library)

Document No. and Type	Subject/Title of Document	Date	Restriction	Class.
01c. Minutes	Commission on Rehabilitation Counselor Certification Minutes (3 pp.)	12/77	C	

Collection:

Record Group: Donated Historical Materials
Office:
Series:
Subseries:
WHORM Cat.:
File Location: CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Date Closed: 9/13/2016	**OA/ID Number:** 52056-002
FOIA/SYS Case #: 2016-2624-S	**Appeal Case #:**
Re-review Case #:	**Appeal Disposition:**
P-2/P-5 Review Case #:	**Disposition Date:**
AR Case #:	**MR Case #:**
AR Disposition:	**MR Disposition:**
AR Disposition Date:	**MR Disposition Date:**

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P-1 National Security Classified Information [(a)(1) of the PRA]
P-2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P-3 Release would violate a Federal statute [(a)(3) of the PRA]
P-4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P-5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P-6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Removed as a personal record misfile.

Freedom of Information Act - [5 U.S.C. 552(b)]

(b)(1) National security classified information [(b)(1) of the FOIA]
(b)(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
(b)(3) Release would violate a Federal statute [(b)(3) of the FOIA]
(b)(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
(b)(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
(b)(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
(b)(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
(b)(9) Release would disclose geological or geophysical information

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION
Suite 1504, 520 North Michigan Avenue
Chicago, Illinois 60611

December 30, 1977

TO: Members of the Commission

FROM: LeRoy Wm. Nattress, Jr.

SUBJECT: Supervision of Applicants by a CRC.

At the recent meeting of the Commission's Executive Committee the issue of the one year of supervision of applicants by a CRC was again discussed based on the letters that have been received from counselors. As a result of this discussion the Executive Committee asked that a mail ballot be prepared requesting the members of the Commission to support the following recommendation:

> That counselors who have been in the field of rehabilitation for five years or more, and who have been employed at least one year as a practicing (case carrying), be approved for examination by the Commission without one year supervision by a Certified Rehabilitation Counselor upon submission of two additional references from Certified Rehabilitation Counselors. This ruling will be effective immediately and will remain in effect until July 1, 1979.

By approving this recommendation a number of supervisiors, educators and administrators will be approved for examination during the next two years which will subsequently make it easier for counselors who have less than five years of experience to meet the CRC supervision requirement.

Please indicate your pleasure regarding this recommendation on the space provided below.

_____ I support the recommendation of the Executive Committee.

_____ I do not support the recommendation of the Executive Committee.

_____ Abstain from voting. (please state why)

Signed _____

Date _____

LN:MH

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

ANNUAL MEETING

SEPTEMBER 11-12, 1977

The Commission on Rehabilitation Counselor Certification met on September 11 and 12, 1977 at the Washington Hilton Hotel, in Washington, D.C. Present at the meeting: Delbert Aman, Morton Bregman, Dorothy Clifford, Anne D. Crumpton, Florence R. Curnutt, Lawrence J. Deneen, James R. Engelkes, Marie Feingold, Lex Friesen, James B. Griffith, Daniel C. McAlees, Michael Oliverio, Terrence J. O'Rourke, Daniel Smith, and Maunsell W. Wilkinson. Absent: Carl Hansen, Grace Drain. Staff: LeRoy Wm. Nattress and JoAnna Kalber of Natresources, Inc.

I. CALL TO ORDER

The meeting was called to order by Daniel C. McAlees, Chairman. Adgenda set.

II. REPORT OF THE SECRETARY-TREASURER

Minutes of December 13-14, 1976 were mailed.
MOTION: Engelkes 2nd Smith to approve minutes of meeting as mailed. Passed.
A financial report was then presented.
MOTION: Curnutt to table: Acceptance of report until after commission reviewed report. Passed.

III. ADMINISTRATIVE OFFICE REPORT

LeRoy Wm. Nattress presented the Administrative Office Report.

DISCUSSION:

1. Concerning exam site selection criteria and accessibility.

2. The use of the word "waivers" used in letters originating from the Administrative Office further discussion developed concerning resolution of the misunderstandings this term has created in the field.
MOTION: J. Engelkes 2nd Oliverio that the Administrative report be accepted. Passed.

IV. NOMINATIONS AND ELECTIONS

A. Confirmation of new Commissioners: INFORMATION: Elections and nominations from the entire Commission. By-laws were reviewed tenure eligibility. There must be nine CRC practicing counselors at the time of appointment to the Commission.

1. James Griffith CRC was nominated by ARCA. Commission decided to defer action until the problem is presented to ARCA and they determination of Jim's non-membership in ARCA is resolved or until ARCA can nominate an alternate Commissioner. Maunsell Wilkinson requested that a copy of the by-laws be mailed to all new members and it

was agreed by LeRoy Wm. Nattress that this would be done. LeRoy Wm. Nattress advised the Commission, concerning the question that came up eligibility for reappointment, that his interpretation of the by-laws was that if an individual had not completed a complete term prior to serving a full term, then he/she is eligible to serve a second full term. He asked that the minutes clarify the fact that all Commission members are eligible for reappointment per the above. (i.e., three year terms are only counted as such if they are appointed full three-year terms.
MOTION: Moved for acceptance by Daniel Smith and seconded by Mort Bregman.

2. NRCA nomination for Commissioner who nominated Maunsell Wilkinson CRC for a three year term.
MOTION: Anne Crumpton, 2nd Smith: for acceptance of the nomination. The nomination was accepted unanimously by the Commission.

3. Morton Bregman, nominated by CORE as an interim appointment to fill Larry Feinberg's term.
MOTION: For his acceptance Anne Crumpton and seconded by Lex Frieden.

DISCUSSION: A guestion was brought concerning Mort Bregman not being a CRC as called for in the by-laws, unless organization requestes a waiver. However, the question was resolved following discussion when it was determined that CORE, aware of the by-laws, thought Mr. Bregman best able to represent them on the Commission.
Motion Passed.

4. Dan McAlees asked for a motion for the accepted reappointment of Delbert Aman, ACCD Dorothy Clifford NCCA and himself ARCA to the Commission.
MOTION: Morton Bregman and seconded James Engelkes and unanimously approved by the Commission.

B. ELECTION OF OFFICERS

INFORMATION: Two members to the Executive Committee and three officers by secret ballot.
MOTION: Oliverio, 2nd Bregman: For the nomination of Dan McAlees as chairman and that for a one year suspension of waiver of the by-laws to provide continuity in the chairmanship for one additional year.

DISCUSSION: Feasibility of this motion followed. Mr. Nattress advised that the suspension was possible and that only other alternatives were a possible change of the by-laws or to simply abide by them as they are without change or suspension.
MOTION: Oliverio, 2nd Bregman to nominate Dan McAlees, chairman Wilkenson nominated Mike Oliverio as vice chairman, seconded by O'Rourke.

MOTION: Feingold, seconded Bregman to close the nominations, the Commission agreed unanimously to the appointment. Marie Feingold nominated Daniel Smith as Secretary-Treasurer, was seconded by Florence Curnutt. A call was made by Chairman McAlees for further nominations from the floor. There were none and Anne Crumpton moved for closing of the nominations. James Engelkes seconded and the nominations were closed by the entire Commission's compliance.

Dr. McAlees gave details of the guidelines governing the Executive Committee appointees. Anne Crumpton nominated Terry O'Rourke, seconded by Lex Frieden. The nomination was closed and unanimously agreed upon by the Commission. Daniel Smith

seconded Florence Curnutt's nomination by Delbert Aman and Anne Crumpton moved that the nominations be closed. Larry Deneen seconded and the nominations were closed by unanimous decision of the Commission.

V. COMMITTEE REPORTS

A. CERTIFICATION MAINTENANCE COMMITTEE

Michael Oliverio, before giving his Certification Maintenance Committee report, gave a brief history of the Committee and then reviewed the report which was asked to be made a part of the minutes. There was detailed discussion concerning fees costs, eligibility for maintenance, methods examination, approval of C.M. programs, approval, monitoring and other facets related to this document. Changes were discussed and incorporated in the final version attached to the permanent minutes concerning many of these items.
MOTION: Morton Bregman second by James Engelkes that the Commission accept the document as amended and Passed unanimously.
It was agreed that the Certification Maintenance Committee would review program approvals on an ongoing basis so as to be able to keep abreast with eligible programs. It was also questioned how the Committee would prevent persons whose certification was not maintained from using the CRC title. The official registry would be the only area where this could be reflected at this time.

The Certification Maintenance Committee award being presented to Dorothy Clifford for "Best Sense of Humor" as a result of her multitude of suggestions for promotional ideas for the work of the Committee and for promoting certification maintenance. Clifford presented one example of a logo submitted for possible use by the Committee in such promotions.

MOTION: Crumpton moved, 2nd Smith:

> THAT The Certification Maintenance Committee Report be accepted.
> It was seconded by Daniel Smith. Passed unanimously.

McAlees commended the Committee for its intensive research and development of the maintenance guidelines.
MOTION: Bregman moved 2nd McAlees for commendation of the committee. Pass unanimous.

B. CREDENTIALS COMMITTEE AND STANDARDS AND CRITERIA COMMITTEE

DISCUSSION: Florence Curnutt advised that there had been some problems in exact wording of communications which went out concerning the grandfathering principles to eligible persons in the field. The word "waiver" was used in the communication and there is, in fact, no such a waiver possible. As a way of clarifying this matter and in an effort to satisfy the myriad of questions from the field concerning this issue, Ms. Curnutt advised that the Committee has composed a letter explaining in clearer terms the situation, explaining that those persons who have been unable to meet only the CRC supervision portion of the requirements may be given a provisional certification for a period while they are qualifying. It was suggested that the letter go out as soon as feasible to the applicants where were deemed ineligible under the old wording and that they be apprised of their option.

Florence Curnutt indicated that there was also a second issue that needed to be addressed to the Commission concerning elimination of the experience requirement for graduation from an accredited program before accreditation occurred.

DISCUSSION: A discussion of both issues followed. The general conclusion was that if there was doubt that the field received complete information, in all fairness and equity we would have to reevaluate and correct the communication accordingly. Crumpton suggested that there be more flexibility and that all cases be reviewed and individually categorized as to ineligibility.
MOTION: Curnutt 2nd Clifford:

> THAT If a person is otherwise eligible, they should be able to sit for the exam and submit their plan for the one year supervision to received "provisional" certification, but that there would be no actual certificate issued until the plan had, after the year, been completed with a CRC supervisor. Passed unanimous.

Curnutt reviewed the qualifications as below: Those persons with master degrees from an accredited program accredited 1975 and internship would require no experience would be permitted to sit for the exam, present their one year plan for CRC supervision for approval and be provisionally certified. In other words, because of CORE's problems creating deviation from the original standard, an extension of one year, for one year as an alternative be adopted.
MOTION: Curnutt 2nd Clifford:

> THAT Masters degree in Rehabilitation Counseling with an internship and one years experience under a CRC continue as a standard for one year.

DISCUSSION: This would allow graduates of work - accredied program the same standard that has always been available. Passed.

MOTION: O'Rourke 2nd Clifford:

> THAT All new certificates included date of certification and period it covers. Clifford advised that the cost factor must be examined before this could be fully incorporated. Motion was then referred to Clifford by Crumpton that the cost factors be analyzed. This was seconded by Deneen and unanimously agreed to by the Commission.

C. APPEALS COMMITTEE

Dan McAlees advised the Commission that eight appeals were now being considered and that at this time no decisions had yet been reached as to their resolution.

D. ETHICAL PRACTICES COMMITTEE

Marie Feingold turned the committee report over to Larry Deneen for presentation. Larry Deneen called attention of the Commission to a draft presented entitled Code of Ethics for Rehabilitation Counselors and asked that they persue it carefully for full discussion, following their scrutiny.

It was agreed that the Commission would take home with the Code of Ethics draft for review and in sixty days they would send to the Administrative Officer, Mr. Nattress with any changes, comments they recommended. At that time the changes and comments will be sent to Larry Deneen who will then incorporate the changes into the draft, and send on to all Commission members for presentation to the member organizations for review. This would present a timeline of November 1 for all comments and changes to be returned to Commission members for final review and presentation to member organizations. The member organizations would then have from November, until June for presentation of their approval to the Commission.

	EXECUTIVE	ETHICAL PRACTICES APPEALS	RESEARCH	RELATION-SHIPS
CREDENTIALS	CURNUTT	FEINGOLD	GRIFFITH	DRAIN
EXAMINA-TIONS	O'ROURKE	CRUMPTON	ENGELKES	WILKINSON
CERTIFICA-TION/MAIN-TENANCE	OLIVERIO	DENEEN	AMAN	CLIFFORD
FINANCE	SMITH	BREGMAN	HANSEN	FRIEDEN

Chairmen--

Executive	McAlees
Ethical Practices	Deneen
Appeals	McAlees
Research	Engelkes
Relationships	Frieden
Credentials	Curnutt
Examinations	Crumpton
Cert. Maint.	Oliverio
Finance	Smith

McAlees serves as Ex Officio member of all committees.

CSAVR'S nominee serves on whatever committees most need his input.

MOTION: By Crumpton 2nd Bregman: For acceptance of the Committee Assignments with the option that anyone not present at the meeting could have the opportunity to and responsibility for making arrangements themselves for any switch they might wish with standing members. Passed.

E. EXAMINATIONS COMMITTEE

Anne Crumpton recommended the following:

1. Reaffirmation that the Examination is one of two components of the Certification process.

2. That letters and reports concerning the Exam be transmitted to the Exam Committee as appropriate and as soon as possible.

3. That reports of the Exam be made available within one week of the mailing of client profiles.

4. That the Exam Committee meeting and task force scheduling recommended by the Administrative Officer be accepted.

5. That the April and October Exam dates be approved.

6. That it becomes policy that there be an exam scheduled in each RSA Region Area at least once a year, additional site maybe setup as long as there are 20 individuals to sit for the exam.

Anne Crumpton moved that the report accepted. Daniel McAlees seconded and the motion was passed.

MOTION: Crumpton, 2nd McAlees:

> THAT There be an exam scheduled in each RSA Region Area at least once a year, additional sites may be set up as long as there are 20 individuals to sit for the examination. Passed.

F. RELATIONSHIPS COMMITTEE

Lex Frieden reported Relationships Committee has four objectives:

1. Write an article or articles on the Commission for dissemination to the rehabilitation news media.

2. Prepare an article on Certification Maintenance for similar distribution.

3. Will request that ACCD/CRCC together prepare a plan for approval of the Commission in June concerning procedures to handle grievences toward rehabilitation counselors, claims, complaints and the possible withdrawal of CRC certification in such cases, letters of notification and invitations of rebuttal.

4. Will develop for the June meeting of the Commission a workshop package wherein all members of the Commission may participate in their regional meetings and at other related meetings in their localities to further train, educate and advise the field of the Commission and its purposes and functions.

MOTION: Frieden, 2nd Wilkinson: Asked for contributions from Commissioners to compile a list of national publications to which articles can be submitted for publicizing the Commission and its functions. Passed.

Frieden requested a research data report.

MOTION: Frieden 2nd Smith:

> THAT The Commission stationary be updated immediately to include addresses and telephone numbers of all Commissioners. Passed unanimously.

G. RESEARCH COMMITTEE

James Engelkes presented the APGA paper and distributed Table I.0 for review by the Commission. Discussion ensued concerning the appropriateness of more data and more refined data to apply for a training grant for in-service directors to utilize data for short term training. Comments were called for re: The Demographic Data, Education and Training and further discussion followed. James Engelkes recommended that it be mailed out in advance, but this was concluded by commission members to be impractical. Daniel McAlees suggested that research take steps to change the data collecting method and that recommendations of monitors might be workable.
Moved: James Engelkes moved 2nd McAlees for acceptance of the report. Passed unanimous.

H. FINANCE COMMITTEE

Florence Curnutt asked that Expense Statements be presented to her on Monday, September 12th before departure of members of the Commission or that they be mailed to the Administrative Office. Dan Smith presented the committee report.

1977-1978 BUDGET INFORMATION:

1. The Commission had saved money by holding the September meeting rather than the December one initially stated by planning it in conjunction with the NRA Annual Conference.

2. That review and comparison of the contract had been completed and the contract was standard in comparison with other contractors from the private sector.

3. Presented the budgets for 1977 and 1978 stressing optimism in the use of money and supervision or monitoring of the progress of cash flow and income.

MOTION:

> THAT The report be accepted Anne Crumpton moved seconded by James Engelkes. James Engelkes suggested the continuation of the budget. Passed unanimous.

CONTRACT WITH NATRESOURCES, INC.

The contract was presented by Daniel Smith to the Commission and recommended that the contract was acceptable by the Finance Committee.

MOTION: Terry O'Rourke: For acceptance seconded by James Engelkes.

DISCUSSION: A brief explanation of the changes between last year's contract and the current contract was presented by Daniel Smith. Passed.

MOTION: Crumpton moved 2nd Engelkes:

> THAT Thanks be extended to Lee Nattress for his contribution to the Commission at no charge and for the time he has invested in the successful implementation of Commission business. Passed unanimously.

VI. OTHER BUSINESS

Dan McAlees presented the Executive Committee Report and the Agenda for the year and reviewed the commitments of the Executive Committee for action throughout the year as follows:

1. Coordination and communication of committee changes to Commission members.

2. Review and approval of form letters and other documents for mass distribution.

3. Allocation of monies within the budget via priorities and monitoring of financial situation.

4. Interim decision-making and implementation of policies.

5. Review of by-laws.

6. Review with members of the credential committee decisions previously made - Flo - (Procedures and Policies).

7. Review of certification process and procedures to make more efficient and productive, possible Manual of Procedures.

8. Representative to CSAVR and other meetings.

9. Planning for Commission agendas.

10. Establish and monitor Commission expenditures.

11. Follow-up on the establishment of a logo for CRCC.

MOTION: Anne Crumpton moved 2nd Smith: For acceptance of the Executive Committee's Report. Passed unanimous.

MOTION: Florence Curnutt moved 2nd Engelkes for a letter of appreciation and recommendation to retiring members of the Commission. Passed unanimously.

INFORMATION: Florence Curnutt brought up a letter from N.R.C.A. concerning Licensing and Credentialing received by Dan McAlees which the Commission might consider. A discussion developed concerning 1st Consitutional Convention to be held in Miami,

Florida December 1, 2, and 3, 1977 and the possibility of the Commission be represented as a credentialing body. Lee Mattress gave further input into the possible representation and advised that he had requested additional material on the meeting. NRCA will be representing the Rehabilitation Counseling profession. It was agreed that the issue would be put on the Executive Committee Agenda for follow-up. James Engelkes recommended that this be added to the minutes.

MOTION: By Anne Crumpton 2nd Dan Smith:

THAT The Chairman write to NRCA and NRA acknowleding the resolution presented at the NRCA and NRA Delegate Assemblys concerning certification. Motion was passed.

ATTACHMENTS:

I. Administrative Report
II. Certification Maintenance Committee Report
III. Letter from Credentials Committee
IV. Ethical Practices Committee Report
V. Finance Committee Report
VI. Contract with Natresources
VII. Licensing and Credentialing Information

Daniel Smith
Secretary-Treasurer

Flo Curnutt

JoAnna Kalber

SERVICE AGREEMENT

FALL 1978 AND SPRING 1979 CERTIFICATION EXAMINATIONS

SPECIFICATIONS

I. General Administration

A. PEERS, Ltd. shall maintain in its offices an appropriate inventory of CRCC supplies, including stationery, applications, reference forms, etc., ordering the same after obtaining three printer's quotations and having such supplies billed directly to the Commission.

B. PEERS, Ltd. shall on request, send application packets to prospective Candidates containing:

1. application
2. "most commonly asked questions"
3. instructions for application
4. list of accredited schools
5. supervisor rating form
6. list of preselected sites
7. list of state liaison people

C. Processing Applications

PEERS, Ltd. shall process each application received as follows:

1. Assign an I.D. number to the Applicant.
2. Acknowledge receipt to the Applicant within two working days.
3. Create a master worksheet for each Applicant (filed numerically) and enter Applicant's name in alphabetical reference file.
4. Review the information on the application and enclosures to determine the Applicant's eligibility for certification under current Standards and Criteria.
5. Contact Applicants for more information if data contained on application and/or enclosures is not sufficient to make a judgment on Applicant eligibility.
6. Prepare for Credentials Committee review Applicant data on any Applicant who does not clearly meet current Standards and Criteria.
7. Prepare for Appeals Committee review the files of all Applicants who have indicated their wish to appeal their rejection by the Credentials Committee.
8. Mail to each Candidate employment reference forms and record the return thereof, reviewing each for content. The files of Candidates who receive one or more unfavorable references shall be prepared for Credentials Committee review.
9. Prepare an admissions pass for each Candidate whose file is complete and mail the pass to the Candidate before the following dates:

Fall Examination (October 28, 1978)	September 22, 1978
Spring Examination (April 27, 1979)	March 23, 1979

D. Verbal and written requests for information

1. PEERS, Ltd. shall maintain a telephone number at its Chicago office solely for the business of CRCC which shall be billed monthly to CRCC. PEERS, Ltd. shall have staff available during normal business hours to handle telephone or mail inquiries.
2. PEERS, Ltd. shall forward all requests for information to the appropriate chairman or, if indeterminant, to Dr. McAlees' office.

E. PEERS, Ltd. shall select examination sites and notify Candidates of the location of these examination sites. PEERS, Ltd. shall assign Candidates to the site of their choice and type site lists containing the Candidate name and I.D. number for all Candidates scheduled to sit at each site.

F. PEERS, Ltd. shall receive, record and deposit all CRCC checks and notify CRCC of all fees received and deposited to the CRCC checking account on a monthly basis.

G. PEERS, Ltd. shall process special requests from Commissioners.

II. Selection and Production of the Examination

A. PEERS, Ltd. shall select 240 items according to CRCC specifications for the Fall and the Spring Examinations. The examination shall consist of two booklets each composed of 120 multiple choice items. Form 1 shall be used in the morning and Form 2 in the afternoon.

B. Each item shall be reviewed, typed and proofread by PEERS, Ltd. The examination shall be presented to CRCC for approval before printing.

C. PEERS, Ltd. shall prepare photo-ready copy of Instructions to Monitors and Instructions for Examination Personnel.

D. PEERS, Ltd. shall arrange for printing the examination booklets, including sequential numbering and sealing for security purposes.

III. Shipping of Examination Materials

A. All examination booklets shall be completed (sequentially numbered and sealed on or before the following dates:

Fall Examination	October 2, 1978
Spring Examination	April 3, 1979

B. PEERS, Ltd. shall keep an accurate record of examination booklets supplied to each site using the booklet numbers.

C. PEERS, Ltd. shall ship a complete set of examination supplies to the Monitor assigned to each site, for arrival on or before the Monday prior to the examination.

III. C. continued

These supplies shall include:

1. examination booklets
2. master list of Candidates
3. answer sheets
4. chip boards
5. instructions to the Monitors
6. pencils
7. return envelopes for answer sheets addressed to CRCC

IV. Administration of the Examination

A. Administration of the examination at each site shall be the responsibility of the Monitor. Staff will be available on the day of the examination to answer telephone inquiries at Dr. Dan McAlees' office during examination times at all sites.

B. CRCC shall require that the Monitor at each examination site sign a statement to the effect that the examination booklet has not been reproduced or duplicated.

C. In the event that PEERS, Ltd. personnel are used by CRCC to monitor any or all of the examinations, PEERS, Ltd. shall be paid at the rate specified in the charges section of the agreement.

V. Receipt, Check-In and verification of Examination Materials

A. The CRCC Monitors administering the examination at each site are responsible for the return of all answer sheets, master lists of Candidates and admissions passes to PEERS, Ltd. within 3 days following the administration of the examination. Mailing should be in the envelopes provided with the examination materials.

B. All other examination materials, including all used or unused examination booklets, shall be returned to PEERS, Ltd. within two weeks of the examination.

C. PEERS, Ltd. shall verify, for security purposes, the return of all examination booklets supplied to each site.

D. PEERS, Ltd. shall record delivery of the returned examination site packet; check-in and verify answer sheets; remove stray marks; correct coding errors in the I.D. number field; follow-up on missing answer sheets by telephone and duplicate damaged answer sheets.

E. PEERS, Ltd shall also record the return of admissions passes and cross check admissions passes with answer sheets and the master list of Candidates to verify each Candidate's attendance.

VI. Scoring, Analysis and Feedback

A. PEERS, Ltd. shall perform optical scanning of each answer sheet for production of input data for computer scoring.

B. PEERS, Ltd. shall pre-score the examination and analyze each item, removing those which do not meet appropriate statistical criteria. Optionally, questionable items may be sent to Commission members for their review, with final decision concerning deleted items made through a conference call. A final scoring run will then be made.

C. PEERS, Ltd. shall provide to CRCC three sets of Candidate Profiles (one copy for the Candidate, one copy for adminsitrative files, and one reference copy) and explanatory information on CRCC letterhead. The dates for mailing the profiles shall be as follows:

Fall Examination	December 8, 1978
Spring Examination	June 8, 1979

D. PEERS, Ltd. shall mail individual profiles and pass/fail cover letters to Candidates.

E. PEERS, Ltd. shall order certificates for Candidates passing the examination.

1. PEERS, Ltd. shall mail certificates
2. PEERS, Ltd. shall handle requests for changes on the certificates.

F. PEERS, Ltd. shall close out completed Applicant files and update Applicant index cards.

VII. Commission and Committee Meeting Responsibilities

The scheduling, agenda and preparation of minutes for all CRCC meetings shall be performed by CRCC. If CRCC wishes PEERS, Ltd. to perform any or all of these services, CRCC shall so indicate and such services will be covered by a separate agreement.

VIII. Examination Final Report

PEERS, Ltd. shall deliver a Certification Examination Report documenting the examination with statistical tables and related data to CRCC within 45 days of the examination date.

CHARGES

I.	**General Administration**	
	A. Supply Inventory	Printing billed to CRCC by the Printer. Related work by PEERS, Ltd. billed at $20.00/hr.
	B. Processing Requests for Application	$2.60/application packet
	C. Processing Applications	$25.00/application
	6. Applications for Credentials Committee	$5.00/application
	7. Applications for Appeals Committee	$2.50/application
	D. Processing Verbal & Written Requests	$2.60/request
	E. Selection of Examination Sites	$22.00/site
	F. Receiving, Recording, & Depositing Fees Received	$30.00/month (bank trips) $1.00/check processed
	G. Processing Special Requests from Commission Members	$20.00/hr.
II.	**Selection and Production of the Examination**	
	A. Selection of Examination Items (240 items/examination)	$700.00
	B. Review, Typing and Proofreading Items in Final Examination Format (240 items/examination)	$735.00
	C. Preparation of Instructions	$11.00/page
	D. Printing of Examination Booklets	Printing billed to CRCC by the Printer. Related work by PEERS, Ltd. billed at $20.00/hr.
III.	**Shipping of Examination Materials**	
	A. Delivery of Completed Examination Booklets	PEERS, Ltd.
	B. Record of Booklets sent to Each Site	Included under III C
	C. Packing and Shipping of Examination Materials	$46.00/site
	Answer Sheets, pencils, other supplies	$ .10/candidate

IV.	Administration of the Examination	
	A. CRCC Staff availability on each Examination Day to answer questions	CRCC
	B. Statement signed by Monitor concerning duplication of Examination	CRCC
	C. PEERS, Ltd. Personnel used as Monitors	$200.00/day plus travel and related expenses
V.	Receipt, Check in and Verification of Examination Materials	
	A. Return Mailing of Answer Sheets	$25.00
	B. Return Mailing of Examination Materials	
	C. Verificaiton of Examination Materials	$2.20/candidate
	D. Check-In of Examination Materials	
	E. Check-In of Admissions Passes	
VI.	Scoring, Analysis and Feedback	
	A. Optical Scanning of Answer Sheets	$5.00/candidate
	B. Computer Pre-score and Final Score Runs - Optional Conference Call*	
	C. Candidate Profiles	
	D. Mailing of Profiles and Cover Letters	$2.25/candidate
	E. Certificate Ordering & Printing	Printing billed to CRCC by the Printer.
	1. Certificate Mailing	$2.25/candidate
	2. Requests for Certificate changes	$2.60/certificate ordered
	F. Close completed Applicant File	$2.60/file
VII.	Commission Meetings	CRCC
VIII.	Final Report	$1,000/report

*If the conference call option is elected the additional cost will be $1.50 per questionable item. The conference call will be charged directly to CRCC.

PROPERTY RIGHTS AND SECURITY

All data processing procedures and computer programs developed by PEERS, Ltd. shall be the sole property of PEERS, Ltd. All CRCC files and records shall remain the property of CRCC.

STORAGE

All examination and administrative materials developed by PEERS, Ltd. for CRCC, other than sample copies, will be destroyed following the examinations. PEERS, Ltd. will maintain a history file of each examination including one copy of each of the examination materials, the Candidate Profiles and the examination report to CRCC. PEERS, Ltd. will be responsible for the retention and storage of additional materials in any quantity only by separate arrangements with CRCC.

All materials in the possession of PEERS, Ltd. will be stored in PEERS, Ltd. offices under secure conditions. PEERS, Ltd. may retain a copy of any or all materials with the understanding that they will be kept confidential, except as otherwise arranged with permission of CRCC.

EFFECTIVE DATE OF AGREEMENT

The terms of this agreement, including obligations of the respective parties to perform hereunder shall become effective upon delivery of a signed copy of this agreement to PEERS, Ltd.

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

Dr. D [illegible] OR _____

Secretary-Treasurer Chairman

PEERS, Ltd.

Wallace C Rounds 17 March 1978

President Date

CRCC acceptance of option Conference Call

_____

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

1978 - 1979

PROPOSED SCHEDULE OF ACTIVITIES

July 1, 1978	Application deadline for October Examination
September 22, 1978	Mail admissions passes to examination Candidates
October 2, 1978	Examination booklets ready for mailing
October 21, 1978	Certification Examination
December 8, 1978	Mail Candidate Profiles and examination results
January 5, 1979	Mail CRC certificates from October examination
February 2, 1979	Application deadline for April examination
March 23, 1979	Mail admissions passes to examination Candidates
April 3, 1979	Examination booklets ready for mailing
April 7, 1979	Certification Examination
June 8, 1979	Mail Candidate Profiles and examination results
June 29, 1979	Mail CRC certificates from April examination
July 1, 1979	Application deadline for October Examination

National Rehabilitation Counseling Association

1522 K Street, N.W., Washington, D.C. 20005 Telephone (202) 296-6080

PRESIDENT
Philip E. Chase, CRC
Vocational Rehabilitation Services
505 Wachovia Building
225 Green Street
Fayetteville, NC 28301
(919) 486-1288

PRESIDENT-ELECT
Arnold Wolf, Ph.D., CRC
73-58 192nd Street
Flushing, NY 11366
(212) 776-6924

SECRETARY-TREASURER
Anna Louise Fuchs, CRC
4310 Maytime Lane
Culver City, CA 90230
(213) 836-0826

PAST PRESIDENT
James E. Gray, CRC
P.O. Box 7711
Longview, TX 75601
(214) 758-9143

NRA BOARD MEMBER
Betty S. Hedgeman, Ph.D., CRC
Epilepsy Foundation
225 Park Avenue, South
New York, NY 10003
(212) 677-8550

EXECUTIVE COMMITTEE MEMBERS
Joyce Pigg, CRC
8 Yarnell Place
Redwood City, CA 94063
(415) 969-3133

Larry Warnock, CRC
16 Manning Street
Reading, MA 01867
(617) 727-2194

EXECUTIVE DIRECTOR
David R. Brubaker, Ph.D., CRC

1978 National Conference
Salt Lake City, Utah
September 23-27, 1978

June 22, 1978

Reply to:

Philip E. Chase, CRC
President
Suite 505
Wachovia Bldg.
Fayetteville, NC 28301

MEMORANDUM

To: Daniel C. McAlees, Ph.D., CRC, Chairperson
Commission on Rehabilitation Certification

From: NRCA Executive Committee

Subj: Clarification of Current Status of CRCC and its Activities

While we appreciate the activities of the chair, it has come to our attention that some of the information previously provided may have been in error due to mitigating circumstances.

Since the issues of certification and certification maintenance are essential ingredients to the profession of rehabilitation counseling and have been specifically approved and supported by NRCA, the NRCA leadership finds it necessary to have these issues responded to in order that confusion be eliminated and accurate information disseminated. This is a minimum requirement of us by our membership. It appears that our own representatives to the Commission have been given information which they believe to be true, but which has subsequently been found not to be true. That puts them and the NRCA Executive Committee in a most delicate position when the credibility of NRCA and its leadership is questioned.

Specifically, the issues and questions that we need addressed are:

(1) Ownership of the examination - we have been told that the examination is now owned by the Commission. Subsequently, we discovered that it is not so and that the examination may be involved in a litigation process with the previous administrator and the presently employed administrator. Please provide specific clarification as to who owns the examination.

Board Members

David Andrews, Duane Balentine, Barbara Banks, Martha Chapin, Margaret Cooney, Dennis Cox, Flo Curnutt, Estelle Davis, Henry DeVasher, Faith Kirk, George McCrowey, Ken Olson, David Shelton, W. J. Smith, Alton Toms, Ron West.

A PROFESSIONAL DIVISION OF NRA

(2) Change in Administrator - While we realize a change has been made with the administrative agent of CRCC, we must have clarification as to what the contractual arrangements are between CRCC and the new administrative agent (PEER).

(3) Legal Relationships - What is the legal relationship between CRCC and Natresources (the previous administrative agent) and what is the current legal relationship between CRCC and PEER?

(4) Staffing of the Commission - Who is responsible for responding to inquiries?

(5) Current and Predicted Financial Condition - Exactly what is the dollar figure for assets and liabilities of the Commission?

(6) Unanswered Communications - NRCA has received repeated and consistent complaints of non-responses to written as well as telephone inquiries. Is there a scheduled assignment of responsibility for all Commissioners to participate in? If there is not a process, will you please let us know, so that we can advise our members who are left in a state of ignorance and disbelief.

It is our feeling that there is so much misunderstanding regarding the certification and certification maintenance process that the total concept is being rejected. This does not need to occur.

NRCA has been, and continues to be, supportive of the maintenance process. It must, however, be specifically explained so that every member will understand that process.

The issues addressed in this letter have placed NRCA's Commissioners in an untenable position. The NRCA Executive Committee is most supportive of the activities undertaken by its Commissioners on our behalf. One of the purposes of this communication is to re-emphasize that support and obtain clarification that will allow our Commissioners to provide the best possible information for NRCA.

It is imperative that NRCA receive a specifically detailed response to these questions representing the position of the Commission. With this information, we can, in turn, inform NRCA members of what is happening and remove the credibility gap which currently exists. This letter, as well as your response, will be printed in the Professional Report.

PEC:sg

cc: NRCA Commissioners
David Brubaker, Ph.D., CRC

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

520 North Michigan Avenue - Suite 1504

Chicago, Illinois 60611

(312) 644-4329

July 14, 1978

To: Dave Brubaker

From: Daniel C. McAlees

Subject: RESPONSE TO LETTER

Attached is my draft response to Phil's letter. I have sent copies to all commissioners and per our agreement during the Commission meeting they will phone any changes, corrections and deletions directly into you. Any changes they make are acceptable to me.

On July 17th I'll beable to reach Dan Smith and request that he provide you the information for #5 - Financial Condition.

Daniel C. McAlees, Ph.D., Chairman
ARCA and NRCA

Harold Rubin, Vice Chairman
ARCA

Florence R. Curnutt, Secretary-Treasurer
NRCA

Anne D. Crumpton
NRCA

Grace Drain
NANWRW

George Ebra
NRCA

James R. Engelkes, Ph.D.
CRCE

Frederick Fay, Ph.D.
CONSUMER REP.

Larry Feinberg, Ph.D.
CORE

Marie Feingold
ARCA

Carl E. Hansen, Ph.D.

Claude Myer
CSAVR

Michael Oliverio
NRCA

Daniel Smith
ARF

Patricia Whalen

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

520 North Michigan Avenue - Suite 1504
Chicago, Illinois 60611

(312) 644-4329

July 14, 1978

Mr. Phil E. Chase, CRC
President
Suite 505
Wachovia Bldg.
Fayetteville, NC 28301

Dear Phil:

Thank you for your letter of June 22nd requesting information and an update on the status of the Commission on Rehabilitation Counselor Certification. We are most pleased to provide the information and sincerely hope that it will clarify the questions you have raised. The Commission recognizes and appreciates the support provided by NRCA and has actively pursued a goal of close cooperation and communication with the NRCA membership, and is therefore truly dismayed at the misunderstandings that now exist.

Keeping in mind that the Commission is less than five years old, I would like to provide a little historical perspective to the current problem. The structure and function of the Commission was approved by the NRCA Executive Committee and Delegate Assembly before the Commission was established. A contracting agent was selected only after review and acceptance by NRCA. The Commission's standards are based on those adopted by NRCA prior to counselor certification. The content guide for the exam is based on criteria developed by NRCA years ago for rehabilitation education programs. The code of ethics for the Commission is NRCA's. The exam was field tested by practicing rehabilitation counselors, a majority of whom were members of NRCA.

During its brief history, five NRCA presidents have served on the CRCC along with the other NRCA commissioners; all of whom were selected by NRCA for their leadership contributions and competencies. Also, the Executive Director of NRCA is an ex officio member of the Commission and is requested to attend all Commission meetings, at the Commission's expense. In addition, one NRCA Commissioner was specifically designated to provide feedback to the NRCA Board. Most recently, the Commission is attempting to establish a network of NRCA liaison persons within each state.

Daniel C. McAlees, Ph.D., Chairman
ARCA and NRCA
Harold Rubin, Vice Chairman
ARCA
Florence R. Curnutt, Secretary-Treasurer
NRCA
Anne D. Crumpton
NRCA
Grace Drain
NANWRW
George Ebra
NRCA
James R. Engelkes, Ph.D.
CRCE
Frederick Fay, Ph.D.
CONSUMER REP.
Larry Feinberg, Ph.D.
CORE
Marie Feingold
ARCA
Carl E. Hansen, Ph.D.
Claude Myer
CSAVR
Michael Oliver
NRCA
Daniel Smith
ARF
Patricia Whalen

Highlights of all Commission meetings have been published promptly by NRCA as have all other communications from the Commission, and for this we sincerely thank NRCA.

Phil, the reason I have highlighted a few of the innumerable cooperative activities of the Commission is to illustrate through actions rather than words the sincerity of the Commission to function cooperatively with NRCA.

I will proceed to provide specific answers to your questions, however to do so without first identifying an operational philosophy of the Commission will leave many other confusions unresolved. The philosophy that I refer to states in essence that the Commission is composed of member organizations (e.g., NRCA, ARCA, ACCD, CSAVR, ETC.), and that the constituency of the Commission is the member organizations, not the individual members of those organizations. To clarify, when the Commission was created NRCA expressed concern that the Commission had the potential of becoming another membership type organization for rehabilitation counselors, with its own newsletter, membership services, etc. and could become competitive with NRCA (or other similar type professional organizations). It was thus decided that the Commission would relate formally to the member organizations (i.e., their Boards and Executive officers) and the member organizations would process certification information and issues with their individual members. This approach has been effective in avoiding the development of the Commission as a membership type organization, however, it has led to misunderstandings of the actions of the Commission and to confusions regarding the specific roles of NRCA and the Commission in certification issues.

For example, at the National conference in September, 1974 the NRCA Education Committee brought to the floor of the Delegate Assembly a resolution which called for recertification. The NRCA Delegate Assembly passed the resolution. In 1975 the Commission established a Certification Maintenance Committee which solicited input through NRCA Newsletters and requests to branches. In December, 1976 the first draft of the proposal was provided to NRCA with a request for input from the field. As a result of the feedback received, the proposal was revised and at the National Conference in September, 1977, the process was endorsed by the Board and Delegate Assembly of NRCA (it was also endorsed by ARCA, National Council of Rehabilitation Educators, NRA, ACCD, etc.). The certification plan was formally adopted by the Commission after NRCA had endorsed it at the fall meeting of the Commission. It was printed in its entirety in the 1977 September/October NRCA Professional Report.

This above illustration represents the nature of the dilemma. The Commission relates directly to NRCA as an organization, which as an organization, formally endorsed the concept of recertification and the specific Certification-Maintenance Plan. The Commission sought input and feedback through NRCA channels. However, NRCA members are alleging that the Commission is not being responsive to them and indicating an intent to withdraw from Certification. Should the Commission relate to NRCA and its governing board or

directly to CRC's with our own newsletter, etc., as a "membership" consituency independent of the "official position" of the member organization? The Commission believes that the current approach is best for the profession, for NRCA, and for the Commission. However, it is important that NRCA members realize that we are relating directly to NRCA's governing structure, i.e., Executive Committee, Board and Delegate Assembly, and only indirectly to them as individuals through whatever mechanism is deemed most appropriate by NRCA. I personally believe that some of the current confusion, frustration and mistrust has arisen because members did not realize that NRCA had formally reviewed and adopted such Commission activities as identified above and were looking for the Commission to contact them directly as CRC's.

Incidently, in addition to the professional rational for the current mode of relating to NRCA, the Commission also believes that this procedure has a strong economic rational, i.e., the Commission is able to maintain certification fees at a minimum by avoiding the high costs of personnel, printing and postage which would be encountered in numerous direct mailings to all CRC's, (this does not mean the Commission will not make any direct mailings to CRC's, but they can be kept at a minimum. We are planning annual mailings to all CRC's initiating in fiscal year 1979-80 in reference to their maintenance activities - this has been built into the cost of certification maintenance).

Phil, I apologize for the length of this introduction to your specific questions, however, I realize that your questions represent only a portion of the concern of NRCA members and I feel that to answer them specifically without further information would not be sufficient. The Commission has, and will continue, to sincerely relate to NRCA and its concerns regarding certification. We are the first to admit that the administrative office has made mistakes, not responded to all correspondence, and not been as effecient as NRCA or the Commission could expect; and that commissioners are only volunteers, serving the Commission in addition to their primary professional and personal responsibilities, and that we have limitations which result in errors or oversights.

We also recognize that the Commission and NRCA have come a long way together. In less than five years we have established a viable certification by examination process and implemented a certification maintenance process. During this very brief period of time certification has already had a significant impact within the profession. We believe the Commission and NRCA must continue to do everything in their power to maintain a positive atmosphere within which problems can be identified, solutions recommended, and compromises determined. Only then will certification be viable; for if we as rehabilitation counselors do not sincerely believe in the CRC, certainly clients, administrators, and allied professionals will not accept it.

The Commission will continue to dedicate all the time and effort within its command to developing reasonable alternatives and solutions to problems identified by NRCA. We believe that disabled consumers have a right to qualified

and accountable service delivery and that this can best be accomplished by our working in harmony and trusting each other.

In regard to your specific questions, I can provide the following information:

1) Ownership of the examination

Since its inception the Commission has had legal title to fifty percent (½) of the certification item pool. Rights to the remaining fifty percent belonged to Natresources since that corporation invested a large sum of its own corporation dollars in developing the exam for the Commission at a time when the Commission had very limited fiscal resources. In brief, a large investment of time and money had to be invested in developing an exam before "grandfathering" and field review of an exam could proceed; and the Commission began receiving income only after "grandfathering" and field review were initiated.

When the Commission became aware that Natresources was planning to discontinue operations as Natresources, and that its contracts, personnel, and business location were being purchased by PEERS, Inc. (Professional Evaluation, Education and Research Services), the Commission negotiated the rights to the remaining fifty percent of the exam. It was at this point that the Executive Committee informed NRCA commissioners and NRCA that the Commission would now possess the entire item pool. Subsequent to that announcement, and prior to the formal closing of the merger between PEERS and Natresources, negotiations between these two corporations broke down and has resulted in a breach-of-contract suit between them.

The question is, does PEERS,Inc. own the contracts, assets, and property held by Natresources as specified in the takeover agreement or does Natresources retain these contracts etc. (keep in mind that the Commission is only one, and a smaller one, of the organizations previously serviced by Natresources). Formal receivership of the remaining fifty percent of the item pool cannot be accomplished by the Commission until it is determined whether Natresources or PEERS has legal ownership of the Natresources assets in general, and the certification item pool in particular. In short, who has the right to formally assign the remaining item pool to the Commission will not be resolved until it is determined whether PEERS or Natresources has the right to all previous Natresources' assets.

The secretary-treasurer of the Commission has been in touch with the lawyers involved and has been authorized by the Commission to purchase legal opinion for the Commission. Although all this has taken a great deal of time and effort of the Executive Committee away from other pressing Commission business, and created confusion in the field, when the legal issue is resolved between Natresources and PEERS,Inc. the Commission will secure all rights to the item pool.

In the meantime, there will be no impact on the operations of the Commission. The Commission has full access to the entire item pool and the October, 1978 exam is already in the process of development by the Examination Committee.

Phil, since this is the situation I believe you were referring to in regards to information being provided that was "believed to be true - but subsequently found not be be true" by NRCA Commissioners, I hope you can appreciate that in a situation as complex (I attempted to simplify for "brevity") and as developmental as this, some gaps in communication will occur. Two NRCA commissioners are on the Executive Committee which met a number of times via conference calls to deal with the problem. When the Executive Committee informed the full Commission of the original agreement to secure the entire item pool and the projected time-lines, the statement was accurate at that time. When subsequent developments occurred, implications of the breach-of-contract suit regarding the item pool evolved only over an extended period of time after numerous communications with many individuals, including lawyers. Since not even the Executive Committee had a clear understanding (not being lawyers) no formal statement was made since our perceptions varied at different points in time. Even now, the original statement appears incorrect only in terms of time-lines, not anticipated outcome or operational procedures. The Commission and its commissioners operated in good faith on the information possessed at the time. We just had no control over the original decision of Natresources to merge with PEERS or the subsequent legal difference between these two firms. In many respects this situation is not unlike NRCA's situation with the proposed amendment to the Rehabilitation Act regarding certification. In both cases we had to deal with time-lines and problems not of our own making or choice, and had to make judgement calls at each step with the best information available at the time.

2) Change in Administrator

As you know, PEERS, Inc. is the new administrative agent for the CRCC. We negotiated two Service Agreements with PEERS, Inc. one for the period of March through June, 1978; the second for the period of July 1, 1978 through June 30, 1979. The contractual arrangements (their formally entitled Service Agreements) calls for the Commission to compensate PEERS at specified rates for specific services provided the Commission. Based on experience over the past five years, and an intensive review by the treasurer of the work and time involved to provide the specified services, the Executive Committee judged the costs involved to be fair and very competitive. The specific Service Agreements are quite lengthy and difficult to detail in this letter, therefore I have attached copies of each as an addendum to the letter. In essence they cover maintaining a physical CRCC office; processing applications; typing, printing, shipping, and scoring and analyzing the examinations;

arranging for examination sites; preparation of examination profiles; and processing of income into the CRCC bank account. The above services include securing three bids for printing and related type purchased services and arranging for all such services; all follow-up correspondence with applicants until the files are complete; preparation of materials for Credential Committee; preparation of material for Appeals Committee; preparation of material for the Examination Committee; revision of materials such as "Commonly Asked Questions", the "Update", "Candidate Exam Guide", reference forms, etc.. All this is detailed in the attached Service Agreements.

3) Legal Relationships

(a) Between Natresources and the CRCC

There is no current legal or other relationships between CRCC and Natresources. (Even in the area of the item pool it is more a question of the legal relationship between PEERS and Natresources.)

(b) Between PEERS and the CRCC

Other than the attached Service Agreements, there is no legal relationship between PEERS and the CRCC. These Service Agreements are not contracts that bind the CRCC to PEERS in any way. They simply require us to pay for specific services PEERS has agreed to provide if we request them. If we do not request the service, there is no obligation to compensate PEERS in any manner. Simply put, CRCC has agreed to pay PEERS for services requested at an agreed upon rate, if no services are requested, no relationship exits.

As you know, the CRCC has voted to secure competitive bids for performing the administrative office services of the Commission effective July 1, 1979. A committee, chaired by a NRCA commissioner, is currently working on the procedure for accomplishing this.

4) Staffing of the Commission

There is one person assigned to perform Commission functions in the Commission office at PEERS, Mrs. Eda Holt. The address and phone number are as follows: CRCC, 8 South Michigan, Suite 3301, Chicago, Illinois, 60603; 312/236-4499.

Mrs. Holt is responsible for answering the Commission's phone and responding to routine information inquires. Mrs. Holt is also responsible for responding to all mail requests for applications and standard Commission information. The Commission Service Agreement with PEERS became effective March 17, 1978. This agreement states that Mrs. Holt will route any non-routine correspondence, addressed to the Commission, to the appropriate committee chairperson,

e.g., credentials, appeals, examinations, maintenance, research, etc.. When no appropriate committee is identifiable it is sent to the Chairperson for his/her action.

It would be best if I could provide you a list of these persons and their addresses at this time, however, by the time you received them they would no longer be current. July 1 is the beginning of the new calendar year for commissioner's terms of office and the Commission is presently in the process of conducting mail ballots for new officers, who will possibly be appointing some new committee chairpersons. Therefore, rather than provide you information which will not be accurate in a few weeks, the Commission will forward immediately upon completion of the election process a complete list of new officers and committee chairpersons. Hopefully you will be able to publish this list in the next NRCA Professional Bulletin, (as an item of information, officers are limited to serving no more than three years in that office - commissioners no more than two consecutive terms, i.e., 6 years).

5) Current and Predicted Financial Conditions

The following information has been provided by the Treasurer of the Commission:

(Note to commissioners: Dan Smith has been on vaction, he will return on Monday, July 17. I will contact him by phone and request that he provide the response to this section directly to Dave Brubaker for inclusion in the published copy. I will also request that he send a copy to all commissioners and review #1 based on his contacts with PEERS and the lawyers.)

6) Unanswered Communications

Phil, in response to this question I can only apologize and assure you that with NRCA's patience, positive support and understanding, the "state of affairs" will soon be vastly improved. This has been a problem the Commission was attempting to correct for an extended period of time, which was greatly confounded by the withdrawal of Natresources. Previously some correspondence was being forwarded from Chicago to the Natresources office in Washington, D.C. and it was difficult for the Commission to "track it". During the transition period of withdrawal of Natresources and before the formal Service Agreement with PEERS, there was no specific accountability in the Administrative office for responding to correspondence. When the problem occurred between Natresources and PEERS, the Administrative office was "legally closed" to PEERS for an extended period of time. During this time the Commission was even unable to staff its phone, and it went unanswered until we arranged a switching procedure with the phone company to an automatic message-taking service. When PEERS secured new office space we secured a new phone number and arranged for forwarding of mail.

None of this is provided in defense of the problem, but simply as a request for patience and understanding. The Commission acknowledges and accepts responsibility for poor communications and is devoting every effort to rectifying the situation. During the past few months the Administrative office staff has devoted major effort to preparing the Certification Maintenance material for mailing (which unfortunately was significantly delayed by the same circumstances mentioned above) and to processing a large number of applications (approximately 450) for the October examination. However, the Maintenance mailing has been accomplished, the application deadline was July 1, and our transition to PEERS as administrative agent is completed. These facts along with the commitment of the commissioners to respond to certain correspondence should result in a rapid and noticeable improvement in CRCC communications.

Again, we recognize this problem and are working hard to resolve it. The phone is now staffed 8 hours a day and there should be no further problems in that area. We are still 2-3 weeks behind in some correspondence due to the large volume on certain issues and the work and/or vacation schedule of some commissioners. I honestly expect that this will be "cleaned out" in the near future and that you will receive the kind of communication response from the Commission that you have the right to expect - and we have the sincere desire to provide.

I hope that the information I have provided has been of value in clarifying your questions. Even though this letter has turned out to be much longer than I anticipated when I started to respond (a few hours ago!) I realize that it still does not include a vast amount of information that would assist in clarifying other types of questions. As you know, the Commission has requested a joint meeting of the Commission Executive Committee and the NRCA Executive Committee and perhaps that will provide the opportunity to discuss many mutual concerns in real depth.

There are a few brief items that I would like to quickly mention before closing. In response to requests from NRCA the Commission has voted to provide the minutes of the most recent and all future Commission meetings to NRCA (and any other member organizations) for dissemination in whatever manner you feel most appropriate. In addition, due to the large number of requests for information regarding how the Commission plans to collect information regarding maintenance activities, you may wish to abstract for the Professional Bulletin projected plans of the Commission contained in the RSA proposal.

Phil, let me once again thank you on behalf of the Commission for the opportunity to respond to your questions. The Commission recognizes the commitment NRCA has to certification and appreciates the strong support NRCA has given in so many ways to the Commission. We pledge our continued commitment

to maximum cooperation and coordination with your office towards our mutual goal of enhancing the quality of service delivery to disabled individuals through professional standards.

Sincerely,

Dan

Daniel C. McAlees
Chairman, CRCC

TO: All CRCC Commissioners

FROM: Dan Smith

RE: The attached

Attached is my response to question #5 of Phil Chase's letter. It is accurate and fairly represents our financial condition.

I want to personally thank all of you for putting up with such a bad year. It was rough on all of us. But our objective has been accomplished. We are still in business and nobody is suing us.

Next year will be bad too. Not as bad as this year, I hope, but we will be tight until we see how certification maintenance is helping or hurting. Keep the faith and love to you all.

Sincerely,

Dan

P.S. Isn't it great fun being on the Commission.

DS/bld
7/18/78

July 18, 1978

Mr. Dave Brubaker, Executive Director
National Rehabilitation Council Assn.
1522 K Street, N.W.
Washington, D.C. 20005

Dear Dave:

The following should be included in Dan McAlees' response to Phil Chase under heading #5 "Current and Predicted Financial Conditions".

A bit of history may help bring the Commission's financial picture into proper perspective.

When we first started out we realized that we would certify a large volume of counselors and correctly predicted a surplus of funds at the end of the grandfathering period. By that time, June 30, 1976, we had accumulated cash assets of $51,616. The Commission realized that the volume of counselors certified after grandfathering would be smaller and decided to rely on our $51,000 surplus to subsidize the Commission's expense until January 1979 when the certification maintenance program would begin to produce the necessary income.

However, the volume of counselors applying for certification went well below the expected levels. A breakeven analysis done by our current treasurer indicated that 1700 counselors must be certified every year if the commission was to maintain its financial integrity. During the following two years only 500-600 counselors per year applied for and received certification. This left us with a $20,000 deficit in 1976-77.

In looking at our budget for 1977-78 we projected a $40,000 deficit at the current level of activity and spending. It became obvious that the $31,000 remaining would not last another two years. It became necessary to sharply reduce expenses yet maintain the integrity of the Commission's mission.

We chose to accomplish this by curtailing meetings of the full Commission and increase the fee charged from $50 to $75. Thus in September of 1977 the Commission met in conjunction with the N R A Convention saving $6,000. Phone conferences were held rather than face to face meetings, individuals on the Commission and organizations donated time, personal funds and effort. The end result is that for our fiscal year ending on June 30, 1978 the Commission did not have a deficit but a modest gain of $5,000. We currently have $6,391.21 in our checking account and have in reserve $20,000 ready to make the final purchase of the rest of the examination item pools when the legal problems are worked out. All bills past and current are paid.

Predictions for the current year look promising. A substantial number (460) of counselors have applied for the fall examination and the certification maintenance program will begin producing income by the late winter of 1979.

As you may realize, net income depends greatly upon the volume of the service provided, particularly when operating on a fixed fee basis and when a large proportion of the budget is on a fixed cost basis. This year it looks like we will come very close to a breakeven point on the examination. Certification maintenance is still a question mark. Whether or not our $50 fee is sufficient is still debatable. Based on cost projections and a breakeven analysis it looks like we will be in good shape by June 30, 1979 and can once again resume normal Commission activities. To a large degree many problems of the Commission resulted from our financial difficulty. I do feel, however, that it is noteworthy and admirable that the Commission acted as it did. Rather than increase the cost of the examination to the actual cost of giving it, we instead chose to curtail expenses and weather out the storm. This may have resulted in some communication problems but we did maintain our financial integrity and keep the cost to the field as low as possible. We knew what problems would be created but felt that the long term survival of the certification was more important than the short term difficulty. We can now look at the new year with confidence rather than apprehension.

Sincerely,

Dan Smith
Treasurer, Commission on Rehabilitation
Counselor Certification

DS/bld

1300 Rockland Avenue, 1-D
Staten Island, New York, 10314

September 12, 1978

David R. Brubaker, Ph.D., C.R.C.
Executive Director
NRCA
1522 K Street
Washington, D.C., 20005

Dear Dr. Brubaker:

Attached is a petition signed by over one hundred certified rehabilitation counselors who are working in New York City -- all of whom want the current certification maintenance system abolished.

I drew up the petition because of the truly overwhelming concern the counselors I work with have for this issue. Some New York City rehab counselors have withdrawn from NRCA in protest -- including at least one (probably more) charter member. Many counselors indicate that they will not maintain their certification -- again, as protest -- and are advising newcomers to the field to not become certified. It has become almost a mark of status to indicate that one has never become certified ("certified" is defined as "ripped-off").

Almost one hundred percent of the certified counselors who had the chance to sign the petition did so. More signatures could have readily been obtained, and if you were to conduct a poll of the membership you could expect the same overwhelmingly dissatisfied response.

Many working rehab counselors who were not certified -- but who would have liked to have become so, if the maintenance standards had not been so poorly developed -- are expressing profound complaint with the work of the CRCC. In fact, one small counseling staff (please see last petition page) retyped my petition, leaving out the word "certified" after "we the undersigned", so that they could register their own protest.

Counselors have many and detailed objections to the current maintenance system. Rather than planning to go into these at length, I decided that our collective voice would be most significant if we went for the strongest, simplest statement available: we all want the system abolished.

Certification is important. Our professional association is important. Don't let them both become meaningless and skeletal because of a lack of honest respect for the profession that both the CRCC and the NRCA are supposed to be representing.

Copies of the signed petition are being sent to Syma Weingarten because of her responsibility as our liaison to the CRCC, and to Dr. Livingston of NYU, Chapter President of NYMRCA, because of her interest in the concerns of the local membership.

Thank you.

Respectfully yours,

D Walters, CRC

Donna Walters, MRC, CRC
(Member of various professional associations, but here acting only as a) Friend to my Colleagues

CC: P. Chase
S. Weingarten
P. Livingston

June 26, 1978

David R. Brubaker, Ph.D., C.R.C.
Executive Director
NRCA
1522 K Street
Washington, D.C., 20005

Dear Dr. Brubaker:

We, the undersigned certified rehabilitation counselors in the New York City area, feel that the certification maintenance procedures which have been developed by the CRCC are unnecessary and superfluous. As professionals, we are well aware of the need for continuing education within our own field and we as individuals have already made necessary commitments to our own professional development. However, we feel that the arbitrary standards now imposed upon us by the CRCC are not justifiable.

When we were originally certified, it was with the understanding that our certification was permanent. Many of us supported the certification process wholeheartedly and enthusiastically. We do not support the certification maintenance system: in fact we feel that the certification maintenance system should be abolished.

We are aware that rehabilitation counselors across the nation agree with us. For this reason, we suggest that strong action from N.R.C.A. is needed immediately.

Thank you.

cc: Phil Chase, President
Syma Weingarten, Liaison to the CRCC

Signed:
Donna Walters, CRC, MRC
CRC.
Golda Hopper, M.A. C.R.C. VRC
Martha Ellington R.N., M.A., C.R.C.
Elizabeth F. Black BS, MA, VRC
DESHIFRIO VRC
Susan Fonfa CRC
MA CRC

CRCC

Statement of Income and Expenses 1977-1978

Income	$42,469.27
Expenses	
July 1977	3,485.67
August 1977	1,066.22
September 1977	4,471.09
October 1977	6,734.27
November 1977	1,832.98
December 1977	--------
January 1978	3,959.90
February 1978	3,622.67
March 1978	9,010.51
April 1978	2,274.45
May 1978	457.90
June 1978	3,470.09
Total Expenses	$40,385.75

Balances in checking as of 6/30/77	$ 139.48
Plus deposits of	$42,469.27
Minus expenses of	$40,385.75
Balance as of 6/30/78	$ 2,223.00

Respectfully submitted,

Daniel Smith
Treasurer

CRCC - Budget Proposal 1978-79

Note: Budget projections are based on the certification of 800 counselors during the coming year. Thus far in excess of 450 are scheduled for the October examination.

I. General Administration		
1. Application requests - 2000 @ $2.60		$ 5,200.00
2. Process applications - 1000 @ $25.00		25,000.00
a. credentials comm. 200 @ $5.00		1,000.00
b. appeals comm. 100 @ $2.50		250.00
3. Process verbal and written requests - 5000 @ $2.60		13,000.00
4. Selection of exam sites 25 @ $22.00		550.00
5. Fee Processing		2,360.00
6. Comm. requests - 100 hours @ $20.00		2,000.00
7. Supply inventory		2,000.00
	SUB-TOTAL	$ 51,360.00
II. Selection and Production of Examination		
1. Item selections		$ 1,400.00
2. Review, type and proof		1,470.00
3. Prep. of instructions		220.00
4. Printing of exam books		1,500.00
	SUB-TOTAL	$ 4,590.00
III. Shipping of Examination Materials		
1. Pack and ship		$ 1,150.00
2. Materials		100.00
	SUB-TOTAL	$ 1,250.00
IV. Administration of Examination		
1. Peers Monitors - 2 days @ 200.00		$ 400.00
	SUB-TOTAL	$ 400.00
V. Receipt, check in and verification		
1. Return mailing		$ 50.00
2. Check in and verification 800 @ 2.20		1,760.00
	SUB-TOTAL	$ 1,810.00

VI. Scan-Score and Analysis

1. Scan-score 800 @ 5.00		$ 4,000.00
2. Mail profiles 800 @ 2.25		1,800.00
3. Certificate mailing 700 @ 2.25		1,575.00
4. Certificate printing		2,000.00
5. Requests for certificate changes		260.00
	SUB-TOTAL	$ 9,635.00
VII. Commission meeting		$ 8,000.00
VIII. Final Report(Peers)		$ 2,000.00
IX. Phone		$ 1,500.00
X. Other		$ 1,000.00
	TOTAL EXPENSES	$ 81,545.00

Income

Application fees - 1000 @ $35.00		$ 35,000.00
Examination fees - 800 @ 40.00		32,000.00
	Total income	67,000.00
Excess(Deficit)		(14,545.00)

BUDGETARY NOTES

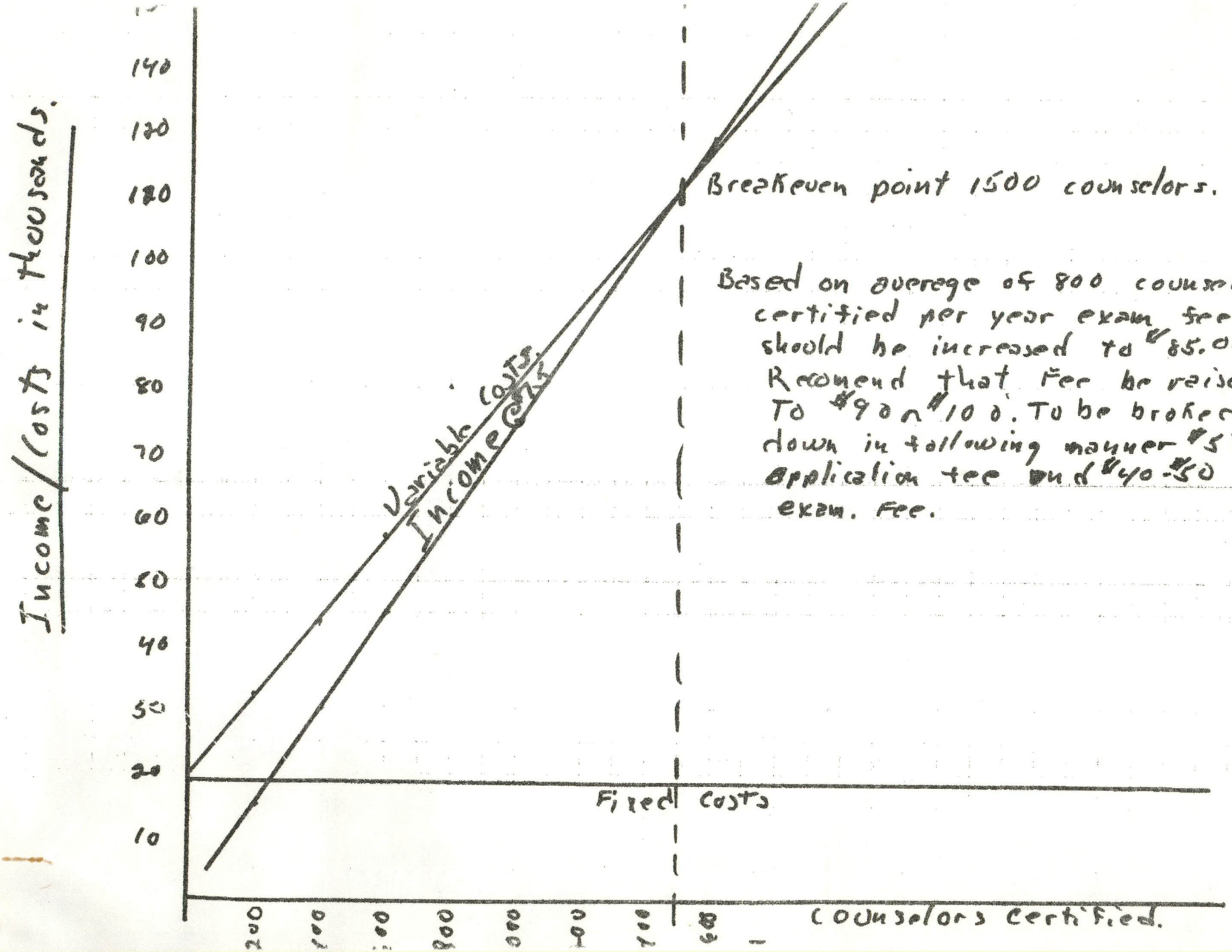
1. Anticipated income from Certification Maintenance is $50,000.00.

2. Costs associated with CM are at this time not known.

3. It is expected, however that excess income will be generated from CM and will cover deficit.

4. Until CM is underway and income is received we will continue to have a very tight cash situation.

5. As you may know we are now paying in excess of $59,000.00 for labor costs. Although Peer's contract is fair, we can do it for much less by establishing our own office. First year costs, including equipment, would run $40,000.00. After the first year costs would run $30,000.00 to $35,000.00. I strongly urge that we consider this alternative in our September meeting. We could have our own office by July 1, 1979, at substantial savings.


Income/Costs in thousands.
140
120
100
90
80
70
60
50
40
30
20
10
Variable costs
Income
Fixed costs
Breakeven point 1500 counselors.
Based on average of 800 counselors certified per year exam fee should be increased to $85.00 Recomend that fee be raised To $90 or $100. To be broked down in following manner $50 application fee and $40-$50 exam. Fee.
counselors certified.

Withdrawal/Redaction Sheet
(George Bush Library)

Document No. and Type	Subject/Title of Document	Date	Restriction	Class.
02a. Minutes	Executive Committee Meeting Minutes (4 pp.)	4/23/78	C	

Collection:

Record Group: Donated Historical Materials
Office:
Series:
Subseries:
WHORM Cat.:
File Location: CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Date Closed: 9/13/2016	**OA/ID Number:** 52056-002
FOIA/SYS Case #: 2016-2624-S	**Appeal Case #:**
Re-review Case #:	**Appeal Disposition:**
P-2/P-5 Review Case #:	**Disposition Date:**
AR Case #:	**MR Case #:**
AR Disposition:	**MR Disposition:**
AR Disposition Date:	**MR Disposition Date:**

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P-1 National Security Classified Information [(a)(1) of the PRA]
P-2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P-3 Release would violate a Federal statute [(a)(3) of the PRA]
P-4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P-5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P-6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Removed as a personal record misfile.

Freedom of Information Act - [5 U.S.C. 552(b)]

(b)(1) National security classified information [(b)(1) of the FOIA]
(b)(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
(b)(3) Release would violate a Federal statute [(b)(3) of the FOIA]
(b)(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
(b)(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
(b)(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
(b)(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
(b)(9) Release would disclose geological or geophysical information

Withdrawal/Redaction Sheet
(George Bush Library)

Document No. and Type	Subject/Title of Document	Date	Restriction	Class.
02b. Minutes	Executive Committee Meeting Minutes (1 pp.)	5/1/78	C	

Collection:

Record Group: Donated Historical Materials
Office:
Series:
Subseries:
WHORM Cat.:
File Location: CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Date Closed: 9/13/2016	**OA/ID Number:** 52056-002
FOIA/SYS Case #: 2016-2624-S	**Appeal Case #:**
Re-review Case #:	**Appeal Disposition:**
P-2/P-5 Review Case #:	**Disposition Date:**
AR Case #:	**MR Case #:**
AR Disposition:	**MR Disposition:**
AR Disposition Date:	**MR Disposition Date:**

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P-1 National Security Classified Information [(a)(1) of the PRA]
P-2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P-3 Release would violate a Federal statute [(a)(3) of the PRA]
P-4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P-5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P-6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Removed as a personal record misfile.

Freedom of Information Act - [5 U.S.C. 552(b)]

(b)(1) National security classified information [(b)(1) of the FOIA]
(b)(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
(b)(3) Release would violate a Federal statute [(b)(3) of the FOIA]
(b)(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
(b)(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
(b)(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
(b)(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
(b)(9) Release would disclose geological or geophysical information

Withdrawal/Redaction Sheet
(George Bush Library)

Document No. and Type	Subject/Title of Document	Date	Restriction	Class.
02c. Minutes	Executive Committee Meeting Minutes (2 pp.)	6/30/78	C	

Collection:

Record Group: Donated Historical Materials
Office:
Series:
Subseries:
WHORM Cat.:
File Location: CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Date Closed: 9/13/2016	**OA/ID Number:** 52056-002
FOIA/SYS Case #: 2016-2624-S	**Appeal Case #:**
Re-review Case #:	**Appeal Disposition:**
P-2/P-5 Review Case #:	**Disposition Date:**
AR Case #:	**MR Case #:**
AR Disposition:	**MR Disposition:**
AR Disposition Date:	**MR Disposition Date:**

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P-1 National Security Classified Information [(a)(1) of the PRA]
P-2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P-3 Release would violate a Federal statute [(a)(3) of the PRA]
P-4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P-5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P-6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Removed as a personal record misfile.

Freedom of Information Act - [5 U.S.C. 552(b)]

(b)(1) National security classified information [(b)(1) of the FOIA]
(b)(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
(b)(3) Release would violate a Federal statute [(b)(3) of the FOIA]
(b)(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
(b)(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
(b)(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
(b)(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
(b)(9) Release would disclose geological or geophysical information

Withdrawal/Redaction Sheet
(George Bush Library)

Document No. and Type	Subject/Title of Document	Date	Restriction	Class.
02d. Minutes	Minutes from Roberts Rules of Order (2 pp.)	n.d.	C	

Collection:

Record Group: Donated Historical Materials
Office:
Series:
Subseries:
WHORM Cat.:
File Location: CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Date Closed:	9/13/2016	**OA/ID Number:**	52056-002
FOIA/SYS Case #:	2016-2624-S	**Appeal Case #:**	
Re-review Case #:		**Appeal Disposition:**	
P-2/P-5 Review Case #:		**Disposition Date:**	
AR Case #:		**MR Case #:**	
AR Disposition:		**MR Disposition:**	
AR Disposition Date:		**MR Disposition Date:**	

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P-1 National Security Classified Information [(a)(1) of the PRA]
P-2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P-3 Release would violate a Federal statute [(a)(3) of the PRA]
P-4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P-5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P-6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Removed as a personal record misfile.

Freedom of Information Act - [5 U.S.C. 552(b)]

(b)(1) National security classified information [(b)(1) of the FOIA]
(b)(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
(b)(3) Release would violate a Federal statute [(b)(3) of the FOIA]
(b)(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
(b)(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
(b)(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
(b)(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
(b)(9) Release would disclose geological or geophysical information

Withdrawal/Redaction Sheet
(George Bush Library)

Document No. and Type	Subject/Title of Document	Date	Restriction	Class.
02e. Minutes	CRCC Annual Meeting (4 pp.)	7/2/78	C	

Collection:

Record Group: Donated Historical Materials
Office:
Series:
Subseries:
WHORM Cat.:
File Location: CRCC [Commission on Rehabilitation Counselor Certification] '78 [2]

Date Closed: 9/13/2016	**OA/ID Number:** 52056-002
FOIA/SYS Case #: 2016-2624-S	**Appeal Case #:**
Re-review Case #:	**Appeal Disposition:**
P-2/P-5 Review Case #:	**Disposition Date:**
AR Case #:	**MR Case #:**
AR Disposition:	**MR Disposition:**
AR Disposition Date:	**MR Disposition Date:**

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

P-1 National Security Classified Information [(a)(1) of the PRA]
P-2 Relating to the appointment to Federal office [(a)(2) of the PRA]
P-3 Release would violate a Federal statute [(a)(3) of the PRA]
P-4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
P-5 Release would disclose confidential advice between the President and his advisors, or between such advisors [a)(5) of the PRA]
P-6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Removed as a personal record misfile.

Freedom of Information Act - [5 U.S.C. 552(b)]

(b)(1) National security classified information [(b)(1) of the FOIA]
(b)(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
(b)(3) Release would violate a Federal statute [(b)(3) of the FOIA]
(b)(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
(b)(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
(b)(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
(b)(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
(b)(9) Release would disclose geological or geophysical information

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

8 S. Michigan Ave., Suite 3301
Chicago, Illinois 60603

COMMISSIONERS

DELBERT AMAN, J. D.
115 5th Avenue, S.E.
Aberdeen, SD 57401

Off: 605-622-2395
Res: 605-225-6100 Ext. 200
CRC #7445
ACCD 6/30/80

ETHEL BRIGGS, CRC
Bureau of Rehab. Services
122 C street, N.W.
Washington, D.C. 20020

Phone: 202-727-0979
NANWRW 6/30/81

DOROTHY CLIFFORD, CRC
116 W. University Pkway, Apt. 512
Baltimore, MD 21210

Off: 301-752-2873
Res: 301-467-7948
CRC #454
NRCA 6/30/80

ANNE D. CRUMPTON, CRC
618 W. Church
Knoxville, TN 37902

Home: 615-588-2537
CRC #002
NRCA 6/30/79

LAWRENCE J. DENEEN, Ph.D., CRC
1274 26th Avenue
San Francisco, CA 94122

Off: 415-653-6173
Res: 415-731-2139
CRC #354
ARCA 6/30/81

JAMES R. ENGELKES, Ph.D., CRC
1207 Farwood
East Lansing, MI 48823

Off: 517-353-8747
Res: 517-351-6544
CRC #6901
ARCA 6/30/81

MARIE FEINGOLD, CRC
9707 Singleton Drive
Bethesda, MD 20034

Off: 202-625-7836
Res: 301-530-8047
CRC #347
ARCA 6/30/78

LEX FRIEDEN
New Options Research Director
Texas Institute for Rehabilitation
and Research
Texas Medical Center
1333 Moursund Avenue
Houston, TX 77030

Off: 713-797-1440
ACCD 6/30/78

WILLIAM H. GRAVES, Ed.D., CRC
P. O. Drawer GE
Mississippi State, MISS. 39762

Home: 601-323-5698
Off: 601-325-5656
NCRE 6/30/81

JAMES B. GRIFFITH, Ph.D., CRC
Rehabilitation Services Bureau
Department of Economic Security
1400 W. Washington
Phoenix, ARIZ 85007

Off:
Res:
CRC #3058
ARCA 6/30/80

DANIEL C. McALEES, Ph.D., CRC
Research & Training Center
University of Wisconsin - Stout
Hovlid Hall #411
Menomonie, WISC 54751

Off: 715-232-1389
Res: 715-235-3112
CRC #134
ARCA 6/30/80

MICHAEL OLIVERIO, CRC
13 S. High Street, Box 869
Morgantown, WV 26505

Off: 304-292-7361
Res: 304-599-1184
CRC #1513
NRCA 6/30/79

TERRENCE J. O'ROURKE
Associate Executive Director
National Association of the Deaf
8805 Arliss Street
Silver Spring, MD 20901

Res: 301-587-6919
Off: 301-587-1788 or
301-585-4440
ACCD 6/30/79

O. E. "Ed" Reece, Director
Division of Vocational Rehabilitation
1808 West End Bldg., Rm. 1400
Nashville, TN 37203

Off: 615-741-2095
Res: 615-373-3942
CSAVR 6/30/81

DANIEL SMITH
Atlanta County Opportunities
Center for the Handicapped
Route #3, Box 143 West Delilah Road
Pleasantville, NJ 08232

Res: 609-927-7213
Off: 609-641-5160
CRC #5261
ARF 6/30/81

MAUNSELL W. WILKINSON, CRC
121 Timber Creek Lane
Silsbee, Texas 77656

Off: 713-833-8641
Res: 713-755-6977
CRC:
NRCA 6/30/80

DAVID BRUBAKER, Ph.D., CRC
Executive Director
National Rehabilitation Counseling Asso.
1522 K Street, N.W.
Washington, D. C. 20005

Off: 202-296-6080
EX OFFICIO MEMBER

BETTY HEDGEMAN, Ph.D., CRC
410 E. 6th Street
New York, NY 10009

Off: 518-457-6095
NRCA 6/30/81

Dr. Jack R. Crisler, Associate Professo
Rehabilitation Counselor Training Progr
College of Education
413 Aderhold Hall
The University of Georgia
Athens, Georgia 30602
Phone: 404-542-2597

CORE 6/30/81

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

520 North Michigan Avenue - Suite 1504
Chicago, Illinois 60611

(312) 644-4329

October 12, 1978

COMMISSIONERS

Delbert Aman, J.D.
Division of Rehabilitation Services
Services to the Visually Impaired
Clark Bldg., Room 102
104 S. Lincoln
Aberdeen, SD 57401

Off: 605-622-2395
Res: 605-229-5482
CRC #7445
ACCD 6/30/80

Dorothy Clifford
University Hospital 4-1237
22 South Green Street
Baltimore, MD 21201

Off: 301-752-2873
Res: 301-467-7948
CRC #454
NRCA 6/30/80

Anne D. Crumpton
6315 Kingston Pike
Apt. 1008
Knoxville, TN 37919

Off: 615-588-2331
Res: 615-588-2537
CRC #002
NRCA 6/30/79

Lawrence J. Deneen, Ph.D.
P.O. Box 22606
San Francisco, CA 94122

Off: 415-564-0241
Res: 415-731-2139
CRC #354
ARCA 6/30/78

James R. Engelkes, Ph.D.
1207 Farwood
East Lansing, MI 48823

Off: 517-353-8747
Res: 517-351-6544
(Private Office 517-351-4634)
CRC #6901
CRCE 6/30/78

Marie Feingold
9707 Singelton Drive
Bethesda, MD 20034

Off: 202-625-7836
Res: 301-530-8047
CRC #347
ARCA 6/30/78

William Graves
Mississippi State University
Drawer GE
Starkville, Mississippi 39762

Off: 601-325-5656

Dr. Jack R. Crisler, Assoc. Professor
Rehab. Counselor Training Program
College of Education
413 Aderhold Hall
University of Georgia
Athens, Georgia 30602

Off: 404-542-2597

Betty Hedgeman
New York University
Dept. of Rehab. Counseling
34 Stuyvesant Street
New York, NY 10003

Daniel C. McAlees, Ph.D., Chairman
ARCA and NRCA
Harold Rubin, Vice Chairman
ARCA
Florence R. Curnutt, Secretary-Treasurer
NRCA
Anne D. Crumpton
NRCA
Grace Drain
NANVRW
George Ebra
NRCA
James R. Engelkes, Ph.D.
Frederick Fay, Ph.D.
CONSUMER REP.
Larry Feinberg, Ph.D.
CORE
Marie Feingold
ARCA
Carl E. Hansen, Ph.D.
Claude Myer
CSAVR
Michael Olivero
NRCA
Daniel Smith
ARF
Patricia Whalen

Lex Frieden
New Options Research Director
Texas Institute for Rehab.
and Research
Texas Medical Center
1333 Moursund Avenue
Houston, TX 77030

Off: 713-797-1440
Res: 713-781-8949
ACCD 6/30/78

James B. Griffith, Ph.D.
Rehabilitation Services Bureau
Dept. of Economic Security
1400 W. Washington
Phoenix, AZ 85007

Off: 602-271-3722
Res: 602-248-7358
CRC #3058
ARCA 6/30/80

Carl Hansen, Ed.D.
7606 Brookhollow Cove
Austin, TX 76752

Off: 512-471-4161
Res: 512-452-2970
CRC #2898
ARCA 6/30/78

Daniel C. McAlees, Ph.D.
Research & Training Center
University of Wisconsin-Stout
Hovlid Hall #411
Menomonie, WI 54751

Off: 715-232-1389
Res: 715-235-3112
CRC #134
ARCA 6/30/80

Michael Oliverio
13 S. High Street, Box 869
Morgantown, WV 26505

Off: 304-292-7361
Res: 304-599-1184
CRC #1513
NRCA 6/30/79

Terrence J. O'Rourke
Associate Executive Director
National Association of the Deaf
814 Thayer Avenue
Silver Springs, MD

Off: 301-587-1788
Res: 301-587-6919
ACCD 6/30/79

Daniel Smith
Atlantic County Opportunity
Center for the Handicapped, Inc.
Route #3, Box 143 West Delilah Road
Pleasantville, NJ 08232

Off: 609-641-5160
Res: 609-927-7213
CRC #5261
ARF 6/30/78

Maunsell Wilkinson
121 Timber Creek Lane
Silsbee, TX 77656

Off: 713-833-8641
Res: 713-755-6977
CRC
NRCA 6/30/80

David Brubaker, Ph.D. (EX OFFICIO MEMBER)
Executive Director
National Rehab. Counseling Assoc.
1522 K Street, N.W.
Washington, DC 20005

Off: 202-296-6080
Res: 703-768-3067

O.E. Reese, Assistance Commissioner
Div. of Vocational Rehab.
Dept. of Education
Room 1400, 1808 West End Bldg.
Nashville, TN 37203

COMMISSION ON REHABILITATION COUNSELOR CERTIFICATION

8 S. Michigan Ave., Suite 3301
Chicago, Illinois 60603

Commission Offices and Committees, 1978-79

Maunsell W. Wilkinson, Chairman
Michael Oliverio, Vice Chairman
Daniel Smith, Secretary/Treasurer

Maintenance

Michael Oliverio, CRC, Chairperson
Larry Deneen, Ph.D., CRC
Delbert Aman, J.D., CRC
Daniel McAlees, Ph.D., CRC
Dorothy Clifford, CRC

Exams

Anne Crumpton, CRC, Chairperson
James Engelkes, Ph.D., CRC
Daniel McAlees, Ph.D., CRC
Terrence J. O'Rourke

Credentials & Standards

William Graves, Ed.D., CRC, Chairperson
Marie Feingold, CRC
Terrence O'Rourke
O. E. "Ed" Reece

Finance

Dan Smith, Chairperson
Larry Deneen, Ph.D., CRC
Dan McAlees, Ph.D., CRC
Terrence J. O'Rourke

Ethical Practice & Appeals

Larry Deneen, Ph.D., CRC, Chairperson
Delbert Aman, J. D.,CRC
Dorothy Clifford, CRC

Relationships

Lex Frieden, Chairperson
James Engelkes, Ph.D., CRC
Ethel Briggs, CRC
Betty Hedgeman, Ph.D., CRC

Research

Roger Livingston, Ph.D., CRC
James Engelkes, Ph.D., CRC
Jack R. Crisler, Ph.D., CRC
Lex Frieden

Administrative Contractor

PEERS, Inc.
Eda Holt, CRCC Project Manager
8 S. Michigan Avenue, Suite 3301
Chicago, Illinois 60603

Phone: 312-236-4499

RESEARCH AND TRAINING CENTER
STOUT VOCATIONAL REHABILITATION INSTITUTE, SCHOOL OF EDUCATION
UNIVERSITY OF WISCONSIN-STOUT • MENOMONIE, WISCONSIN 54751

• Research
• Training
• Development
• Demonstration

Daniel C. McAlees, Ph.D.
Center Director
(715) 232-1389

Charles C. Coker, Ph.D.
Research Director
(715) 232-2236

Darrell D. Coffey, Ed.D.
Training Director
(715) 232-1370

October 17, 1978

UPDATE - REHABILITATION COUNSELOR CERTIFICATION

Dan McAlees

The following information is provided as an update of the activities of the Certification Commission and eminates from the Commission meeting in Salt Lake City on September 21-23, 1978.

A. Commission Membership

The following commissioners were appointed/reappointed for three year terms:

Larry Deneen (ACCD)
Marie Feingold (ARCA)
Jim Engelkes (ARCA)
Dan Smith (ARF)
Ethel Briggs (NANWRW)
Betty Hedgeman (NRCA)
Jack Crisler (CORE)

The Executive Committee was elected as follows:

Maunsell Wilkinson (NRCA-Counselor)
Mike Oliverio (NRCA-DVR Administrator)
Dan Smith (ARF - Facility Director)
Dan McAlees (ARCA - Educator)
Delbert Aman (ACCD - Consumer)

B. Examination

Approximately 500 persons have applied to sit for the CRCC examination on October 28, 1978. This is the largest group for one examination since the end of grandfathering. As chairperson of the Examination Committee, Ann Crumpton was allocated funds to begin the process of implementing a revised item classification system and development of new items for the examination. She will also evaluate current procedures regarding location and administration of the examination.

C. Administrative Services

There was general agreement that administrative services have improved under the contract with PEERS, INC. (Professional Educational and Evaluation Resource Services. Maunsell Wilkinson was appointed chairperson of a committee to establish guidelines for administrative operations beginning the July 1, 1979 fiscal year.

The University of Wisconsin-STOUT is an Equal Opportunity, Affirmative Action employer and does not discriminate on the basis of sex in the educational programs or activities it operates, including employment therein and admission thereto. This statement is published in accordance with Section 86.9 of Title 45 of the Code of Federal Regulations implementing Title IX of the Education Amendment of 1972 Inquiries concerning Affirmative Action, Title IX and Equal Employment Opportunity may be directed to Assistant to the Chancellor, University of Wisconsin-STOUT, Menomonie, WI 54751, Telephone 715-232-2295

D. Standards

1. Bill Graves was appointed as chairperson of the Standards and Credentials Committee.

2. The criterion that a graduate of a CORE accredited school with an internship supervised by a CRC be eligible immediately upon graduation was clarified. A graduate from a CORE accredited school without an internship supervised by a CRC would be required to obtain one year of field experience under a CRC.

3. The experience requirement for a graduate of a non-CORE accredited rehabilitation education program was increased from 1 year to 2 years under a CRC.

4. The experience requirement for a graduate from a related masters degree program was increased from two years to three years under a CRC.

E. Certification Maintenance

1. Mike Oliverio was reappointed as chairperson of the Certification Maintenance Committee. Progress continues on the development of a procedure for the collecting and processing of maintenance activities by CRC's. Rodger Livingston is coordinating this effort and is currently evaluating various alternatives to determine the most efficient and economical data processing procedure.

2. The Commission plans to be meeting within the near future with representatives of effected organizations (e.g., ARCA, NRCA, NCRE, CSAVR, CORE, RCEP's) to determine the most effective and acceptable procedure for implementing the program approval aspect of the maintenance process.

3. The Commission approved a procedure where-by CRC's, who's certification maintenance due date is either July 1, 1979 or October 1, 1979, can request a one year extension of the due date in order to permit them to accumulate the required 45 contact hours. The formal due dates of July 1, 1979 and October 1, 1979 are retained, however an optional extension with specific conditions will be available to CRC's with these two due dates. Information regarding the procedures for requesting and specific conditions of this optional extension will be mailed prior to December 31, 1978 directly by the Commission to all CRC's with maintenance due dates of July 1, 1979 and October 1, 1979.

Remarks Presented At: NCRE-CSAVR Training Conference
San Diego, California
March 6-8, 1978
Phil Chase, NRCA President

My role this afternoon is to react to the certification issue from a professional association standpoint and from the perspective of a Certified Rehabilitation Counselor. Prior to assuming the presidency of the largest professional association in the field of rehabilitation counseling, I assumed that association leadership reflected the views of its members on the critical issues that impact each of us in rehabilitation. My concern as I began the role of spokesman for the profession was not that we were not united as a profession, but that we took a "reactive" stance rather than a "Pro-active" stance on the issues.

Certification was the one issue that was different. NRCA certainly is taking and has taken a pro-active stance on this critical issue. In looking back at the history and development of the Rehabilitation Counselor Certification program, I found that NRCA first began addressing this issue seriously in 1963. Looking back earlier at the purposes for the establishment of NRCA, we find the development of standards for the practicing counselor as a key area of emphasis. NRCA has acknowledged the need for recognition of professional standards and to this end, the Association became the prime mover in the design and implementation of the process to certify rehabilitation counselors.

As the original sponsoring organization of the certification movement, NRCA, along with ARCA, joined with other related organizations to establish the Commission on Rehabilitation Counselor Certification. Certification has existed since 1974 and to date, CRCC has certified approximately 10,000 rehabilitation counselors.

Going back a minute to my original premise -- NRCA represented the practicing rehabilitation counselor -- the moment I received the gavel, symbolic of assuming the presidency of the Association, I was bombarded with questions concerning certification, demonstrations of hostility, threats of suit, individuals stating displeasure which would result in their disassociation with the Association, resolutions expressing concern and demands, etc. All of a sudden I wondered what I had gotten into. My objectives toward impacting the profession positively to the benefit of rehabilitation counselors seemed to change to one of keeping peace. The one thing I had prided myself on was a genuine feeling that I was in touch with the field. As president, I felt keen responsibility to be responsive and represent the membership. Back in the early '70's when we were working long and hard on the development of the certification process, there was little question as to the direction our members desired the association to go. Now, had the membership changed; had I lost touch with the people that were so vital to a strong association; and was the certification stance one of the Association's leadership and not the grass roots counselor? Recognizing the importance that association goals and member counselor goals be congruent, the question had to be answered. During the past five months, I've attempted to interact with counselor groups across the country, encouraged our leadership to get out and interact, developed and mailed questionnaires

regarding the desired direction members felt the association should go. Although there remain many concerns, I feel the leadership is in touch and the association is responsive to its members.

Across this country, we have a group of practicing rehabilitation counselors committed to rehabilitation, committed to the provision of quality rehabilitation services to handicapped people, and committed to maintaining their skills. There remains some question as to the process to accomplish all this -- but there is no question as to the commitment of the rehabilitation counselor.

As a State Director and as an educator of rehabilitation counselors, you should be extremely pleased with the direction the profession has taken. Surely it is a compliment to your leadership in the development of your students and in the development of your employees.

Many of you may be certified to provide visable support to the certification movement -- but the rehabilitation counselor does not spend substantial funds and time just to support a movement. The rehabilitation counselor becomes certified because of his or her commitment to quality service as a service provider. Certification was not designed to increase counselor salaries, mobility, or promotability. Certification has increased one thing of vital importance -- increased consciousness toward the delivery of quality services within the profession.

I am sure each of you have heard over and over that services within a bureaucracy are provided at an acceptable level of mediocrity. I believe the statement -- but I also believe it doesn't have to be that way. On my flight out yesterday, I read a review of Michael Hill's book, The States, Administration and the Individual which I found extremely relevant to the issue we are discussing. Hill discusses the human service field as representing the common ground where citizens and the State confront each other. This is the common ground where citizens needing services seek public attention and resources, and where public and some private institutions fulfill or ignore these needs. His underlying theme is the evolving and dynamic role of the State and the emergence of public sector, human service monoplies. The professional has a captive audience; the professional has guaranteed payment of salary regardless of the quality of his or her services. The monopoly system can erect artificial barriers to service, professional arrogance can prevent quality service delivery, and redress of grievance can be minimized due to lack of an accountability mechanism. Hill argues strongly for professional commitment and a more responsible professional class. In rehabilitation we are having this commitment demonstrated via the certification movement.

Yesterday I heard various conversations about the difference it made in the delivery of services by having counselors with graduate degrees in rehabilitation counseling opposed to those having less academic preparation. I recognize that we

are not running over with studies demonstrating difference -- but I do know that when I entered the field ten years ago with an undergraduate degree in physical education and an experience base of coaching, my clients did not receive the quality service they received following my graduate studies in areas prescribed as vital areas of competence within certification requirements. I recognize also -- as I am sure you do -- we are working with a different clientele than we did ten or even three years ago. I also recognize that if we are unconcerned with the ability to identify the rehabilitation needs of our clients, develop comprehensive IWRP's, and work together with our clients toward a truly successful and productive life -- then we are spending a lot of training funds unnecessarily. As an administrator, I can take a group of high school graduates and be competitive with any of your staffs' in the numbers game. What would those clients get out of it? I don't believe the question needs answering.

NRCA recognizes that certification alone will not guarantee that consumers of rehabilitation services will receive those services from qualified practitioners. During the current session of Congress an amendment to the Rehabilitation Act will be introduced by Congressman Fred Richmond of New York. This amendment will outline the process for the rehabilitation counselor to meet nationally recognized standards. If passed, this amendment will assure handicapped persons the right to receive services from a rehabilitation counselor who has met these standards or is supervised by a person meeting these standards. The amendment will not state that the counselor must be certified by CRCC, but it will clearly outline the areas that a counselor must demonstrate competence as well as the educational and experience component.

It was my desire to bring the language of this amendment with me to share with you for your review and input. But as of this past weekend, it was not completed. I still desire your input prior to the bill's introduction and we will make every attempt to get it to you when completed. I also hope that you will support its passage.

In closing, I want to re-emphasize one point -- you have a remarkable group of graduates and you have a remarkable group of professional counselors who are imposing standards on themselves because of their commitment to rehabilitation. I urge your commendation of their efforts and your support in making rehabilitation counseling a meaningful profession -- both to the counselor and to handicapped persons.

Dan McAlees
NCRE-CSAVR Training Conference
March 6-8, 1978
San Diego, California

I have approximately twenty minutes to visit with you and I noticed some of you were taking notes. Those of you who are, please don't bother. I have everything over here on the table in terms of what I am going to say. After this is over I can give you all the handouts. I do have to talk as quickly as I can because I have so much to cover. It is hard to put the certification movement of rehabilitation counseling into twenty minutes but I will do the best that I can and if there are some gaps I will be glad to visit with you after the presentation.

I am very pleased to be here and represent a constituency that isn't fully represented at this meeting and that is the rehabilitation counselor. Certification is a movement within rehabilitation counseling and I will have the opportunity to present to you the point of view of the rehabilitation counselor, one of our colleagues, and probably one of the most important participants in the total rehabilitation process. I will be presenting to you the goals of certification not its achievements. I will not be saying that we have achieved all of these goals but only that they are achievable. You must then weigh these goals against the negative aspects and when we are through I will ask you the question of "What are the alternatives to setting standards for practice?" We recognize that the standards must be applied with sensitivity to the potential problems they may rise. But the risk not taken in setting standards may be the greatest risk of all when attempting to solitify a profession in todays rather strong antiprofessional social and political atmosphere.

In addition, I will be discussing concepts not procedures. We must be careful to recognize that much objection to certification is often to the process and standards not the concept of certification. For example, individuals may be concerned with the standards set in terms of degree level required, experience required, number of hours required for certification maintenance, etc., not to the concept and the outcomes of certification. The specific content aspects of certification have been and continue to be debated in numerous other more appropriate forums and they are dynamic and changing. We should not focus on the pros and cons of specific content issues here but rather on the goals and outcomes of certification.

As I speak, I will be speaking on behalf of over 10,000 rehabilitation counselors who, contrary to statements that I have heard here at the conference and in other settings, are committed to their profession. The certification commission included questions as part of the examination process during its first few years which asked about such areas as counselor job satisfaction, identification with job role, career choice, etc. and our data, not opinion, showed very clearly that the rehabilitation counselor in this country is committed to quality services for his client, is committed to the rehabilitation process, and is committed to upgrading the quality of services he provides. For example, over 92 per cent of those participating in the certification process like their jobs; 77 percent were satisfied with their positions. Although there were specific aspects of their roles that they would like to see changed, they were overwhelmingly committed to the rehabilitation process and the delivery of quality services to the clients they served. For these individuals certification is a client advocacy position

a consumer issue, a quality of service issue. For them certification has its roots not in dissatisfaction but rather in pride and caring.

Earlier, Bob mentioned that he knew where he wanted to go. He just wasn't quite sure how we were going to get there. That reminded me of an interesting bit of philosophy that can be found in a conversation between Alice and the Cheshire Cat in a selection from Through the Looking Glass, "Would you tell me please which way I go from here?" asked Alice. "That depends a good deal on where you want to get to." said the cat. "I don't much care where." said Alice. "Then it doesn't matter which way you go." said the cat. It really doesn't matter which way we go or where we start from if we don't have a destination. For those of us who work with the handicapped, however, it makes a great deal of difference where we go. We must have a destination of quality services for the individual with a disability. If we have a destination, we must have a place to start from; a point from which to view and continually review our work. This may be an ever changing point of view as we progress and change but it will always matter which way we go. Quality services from the point of view of the counselor relates to minimum counselor standards, i.e., certification. As I have mentioned, certification is a consumer issue, a client issue, not a unionization movement. The rehabilitation counselor through certification is functioning as a client advocate - a professional advocate - dedicated to the goal of quality service delivery in the rehabilitation profession and to the value of education. Certification can be a valuable asset to both the administrator and the educator in furthering their goal of strenghtening the rehabilitation movement.

During the past ten years, the field of rehabilitation has demonstrated a significant concern for reaffirming its role in the delivery of services to disabled individuals as a result of political, economic, and leadership crises. During this period of time a number of groups within the rehabilitation movement acted affirmatively to achieve this goal. For example, graduate level training programs united to establish the National Council of Rehabilitation Educators (NCRE); and an independent accreditation commission, The Council on Rehabilitation Education (CORE) was created to establish and monitor minimum standards for rehabilitation counselor education programs. This period also witnessed the development of consumer organizations, for example, American Coalition of Citizens with Disabilities (ACCD), concerned with standards of program service delivery, and a growing concern was evidenced by RSA for establishing and evaluating standards for state-federal program performance. In the private sector we have seen the rapid growth of standards for private facilities providing rehabilitation services implemented through the Council for Accreditation of Rehabilitation Facilities (CARF).

One of the most significant developments to occur during this period of time was the development of a voluntary certification program by practicing rehabilitation counselors. The rehabilitation counselor certification program was a direct outgrowth of the concerns of practicing rehabilitation counselors to establish a national professional scale of minimum standards for practice which any interested group, agency, or individual could use as a measure. These standards include criterion in the area of education, experience, peer assessment, supervisor assessment, continuing education, acceptance of a code of ethics, as well as an examination which was field based and composed of problem-solving type items designed to be relevent to the day by day decision making processes of the rehabilitation counselor.

It is evident that concerned groups within the field of rehabilitation also saw these standards as essential to effective service delivery. The certification movement has had participation from the National Rehabilitation Counseling Association (NRCA); the American Rehabilitation Counseling Association (ARCA); the National Rehabilitation Association (NRA); the Council of State Administrators of Vocational Rehabilitation (CSAVR); the National Association of Non-White Rehabilitation Workers (NANWRW); the Association of Rehabilitation Facilities (ARF); the American Coalition of Citizens with Disabilities (ACCD); the Council on Rehabilitation Education (CORE); and the National Council on Rehabilitation Education (NCRE).

Perhaps here I should take just a moment to describe the nature of the Commission on Rehabilitation Counselor Certification (CRCC). The certification commission is an independent body composed of eight membership organizations, with a total of eighteen commissioners. The membership organizations and the number of commissioners appointed by each are as follows: NRCA - five, ARCA - five, ACCD - three, CSAVR - one, NCRE - one, CORE - one, NANWRW - one, and ARF - one.

As I have stated, the primary purpose of certification as defined by CRCC, is to establish professional standards whereby disabled individuals, related professionals, agency administrators, and the general public can evaluate the qualifications of persons practicing rehabilitation counseling. Certification has as its primary impetus the provision of assurances that professionals engaged in rehabilitation counseling will meet acceptable standards of quality in practice. Such standards are considered to be in the client's best interest. Aside from establishing a measure of professional qualifications for the counselor, certification should further the public interest and increase the confidence of other professions and clients. It is very evident that rehabilitation counselors are seriously encouraging a higher level of performance and qualifications that will benefit both the public and the profession through their participation in the certification program which is demonstrated by the large number of counselors who have voluntarily met the standards since the inception in the program only four years ago.

To date, approximately 10,000 rehabilitation counseling professionals have made application to particpate in the certification program. This is an overwhelming and revealing response to this new and voluntary professional program.

The intent is not to certify that any individual is suitable for employment or attempt to impose personnel requirements upon any agency, but to establish a national professional scale regarding which any interested group, agency, or individual may use as a measure. However, it would be hoped that voluntary cooperation by a majority of rehabilitation counselors would, over time, exercise an increasing influence on the field and ultimately guide legislation, personnel practices, and training programs.

I feel that the singularly most important aspect to true specialization and professionalism is rehabilitation counselor certification. Certification is the process whereby a profession gives recognition to an individual who has fulfilled certain requirements or standards, as pre-determined by that profession.

Aside from establishing a good measure of professionalism for the counselor, certification will further the public interest. Our most important mission, as rehabilitation counselors, is to better serve the handicapped individuals with

whom we work. A counselor who has been certified to have met certain academic knowledge and experience standards by a commission will be more likely to gain public confidence.

This united group of certified counselors is more likely to have a significant voice in community, state, and national affairs than a disbanded group of individuals with little professional stature. Certified counselors can share their common vocational interests, disseminate information relevant to the profession, and seek collectively to gain their common service goals, economically, politically, and socially, on a broad professional level.

Aside from these advantages to the general client population, and the community at large, certification can provide the agency and the counselor himself with definite advantages. It should be noted that the certification process should not be regarded as a screening mechanism, but as a means by which the counselor can assess (and if necessary improve) his skills and competencies, and those of his peers. The counselor who has been certified has the assurance from his profession of its confidence in him. He gains a sense of self-esteem and professional identity. He is worthy of the respect of his peers, members of other professional groups, and of his clients. The fact that he is deserving of the same stature as other professionals within the field of counseling engenders, not only mutual respect, but more harmonious working relationships. With this increase in stature, the rehabilitation counselor can join the human service problem solving team on an equal level without having to compromise his position to medicine, social work, or pyschology. His own special area of expertise will be equally as valuable as the others in providing client services.

Our foremost goal in rehabilitation counseling is to serve the public interest through the provision of quality services to our handicapped population. It would be unconscionable for the members of our profession not to accept their public accountability in assuring the quality of counselors and services provided by individuals with the title "rehabilitation counselor." We felt that rehabilitation counselor certification was inevitable. We are fortunate to have had the opportunity to draw up our own process rather than having this carried out by a lay group. In the long term, counselor certification will have an over-all positive effect upon counselor performance, professional satisfaction, and quality of services.

There are other very valuable outcomes of a certification program. For example: (1) It's impact on education, both preservice and inservice. In the area of preservice it can encourage curriculum modification - encourage refinements of the standards for intership supervision - encourage the upgrading of faculty knowledges in the area of rehabilitation counseling as has already been evidenced by the large number of university faculty who have become CRC's - and finally, by having it's standards incorporated into the accreditation criteria established by the Counsel on Rehabilitation Education. In the area of inservice it can create demand for relevant and quality training. As more of this training becomes available it will provide easier access for individual counselors to inservice training and will provide impetus to revision of inservice training delivery systems as sponsored by such groups as Regional Continuing Education Programs, State Agencies, NRCA, ARCA, etc. Data collected by the Commission to date indicates that experienced rehabilitation counselors feel that less than 50% of the inservice training they received was valuable to them

in improving their skills to do the tasks assigned. Perhaps the certification movement can make a contribution to improvement in this area. (2) Certification and certification maintenance can encourage the individual counselor, educator, supervisor, and other rehabilitation professionals to continually upgrade their knowledge and skills in the area of rehabilitation counseling. (3) Certification can assist in better defining the practice and profession of rehabilitation counseling through (a) assisting in defining rehabilitation work settings more precisely; (b) by more precisely defining knowledges and skills needed; (c) by more precisely defining the standards necessary for practice. Certification movement can begin to give a clearer answer to the questions of "who is the rehabilitation counselor and where do they practice." Before certification the rehabilitation counselor was anyone hired to do rehabilitation counseling. Now certain standards exist to better define the profession of rehabilitation counseling. (4) Certification has created dialogue regarding the necessary educational and experiential components for rehabilitation counselors between groups of counselors, educators, administrators, and consumers. We have had a great deal of dialogue between these groups regarding such issues in the last few years and it is continuing at a very active pace - that's good for the profession. (5) Certification can assist agencies in maintaining the identity and integrity of rehabilitation. For example, the problems in the recent past are familiar regarding the implementation of the SRS concept, the Florida issue, RSA discontinuing funding of graduate rehabilitation education programs, state laws regarding rehabilitation counselors being supervised by MSW's, etc. Certification of the rehabilitation counseling profession should be able to assist administrators, educators, and other professionals in better dealing with these types of political issues. (6) Certification can assist in establishing guidelines for state licensure bills. For example, the APGA Model Omnibus Bill does not recognize rehabilitation counseling as a unique professional practice area. Certification establishes a national scale of standards that can be utilized by the states in developing individual licensure bills so that we may avoid in the rehabilitation profession the establishment of 52 separate scales of standards with all of the problems that this involves.

Even though the counselor certification standards have existed for less than four years, they have already been incorporated into the Federal Regulations for Intermediate Healthcare Facilities, accreditation standards for private rehabilitation facilities, education standards for graduate rehabilitation education programs, licensing standards for rehabilitation counselors, and employment and/or promotion standards for some agencies and facilities. A bill has been introduced in congress this year to amend the rehabilitation act to include national standards for rehabilitation counselors as well.

I have just been given a sign from the chairman that my twenty minutes is about up so perhaps at this point I should provide a timely joke. It concerns an old mountain couple who had at long last picked up a few dollars and had decided to indulge in a luxury which they had always wanted lo these many years but which they had never been able to afford. So it was that they walked down the long mountain trail to the little village where they bought an eight-day clock to strike the hours and thus dispel a little of the loneliness of the long winter nights. With loving hands they carried it back up the mountain trail, arriving at their cabin just as it was getting dark. The old lady was completely tuckered out and went to bed and went to sleep immediately. The old gentleman, however, was so excited about his new clock that after he had wound it and put it on the mantle and had gone to bed he could not fall asleep. So he lay awake through the evening waiting for the clock to strike the hours which it faithfully did. He was still

awake at midnight but at that point something went awry in the bowels of the clock and it went right on striking -thirteen -fourteen -fifteen - and so on. Thoroughly astonished at this turn of events and not knowing quite what to make of it the old man nudged his wife sharply and said, "Mary, Mary, wake up!" It is later than it has ever been." So with a bit of twist on the meaning let me remind you that it is later than it has ever been. Rehabilitation may well be nearing a critical juncture on the highway of history. It may well be that we do not have a great deal of time. We may well be approaching a crossroads, but the directions we take are clearly marked; collectively and individually we must choose. Just as the Cheshire Cat told Alice, "You must have a destination," let our destination be a concern for quality services to the disabled by professionals who meet minimum standards for practice. Where do we start from in traveling to this destination? We start from the road marked "Certification." In closing, I would ask that those who present discussion opposed to certification that they not only state why they wouldn't travel this road but tell us very clearly which road they would travel. That is, what are the alternatives? Thank you for your hospitality.