

THE Counselor

Commission on Rehabilitation Counselor Certification

www.crc certification.com

Summer 2006

From the Chair...



A Commitment to Action in Support of Rehabilitation Counseling

By Jodi L. Saunders, Ph.D., CRC

The Commission on Rehabilitation Counselor Certification is committed to continuing to take an active role in the months ahead in support of the rehabilitation counseling field, including some bold steps to move the profession forward. We believe the Commission, representing the breadth of the field, is uniquely positioned to take on this task.

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Ethics Committee Reviewing Code, Posts Advisory Opinions, Offering Second Ethics Course

By Mary Barros-Bailey, MA, CRC, CDMS, CLCP, NCC, ABVE-D
Chair, CRCC Ethics Committee



The Ethics Committee has undertaken several important projects to support Certified Rehabilitation Counselors (CRCs) in adhering to the highest of professional and ethical standards. These activities include:

Code of Ethics Review

The Ethics Committee is considering an extensive review of the Code of Professional Ethics for Rehabilitation Counselors. Part of the process includes an online survey for rehabilitation counselors to be launched later this year to solicit feedback on ethical questions and dilemmas.

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One example of the Commission in action is the CRCC Research Fellowship (see article, Page 3) to provide funding for research into the profession. Our intention with the Fellowship is to give researchers the opportunity and latitude they need to explore innovative ideas that will promote the advancement of our field. We must not only encourage but also support innovation in research in order to explore unique areas of opportunity and discover new possibilities. Otherwise, if we only walk down the same paths, we run the risk of never moving forward.

As an educator and researcher, I am proud of the Commission's commitment to research. My professional background includes nearly 15 years as a clinician before becoming a researcher and educator, and I value the inter-relationship between research, education and practice. I believe evidence-based research as a foundation for practice is important, as well as uncovering opportunities for growth and expansion.

Rehabilitation counseling has a rich legacy of research, a tradition that the Commission is proud to support and continue. One important way the Commission contributes to this body of research is through the Role and Function study, which is conducted every five years. The latest Role and Function study into current practices in the field has been completed and initial results are

expected to be available this fall, with a final report ready around year-end. The Commission plans to publish results in a professional journal in early 2007.

Findings from the Role and Function study will shape the eligibility criteria and exam content for future Certified Rehabilitation Counselor (CRC) certification examinations. In addition, this evidence-based research will also be a valuable tool for educators as they examine their core curriculum. Once again, this is an example of the important links between research, education, and practice.

The Commission has also taken other bold steps in support of the profession, such as its stance in strong support of the proposed merger of the Council on Rehabilitation Education (CORE) and the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

Although the Commission is focusing on new ways in which it can put its leadership vision into action to support and advance the profession, we remain strongly committed to our ongoing concerns. We continue to make core issues such as licensure a priority.

At the same time, we are extending our commitment into new areas. For example, the CRCC, the American Counseling Association (ACA), and the American Rehabilitation Counseling Association (ARCA) met with representatives from the Red Cross in June to advocate for Certified Rehabilitation Counselors to be included in mental health deployments in the time

of disasters. We believe this was an important dialogue to be established, and are pleased that it is ongoing in hopes of finding a way for Certified Rehabilitation Counselors to be part of future Red Cross disaster responses to provide mental health services.

Bold moves can only be accomplished when a group of professionals are committed to putting a vision into action. The CRCC Commissioners—including representatives from ADARA, ARCA, CARP, CORE, CSAVR, IARP, NANWRW, NCRE, and NRCA, as well as a public member, member-at-large and others—have already demonstrated their willingness to take on innovative projects and hard work. The CRCC Commissioners have committed to three face-to-face working meetings in the 2006-2007 fiscal year, beginning with a session in October and another in February, as well as our regular annual meeting next June. These three in-person meetings will allow the full Commission to be updated regarding progress on ongoing projects, as well as to share ideas and spark new initiatives.

I would also like to officially welcome Diane Simmons, the new CEO of the CRCC, and also congratulate Cindy Chapman, who was recently named Executive Director. The Commission greatly appreciates their important contributions.

As the chair this year, I am proud to be part of the Commission as we build upon the efforts and successes of the past and

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Canadian Certification Exam Deferred Pending Role and Function Results

The Canadian Certified Rehabilitation Counselor (CCRC) certification examination is being deferred after the April 2007 exam date, pending the results of an ongoing Role and Function survey.

To accommodate those who are currently eligible to sit for the CCRC certification examination, the Commission has decided to proceed with the April 2007 exam as planned. All eligible candidates must complete and submit their applications no later than November 15th.

The Commission decided to defer any further Canadian certification examinations until the Role and Function study had been completed and results analyzed. The study began in early 2006 and is expected to be completed later this year, with results and analysis in early 2007.


The current Canadian certification examination has been based upon the previous Role and Function study, which focused on the U.S. The Canadian examination also includes some Canada-specific content, especially related to legislative issues.

Now, the Commission has broadened the scope of its Role and Function study, which is conducted every five years, to place a greater emphasis on input from Canadian rehabilitation counselors. This information is being sought to gauge the relevancy of the Canadian certification examination to current practice

in Canada. Additionally, CRCC will be reviewing both past and projected trends regarding utilization of the examination.

All current CCRCs may continue to renew their certification through the normal procedure of accruing the required 100 hours of continuing education every five years. (For more information on renewal, please see the Commission web site at

www.crc certification.com.) Candidates who retake the certification examination for renewal should be advised that no further testing dates have been scheduled at this point after the April 2007 exam.

The Commission will keep all certificants informed of the findings of the Role and Function study and decisions regarding future Canadian certification examinations. 


Research Fellowship Planned

The CRCC is offering researchers a unique opportunity to support innovative research that addresses issues specific to the field of rehabilitation counseling.

The CRCC Research Fellowship, which is expected to be officially launched at the NCRE conference in spring 2007, will focus on projects that advance the field of rehabilitation counseling and address issues such as professional practice, rehabilitation counselor certification, and counselor licensure. Interdisciplinary approaches to these issues are encouraged.

In reviewing applications for the CRCC Research Fellowship, the Commission will consider:

- The extent to which the work focuses on timely and relevant questions in an area linked to rehabilitation counseling;
- The quality of the proposed work, potential impact, and likelihood that the proposed research will be completed according to the proposed timeline;
- The extent to which the researcher(s) draws on available interdisciplinary expertise in developing and implementing the planned research.

Further details on the CRCC Research Fellowship will be forthcoming, and will be announced on the CRCC web site (www.crc certification.com). For specific queries, contact the Commission at info@crc certification.com. 

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Specifically, the survey will ask counselors for their input regarding any ethical dilemmas that they and/or a colleague have encountered within the past two years. In addition, counselors will be asked what ethical questions or dilemmas they anticipate in the more immediate future.

The Committee believes this input will provide valuable feedback regarding current and emerging ethical issues that should be addressed as the Code language and standards are reviewed and revised.

Several areas of the Code have already been identified for review and clarification. For example, there is some confusion regarding Code language about disparaging comments made against other professionals or agencies. (D.7.a). The Code currently states: “Rehabilitation

counselors will not discuss in a disparaging way the competency of other professionals or agencies, or the findings made, the methods used, or the quality of rehabilitation plans.” With the current language, rehabilitation counselors may be unclear about what constitutes a disparaging remark. One of the papers written for the second online Ethics Module provides some clarification; however, the language of the standard may need to be cleared up.

Another area is the issue of dual/multiple roles or relationships. When the Code was revised in 2002, the term “dual relationship” was dropped. The reason for this change was the understanding that the existence of a dual relationship did not automatically signal an ethical conflict. Rather, the issue is the nature of that relationship between the counselor and the client (meaning the individual receiving services). The critical issue, therefore, is whether the interaction is in the best interest of the client and is therefore consider to be beneficial, or if it is detrimental in any way. The role of ethical decision-making, disclosure, informed consent, and consultation is important in the gray area between the beneficial/detrimental continuum in these kinds of relationships.

Without any specific language regarding dual/multiple roles or relationships currently in the Code there may be confusion in this area. To address this void, the Committee will address whether to add language to clarify this issue and provide

guidance for rehabilitation counselors.

The Committee hopes that the survey results, coupled with review of other Codes, Advisory Opinions, and ethical complaints will help it determine the scope of the Code language review and revision, as well as how often the Code should be reviewed on an ongoing basis. The goal is to ensure that the Code remains a living document that is reflective of current practice and the reality of ethical questions in that arise in the field.

Advisory Opinions Online

To further promote ethical practice in the field, the CRCC is making 10 years of advisory opinions (issued from 1996 through 2005) available online. Advisory opinions have been edited to exclude names and other identifying information, and are organized in a downloadable (PDF) file that is indexed by topic, date, and ethical standards in the Code. The Ethics Committee believes that the advisory opinions will become a valuable resource to rehabilitation counselors faced with similar ethical dilemmas or ethical questions as those addressed in the advisory opinions. The file will be updated periodically as new advisory opinions are issued.

The advisory opinions may be view by accessing the CRCC web site at www.crc certification.com, and then clicking on the “Code of Ethics” table. (The link for the 29-page advisory opinion

Administrative Update

October 2005 examination:

Eligible candidates who took the examination	573
Candidates who achieved a passing score	422

April 2006 examination:

Eligible candidates who took the examination	724
Candidates who achieved a passing score	549

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document is at the bottom of the web page.)

New Ethics Home Study Course

The CRCC is also completing a second home study on ethics, which is expected to be available on the web site later this year. The second course was developed in response to high demand for the first home study program in ethics that was developed by the CRCC in 2000. Both courses are designed as a home study format, with documentation to be printed out and completed.

The new home study course will help CRCs obtain the necessary continuing education hours for maintaining certification. All CRCs must demonstrate that they have obtained 100 hours of continuing education over the

five-year term of their certification, with a minimum of 10 hours in ethics. The first home study course has four clock hours of continuing education; the second course will carry five.

Through the Code of Ethics review, the advisory opinion file, and the ethics home study courses, the Commission and its Ethics Committee continues to promote and support ethical practice among rehabilitation counselors. The CRCC encourages all rehabilitation counselors to make use of these valuable resources as part of their commitment to follow the highest of ethical and professional standards. 

Mary Barros-Bailey, MA, CRC, CDMS, CLCP, NCC, ABVE-D, is Chair of the CRCC Ethics Committee, a member of the Exam & Research Committee, and CRCC's appointee to the Commission on

We've Moved!

The CRCC has relocated. Our new mailing address is:

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Standards and Accreditation of the Council on Rehabilitation Education. Ms. Barros-Bailey is also a bilingual rehabilitation counselor, vocational expert, and life care planner with Intermountain Vocational Services, Inc. in Boise, Idaho.



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Fiscal Year 2006–2007

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Revocation Notice

The Ethics Committee met in September 2005 to examine all evidence relevant to a complaint received against a Certified Rehabilitation Counselor. The Committee convened in accordance with the Guidelines and Procedures for Processing Complaints and found that Jerry D. Huffman, Customer number 00036358

was in violation of the CRCC Code of Professional Ethics for Rehabilitation Counselors effective as of January 1, 2002. The particular Standards cited included A.4, A.5.a, A.6.a, B.1.a, D.1.a, D.1.g, D.1.i, D.6.a, and K.1. The individual's certification as a CRC was revoked. 

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boldly look to the future, with an action plan to expand and promote the profession, driving it forward with evidence-based research and a commitment to excellence in practice. 

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