



## MESSAGE FROM THE ARCA PRESIDENT

**DAVID STATEN**

The ACA 2015 conference in Orlando, Florida was a huge success. There was standing room only at the ARCA reception. ARCA members and friends from all over the country were in attendance, including Dr. Frank Lane, Executive Director of CORE; Dr. Vilija Tarvydas, ARCA Past President; Dr. Yolanda Edwards, ARCA Past President; Dr. Carrie Wilde, Past President and ARCA Governing Council Representative; Dr. Quiteya Walker, 2014-2015 President-Elect, and Henry McCarthy, 2015-2016 President-Elect. Other Board members present included Dr. Ruth Mercado-Cruz, Treasurer; Dr. Keith Wilson, Chair, Research and Knowledge Council; Dr. Noel Ysasi, Chair, Public Policy and Legislation Council; Dr. Jamie Schutte, Chair, Public Relations Council; and Dr. Jennipher Wiebold, Chair of Organization, Administration, and Management.

It was my distinct pleasure to honor **Dr. Vilija Tarvydas** with the President's Award at the reception. Dr. Vilija Tarvydas was the ARCA President during the 1997-1998 year. She is a pioneer and true visionary for the

rehabilitation counseling profession. I remember Vilija talking about many of the things that are currently going on in the profession twenty years ago. She has won almost every distinguished rehabilitation counseling award possible at this point. A few of her awards include the prestigious James F. Garret Research Award, Eda Holt Lifetime Achievement Award, first place ARCA Research Award, and many other awards. Dr. Tarvydas has demonstrated career excellence with regards to teaching, research, and service for over three decades.

Annually, Dr. Vilija Tarvydas and Dr. Dennis Maki donate the proceeds from their Introduction to Rehabilitation Counseling textbook to establish and support ARCA's Vision Award. This is just one example of her altruistic and self-less nature and kind spirit. The ARCA Vision Award recognizes an essay written by a student member of ARCA that best expresses the theme:

*What unique contribution or innovation does the interaction or synergy between the specialty of rehabilitation counseling and the profession of counseling provide?*

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Essay submissions may be traditional or use alternative format such as Photovoice that presents the student's original thoughts on the specific contribution or innovation, informed by the knowledge base and scholarship in the field; but not a report of a research paper or review of the literature *per se*, nor an opinion piece.

In addition to being recognized at the annual ARCA Reception, the winning essay will be published in the *Rehabilitation Counseling Bulletin* and the author will receive a \$1,000 award.

This Award has been available for several years, and has not been given out for a number of reasons. Thus, I was ecstatic that ARCA was able to give out the Vision Award for the first time this year at ARCA reception and Dr. Tarvydas was able to personally congratulate the first winner, **Kelly Beck**, a doctoral student at the University of Pittsburg. (We have published Kelly's essay in this issue, see page 12-13.)

This was a stellar conference for ARCA. All of the ARCA scheduled events were well attended by rehabilitation educators, practitioners, and students. The student activities were one of the many highlights from the 2015 conference. We by far had the most participation for the student events than any other ACA conference. Kudos to Dr. Quiteya Walker for creating the blueprint for the ARCA student activities many years ago, and many thanks to Dr. Katie Wachtel and Dr. Jamie Schutte for organizing the student presentations and the student awards. (Please see their articles included in this issue.)

I would like to personally congratulate all of the 2015 Award winners. **Marvin Bellows** won the 2015 Master's Student of the Year Award. He is an extremely brilliant young scholar who is filled with positive energy and a genuine passion for the rehabilitation counseling profession. Marvin is a graduate student at the University of North Texas.

**Dr. Noel Ysasi** won the Doctoral Student of the Year Award. He recently graduated from the University of Texas Pan-Am. Noel exemplifies intelligence, hard work, and a commitment to enhancing the quality of life of persons with disabilities through teaching research, and service. He is going to make an exceptional rehabilitation counselor educator. Note to Universities looking for a bright star, time is running out. You had better "26" him now.

**Michelle Bradham-Cousar** won the ARCA 2015 Rehabilitation Counselor of the Year Award. Michelle is an extraordinary rehabilitation counseling professional. She is also the immediate Past President for the Florida Counseling Association. Michelle is a proven leader in the rehabilitation counselor field. I see her as an exceptional and transformative leader who will continue to make positive contributions to the profession for many years to come. She is definitely among the young stars in the field with the brightest future.

Lastly, I would like thank everyone who participated in the conference planning and contributed to the success of the ARCA sponsored events. I would also like to thank Dr. Keith Wilson, Dr. Carrie Wilde, and Jennipher Wielbold for their exemplary service as their respective terms will be ending June 30, 2015. I would like to personally congratulate and welcome Dr. Paige Dunlap, incoming ARCA Governing Council Representative; Dr. Mary Huber, incoming Chair, Research and Knowledge Council; Dr. Valerie Russell, incoming Chair, Organization Management, and Administration; and Dr. Quiteya Walker incoming President, and Dr. Henry McCarthy, incoming President-Elect.

It has been my pleasure to serve as your President. Quiteya and I have begun transition planning for the 2015-2016 year. I am confident Quiteya will do a tremendous job and I look forward to serving under her leadership. I look forward to seeing you all in Montreal in 2016 and continuing to serve as Past President. So don't wait until the last minute to get your passport!

**David Staten, Ph.D., LPC, NCC,  
CRC, BCC, BCPC**

[dstaten@scsu.edu](mailto:dstaten@scsu.edu)



ARCA Current, Past, and Future Presidents:  
Dr. David Staten, ARCA President 2015,  
Dr. Yolanda Edwards, Dr. Vilia Tarvydas and  
incoming President Quiteya Walker. All Hawkeyes!







# ORLANDO ARCA 2015

Conference & Expo

**WE HOPE YOU ENJOY THESE  
SNAPSHOTS!**

**MARCH 12-15, 2015  
ORLANDO, FLORIDA**



*Graduate Students from Ohio University*



*Selfie! Dr. David Staten, ARCA President, South Carolina State University (SCSU) Graduate Students and Dr. Vilia Tarvydas!*



*Another Snapshot of Dr. Vilia Tarvydas and SCSU Graduate Students*



*Dr. Yolanda Edwards and Graduate Students from Winston-Salem State University, North Carolina*



*"Understand Rehabilitation Counseling" Presentation*



*As reported by Katie Wachtel (see her report on page 11)*

*"... student participation at the ACA conference in Orlando this March was higher than it has been in many years! More than 24 students participated in student events this year..."*

*ARCA Student Presentations*



**SNAPSHOTS CONTINUED!**



*Dr. Derald Wing Sue and Cierra Mack*



**We hope you will join us in  
Montreal, Canada  
March 31—April 3, 2016**

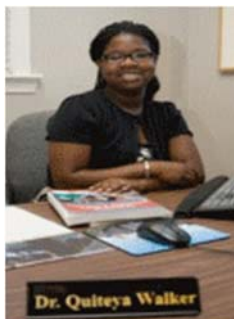
**Summer Registration  
is Open!**

[www.counseling.org/conference/  
register-for-conference](http://www.counseling.org/conference/register-for-conference)



*Dr. Henry McCarthy and Jessica Maxwell from LSU Health Sciences Center. Ms. Maxwell provided a presentation on yoga and rehabilitation counseling.*





## ARCA PAST PRESIDENTS AND FUTURE LEADERS MEETING REPORT

### FROM QUITEYA WALKER, ARCA PRESIDENT-ELECT



During the 2015 American Counseling Association Conference ARCA sponsored a Past Presidents and Future Leaders session. The Past Presidents and Future leaders meeting was held to: (1) gather information from ARCA's Past Presidents and future leaders to include in ARCA's strategic planning efforts; (2) provide an opportunity to solicit the wisdom of former ARCA Presidents to apply to the continuing and future needs of our organization; and (3) provide an opportunity for the experienced and emerging leaders to get to know each other and discuss the opportunities and challenges facing our association. Four Past Presidents were able to join us: **Yolanda Edwards** of Winston-Salem State University, **Frank Lane** of Illinois Institute of Technology, **Vilia Tarvydas** of the University of Iowa, and **Carrie Wilde** (current Board member). We are grateful for their giving time and sharing expertise, as well as for their long and continuing service to ARCA. Also attending the meeting were future leaders including **Michelle Bradham-Cousar**, **Noel Ysassi**, **Ruth Mercado-Cruz**, and three Doctoral students from North Carolina Agricultural and Technical State University, **Pat Moye**, **L'Tanya Fish**, and **Janique Smalls**. President **David Staten** also participated in the meeting and **Quiteya Walker** and **Henry McCarthy** co-facilitated the meeting.

*March 2015 ~ Orlando, Florida*



Participants were asked in advance to prepare to share ideas for strengthening the overall functioning of the organization by considering the following questions:

- (1) What do you think should be our top three priorities over the next five to ten years?
- (2) What strategies should ARCA consider to increase membership?
- (3) How can we encourage more participation for membership? and
- (4) In what ways would you like to become more involved with ARCA?

The meeting began with introductions. The Board members then gave an update on the current status of ARCA as a division and the current issues faced by the Board. A pressing issue for the Board at this point is

sustaining membership. The major challenge is: **what do we need to do to make ARCA an active, growing organization for the next decade and beyond?**

Dialogue took place between the Past Presidents and future leaders concerning the current state and future of ARCA. Based on our dialogue, the following recommendations were presented:

- Reinvent the image of ARCA through the website, social media, just to name a few suggestions;
- Survey ACA members who identify as a rehabilitation counselor but are not members of ARCA nor Past Presidents;
- Increase communication with members;
- Strengthen relationships and form alliances with other counseling organizations;
- Create joint training efforts;
- Mentor new professionals;
- Look at the history of ARCA; and
- Revisit the Scope of Practice and clarify the vision ARCA.

**What's Next?** The Board will conduct an independent strategic planning meeting outside of the annual ACA conference to create an action plan for the next five years.

## 2014-2015 ARCA LEADERSHIP

July 1, 2014 through June 30, 2015

### ARCA OFFICERS

**PRESIDENT**

David Staten ..... [dstaten@scsu.edu](mailto:dstaten@scsu.edu)

**PRESIDENT-ELECT**

Quiteya Walker ..... [quiteya.walker@asurams.edu](mailto:quiteya.walker@asurams.edu)

**PAST PRESIDENT**

Paul Toriello ..... [toriello@ecu.edu](mailto:toriello@ecu.edu)

**TREASURER**

Ruth Mercado-Cruz ..... [rmercado@csu.edu](mailto:rmercado@csu.edu)

**SECRETARY**

Position Open ..... See *Vacancies Announcement*

**ACA GOVERNING COUNCIL REPRESENTATIVE**

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

### ARCA EXECUTIVE MEMBERS

**DEVELOPMENT AND COLLABORATION CHAIR**

Henry McCarthy ..... [hmcarr@lsuhsc.edu](mailto:hmcarr@lsuhsc.edu)

**ORGANIZATION ADMINISTRATION AND MANAGEMENT CHAIR**

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

**PROFESSIONAL PREPARATION/STANDARDS**

Chair, Open

**PUBLIC POLICY AND LEGISLATION**

Noel Ysasi ..... [naysasi@utpa.edu](mailto:naysasi@utpa.edu)

**PUBLIC RELATIONS AND AWARENESS CHAIR**

Jamie Schutte ..... [jcs85@pitt.edu](mailto:jcs85@pitt.edu)

**RESEARCH AND KNOWLEDGE CHAIR**

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

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

**ARCA STUDENT TASK FORCE REPRESENTATIVE**

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## ARCA'S MISSION

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

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

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

## EXPLORE ARCA'S WEBSITE

<http://www.arcaweb.org>

Visit the website regularly for:

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

## ARCA BOARD VACANCIES ANNOUNCEMENT

The ARCA Board has two positions open:

### SECRETARY

#### SECRETARY

#### STUDENT TASK FORCE REPRESENTATIVE

If you are interested in serving in any of the aforementioned capacities, submit a letter of interest and vitae by May 8, 2015. In order to be eligible for the position you must be an individual member of ARCA. Expectations for both positions are identified in this issue as well as being posted on the ARCA website at [www.arcaweb.org](http://www.arcaweb.org) and Listserv.

**PLEASE SUBMIT YOUR  
LETTER OF INTEREST AND VITAE  
VIA EMAIL BY  
MAY 8, 2015 TO  
[QUITEYAWALKER@GMAIL.COM](mailto:QUITEYAWALKER@GMAIL.COM).**

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#### STUDENT TASK FORCE REPRESENTATIVE

##### Overview

Graduate student members of the Association are eligible for appointment to the office of Student Task Force Representative.

The Student Task Force Representative will serve a two (2) year term.

##### Duties

1. Maintain an active ARCA student membership for the duration of my term.
2. Attend and contribute positively to conferences.
3. Plan and organize student events at the annual conference.
4. Maintain contact with ARCA student chapters and ARCA student members.
5. Work closely with student members to enhance the development of and implementation of the student recruitment plan to attract new ARCA student members and ARCA student chapters.
6. Work closely with student members to develop funding sources for student scholarship and conference assistance.

##### Overview

Professional and graduate student members of the Association are eligible for election to the office of Secretary. Additionally, such members must have demonstrated evidence of significant previous service to ARCA and/or the rehabilitation counseling profession.

The Secretary will serve a one (1) year term.

##### Duties

1. Attend all Executive Council meetings.
2. Record minutes of all Executive Council meetings.
3. Submit approved minutes of Executive Council annual and mid-year meetings for publication on website.
4. Develop policies and procedures for maintaining the records of the Association.
5. Gather and maintain historical data about the Association for deposit in the Association archives, including:
  - a. Reports of officers, committees, and members of the Executive Council;
  - b. Minutes of all Executive Council meetings;
  - c. Significant Association correspondence;
  - d. Appropriate photographs;
  - e. News articles about the Association;
  - f. The Membership Directory;
  - g. New and revised policies, handbooks, Bylaws, etc.;
  - h. Official Association publications, including newsletters and the *Rehabilitation Counseling Bulletin*; and
  - i. Official financial reports and records.
6. Work in conjunction with the Association leadership and Council Chairs to carry out the following responsibilities:
  - a. Distribute materials for all scheduled meetings;
  - b. Publish the report of the annual meeting; and
  - c. Maintain the membership rolls, subject to the approval of the Membership Committee and the Executive Council.





## REPORT FROM THE CHAIR OF THE COUNCIL ON DEVELOPMENT AND COLLABORATION

**HENRY McCARTHY**

counting on several of our members volunteering to do a webinar on a topic of mutual interest to ACCA members. Please contact me with any questions or suggestions and share your expertise with these colleagues so that ARCA can become a contributing participant in this program.

Since my report in the last newsletter, I have had several enriching and productive experiences in promoting ARCA and exploring prospects for collaboration. In November, I attended a dynamic day-long workshop on multicultural counseling facilitated by ACA Past President, Dr. Cirecie West-Olatunji. It was held at the University Of New Orleans (UNO), which has both Master's and doctoral degree programs in counselor education. The full-day program offered several opportunities for me to network with students and practitioners in attendance and to share my experiences and philosophy as a rehabilitation counselor educator and to explain the work of ARCA. The UNO chapter of the counseling honor society, Chi Sigma Iota, had selected the Haitian Association for Human Development (AHDH, in French) ([www.haitiahdh.org](http://www.haitiahdh.org)) as its current service project. My wife, Yvelyne, is a Haitian native and a Past President of this Louisiana-based philanthropic organization. We are involved in a variety of its fundraising activities in Louisiana and collaborative service projects in Haiti. At the workshop, I was enormously pleased when Angela James, a student in UNO's doctoral program and a leader in its honor society, presented me with a check for \$300 that the chapter had raised to donate to Haiti's rebuilding (see photo\*). It will help pay some of the expenses of conducting an educational and arts day camp that my wife organizes each summer for children in a Port-au-Prince neighborhood, where many families are still living in tents since their humble homes were destroyed by the 2010 earthquake.

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*\*(L to R): ACA Past President, Dr. Cirecie West-Olatunji; UNO Professor, Dr. Barbara Herlihy; ARCA Board Member, Henry McCarthy; UNO doctoral student and President of its Chi Sigma Iota Chapter, Angela James*

Through a contact originally made by ARCA President David Staten, I have been in discussion with Dr. Tamara Knapp-Grosz, President of the American College Counseling Association (ACCA), about options for working together. During the ACA conference, I met with Tamara and the ACCA President-Elect, Amy Lenhart (see photo\*\*). We got acquainted and had a good discussion of our respective organizations and how we might partner on projects to benefit our members. Among the collaborative prospects we identified, one that is immediately doable is for ARCA members to present a seminar(s) as part of ACCA's ongoing series of webinars. ACCA would welcome one-hour or longer seminars on disability-related topics that dovetail with issues faced by their members and the college students they serve. The seminars could be designed to be done individually or as a joint presentation with an ACCA member. The webinars are recorded conveniently on your home or office computer, and subsequently uploaded to be accessed online. ACCA handles all the tasks of registration and optional continuing education credits. I encourage all ARCA members to take advantage of this partnership opportunity that contributes to our missions of improved public awareness and education on disability issues and rehabilitation challenges. I am



*\*\*Henry McCarthy and ACCA President-Elect, Amy Lenhart*



Our immediate Past-President, Paul Toriello, initiated the “**Understand Rehabilitation Counseling**” (URC) campaign in 2013. Students in all rehabilitation counseling degree programs are invited to design and implement throughout the Fall semester a project that will educate rehabilitation’s various stake-holders about the scope of what RC is and contributes. Student cohorts who carry out their project design and submit a summary of their efforts to ARCA are entered into a drawing to select two university groups that will be given \$800 each to subsidize their travel costs to present their projects at one of ARCA’s student-dedicated sessions at the ACA annual conference. On March 14<sup>th</sup>, an attentive audience of fellow RC students and several RC educators from around the country were impressed with the student presenters for the two URC projects from this year (see photo\*\*\*).



\*\*\*(L to R): Adeola Oshinubi, LSU Health Sciences Center; Jackie Imondi, Springfield College; and Gerquel Bowman, LSU Health Sciences Center

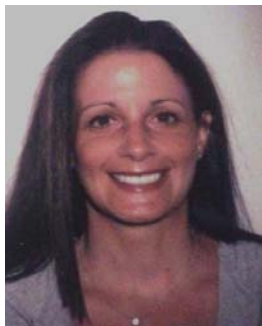
Both PowerPoint presentations were nicely elaborated with personal reflections and descriptive anecdotes by the groups’ representatives. Jackie Imondi spoke on behalf of her fellow first-year Master’s students from Springfield College in Springfield, MA. Her presentation recounted the group’s semester-long process of exploring their developing identities as RCs; the culmination was a short, lively, educational video (which they posted on [YouTube](#)) that demonstrates the diversity of their desired professional roles and client-population interests. They networked to get good technical assistance on the production of the video, which is captioned. Adeola Oshinubi and Gerquel Bowman from Louisiana State University (LSU) Health Sciences Center in New Orleans, LA presented a PowerPoint on the URC work done by their cohort of first-year Master’s students. Likewise, these students shared both the products of their efforts to promote greater awareness of RC as a profession and their personal reflections on the heartfelt benefits they derived from participation in the project. This group used a variety of creative communication/marketing strategies to spread the word about the RC profession at an array of community events to which they arranged to get themselves invited. These included: having an information booth at a wellness fair, making presentations to undergraduate classes at two universities, and participating in two walks sponsored by disability advocacy organizations, where they also distributed water bottles and snacks to which was attached a short list of RC-related websites and community resources.

Actually, for me, the highlight of the whole conference was the extent and enthusiasm of the participation by current students and seasoned members in the three ARCA student sessions. In addition to the two URC presentations described above, there were three excellent platform presentations by student researchers from University of Pittsburgh, Ohio University, and Louisiana State University Health Sciences Center in New Orleans. The final session offered a wide diversity of topics in 14 interesting poster presentations by students from the University of North Carolina-Chapel Hill (seven posters!), University of South Carolina School of Medicine (three posters), University of Alabama-Tuscaloosa, University of Illinois at Urbana-Champaign, University of Kentucky, and Auburn University.

Do let me know if you have ideas or suggestions and would like to work with me on activities to promote ARCA’s collaboration with rehabilitation consumers, policy makers, practitioners, educators, and advocates.

Thanks and be well.

*Henry McCarthy*  
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 (504) 568-4320  
 Louisiana State University  
 Health Sciences Center  
 New Orleans, Louisiana



## **ACA GOVERNING COUNCIL REPRESENTATIVE REPORT**

**SUBMITTED BY  
CARRIE WILDE**

The primary role of ACA's Governing Council is to establish policies that govern the affairs of the association and to oversee the association. As a representative my main functions are to be the voice of ARCA at the Governing Council table and to serve as a liaison between ARCA and ACA.

This year ACA Governing Council (GC) held two face to face meetings: one in July 2014 and one at the annual ACA conference in Orlando in March 2015. For the first time the fall meeting was moved to summer to provide a more timely orientation for new members rotating onto Governing Council. This July meeting also coincided with ACA's Annual Leadership Training Institute in DC allowing GC members to spend a day lobbying on the hill and time to interact with incoming Division/Branch leaders. The outcome of this change was positive and thus GC has adopted the same schedule for the coming year.

My report here will highlight some of ACA's activities and accomplishments for the year as well as a summary of the most recent GC actions. ACA membership continues to thrive. Membership has increased in 34 out of the past 36 months with numbers now topping 55,000. This is great news as we continue to work toward a more unified identity for the counseling profession. ACA has made concerted efforts to garner positive media attention for the counseling profession, averaging two interviews per week in various outlets such as USA Today and Parenting Magazine. Since last summer, they have streamlined information dissemination to members in a monthly "Member Toolkit" via electronic blasts. Staff has reached 62 in number and in December they moved into their new location one block away at 6101 Stevenson Avenue in Alexandria. The increase in staff includes two new staffers in Governmental Affairs which allows ACA to better support grassroots advocacy and address state level governmental issues in addition to national and global counseling concerns. In fact, ACA staffers reached out to ARCA in Orlando to coordinate efforts in response to funding concerns surrounding the Developmental Disabilities waiver program in New Mexico. Again these are just some highlights. All in all, ACA is continuing to grow not only in size but in terms of the many benefits it provides its members and ultimately the clients we serve.

During our most recent two day meeting, about half of the agenda was devoted to conducting operational business matters including review of Officer and CEO reports, and discussion/approval of ACA's FY16 proposed budget. As a result of the budget discussions a motion was passed to raise membership dues. For FY 2016 ACA dues for Professional Members will be raised by \$1 and for second year New Professionals category by \$3. The group also passed a motion to adopt the competencies for counseling the multiracial population. The remainder of the time was spent in large group strategic planning discussions. As in the past several meetings these discussions were informal and completed in closed sessions to facilitate more free and open discussion. These discussions also included work generated by two taskforces created in July by President Smith.

The first taskforce was convened to examine ACA's governance structure as it continues to grow. Concerns related to how we balance representation from all of ACA's diverse constituent groups while still having a manageable and financially responsible governance structure were discussed. The taskforce examined the concerns and proposed several possible models to stimulate discussion. As a result of discussion, Governing Council chose not to take any further action at this time but the taskforce will continue to solicit feedback from the divisions including ARCA through May 2015 for use in future discussions on governance structure.

The second taskforce was created to address Professional Identity and Membership Employment (PIME). This taskforce was charged with collecting data, gathering information, examining models, and establishing recommendations to inform GC on decision making related to standards, accreditation, portability, licensure, certification, credits to degree, national exams and mechanisms to inform the public and membership on such issues. This group conducted professional and student membership surveys related to professional identity as a part of its charge. As a result of discussion, the GC voted to adopt a position of support for ongoing practice and access of current counselors and related to the preparation and training of future licensed professional counselors. More specifically, ACA will continue to advocate for professional counselors and counselor educators who are currently practicing to encourage the same levels of access, recognition and opportunities for practice and employment that they currently enjoy. Furthermore, ACA will work to ensure that all proposed changes to practice policies, state laws and other advocacy efforts include language that allows for at least a seven-year grandparenting period. With regard to the preparation and training of future licensed professional counselors, ACA will support advocacy efforts which include aspects of the work completed by

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the 20/20 group to include licensure title, definition of counseling and scope of practice. Additionally, ACA will advocate for standardized educational requirements to include a 60 credit hour graduate degree in a clinically focused counseling program accredited by a counseling accreditation body recognized by CHEA to include coursework and practicum/internship experiences in 12 identified areas. Governing Council also voted to support alternate pathways to licensure for individuals who graduate from counseling programs accredited by a counseling accreditation body recognized by CHEA but which are not clinically focused provided that they can demonstrate the necessary additional coursework and preparation with clinical populations.

Looking ahead, ACA has set conference locations for the next several years. The call for programs is already out for Montreal 2016 with submissions due by 5 pm ET on May 20, 2015. I hope that you will consider submitting a proposal. Summer registration rates are in effect until September 15, 2015. Please mark your calendars as we hope to see you:

**MARCH 30 — APRIL 3, 2016**  
Montreal, Canada

**APRIL 5 – 9, 2017**  
Nashville, Tennessee

**2018**  
Atlanta, Georgia

**2019**  
New Orleans, Louisiana

As I submit this report I am completing my term as ARCA's representative to the ACA Governing Council. I have appreciated the opportunity to serve ARCA in this capacity. At the conclusion of this year, I will be passing the torch to Paige Dunlap and thus I will spend my remaining months transitioning information to Paige and readying her for the position. I encourage this Board to continue to forge positive working relationships with our colleagues around the Governing Council table as we work together to advance the counseling profession, and to provide Paige with the support you all graciously provided to me for the past three years.

*Carrie Wilde, Ph.D., LMHC, CRC*  
[cwilde4@gmail.com](mailto:cwilde4@gmail.com)



For more information on past, present  
and future **ACA** conferences, visit:  
[www.counseling.org/conference](http://www.counseling.org/conference).



## LEGISLATION UPDATES FROM THE COUNCIL ON PUBLIC POLICY AND LEGISLATION

**NOEL A. YSASI,  
CHAIR**

### SUBCOMMITTEE\*

**Legislation**.....Dr. Alicia D. Brown  
California State University, Fresno

**Special Education**.....Dr. Roy Chen  
The University of Texas Pan-American

**Human Rights** .....Dr. Bryan Austin  
University of Idaho

*\*Each individual provided outstanding contributions to this newsletter.*

Since our Fall 2014 newsletter, the Board met in Orlando and discussed current issues surrounding Special Education, Human Rights, and Public Policy. The following includes a summary of the aforementioned areas.

A key legislative change that many are concerned with is the Workforce Innovation and Opportunity Act (WIOA) as it has the potential to negatively impact the rehabilitation counseling profession and persons with disabilities (PWDs). For those unaware of the specific legislative changes, the following includes key highlights.

### UPDATE ON SECTION 116 OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

1. WIOA will take away the requirement to have a Masters in Rehab to become a VR Counselor. This was also in S. 1356. National Council on Independent Living (NCIL) and does not have a formal position on this issue; however, NCIL has always had concerns with this and are involved in the Rules and Regulations for this Act.
  - a. They state: "We see the need to have a Masters in Rehab as a barrier to people with disabilities being hired as staff at VR, especially when they all but refuse to pay for anyone to get a master's as a recipient of VR services. We believe if they hire more people with disabilities (thereby role modeling for other employers) rate of VR counselors while offering longevity in the job." If there are concerns and/or questions that you want addressed, please provide them to me

CONTINUED ON THE NEXT PAGE



as I will be forwarding these to the U.S. Department and provide a more peer-based model and less "rehab", people would be served better. If you do want to contact them directly, their contact information is: [wioa@acl.hhs.gov](mailto:wioa@acl.hhs.gov)

- b. In addition, the U.S. Department of Education's Office of Special Education and Rehabilitative Services (OSERS) created a blog for all individuals who had questions and/or concerns regarding the WIOA legislation. Many rehabilitation professionals commented and were opposed to the new changes. Specifically, the reduction in educational requirements/standards. Most, if not all, were directed towards this particular issue.
2. Intended to Refocus the youth formula program to serve disconnected youth by requiring a minimum of 75% of funds are used for out-of-school youth compared to 30% under WIA.
3. A much larger role for public Vocational Rehabilitation (VR) in transition from school to adult life. Under WIOA, 15% of each state's public Vocational Rehabilitation Funds must now be used for transition services, and specifically pre-employment transition services as defined within WIOA. These services include job exploration counseling, work-based learning experiences, counseling on post-secondary opportunities, workplace readiness training, and training on self-advocacy.
4. Efforts intended to limit the use of sub-minimum wage. A key emphasis is prohibiting schools from contracting with sub-minimum wage providers.
5. WIOA requires that state public vocational rehabilitation agencies now have formal cooperative agreements with the state agency responsible for administering the State Medicaid Plan and with state intellectual and developmental disability agencies, with respect to the delivery of vocational rehabilitation services, including extended services. This means that VR must have in place agreements with those agencies responsible for long-term supports for people with disabilities, impacting in particular individuals with intellectual and developmental disabilities (IDD), individuals with significant mental health issues, and those with other issues requiring long-term care funded by Medicaid.
6. Competitive Integrated Employment Defined: Full or part-time work at minimum wage or higher, with wages and benefits similar to those without disabilities performing the same work, and fully integrated with co-workers without disabilities.

7. Customized Employment Part of Rehabilitation Act: "Competitive integrated employment, for an individual with a significant disability that is based on an individualized determination of the strengths, needs, and interests of the individual with a significant disability. Designed to meet the specific abilities of the individual with a significant disability and the business needs of the employer, as carried out through flexible strategies."

## RESEARCH

Currently, it seems as if the only way to address the issue of reducing the educational requirements and allowing person's outside the field of rehabilitation counseling to provide vocational services to persons with disabilities is to conduct research on the matter. Those interested in three studies I will be conducting are encouraged to participate. The focus is to identify predictive factors towards positive and/or negative perceptions of persons with disabilities based off various demographic variables, e.g., educational background, college major, occupation, etc.. In addition, the purpose will be to assess one's experiences, comfort level, and opinions if placed in a position to work with PWDs and hire a PWD. If major, educational level, comfort level, and personality type (another area of interest – John Holland's Personality Test – RIASEC) are indeed predictive factors towards positive perceptions of PWDs, then we may be able to present a case for removal of the policy. Specifically, reducing the educational requirements and allowing persons outside the rehabilitation counseling field to provide VR services.

## UPDATE ON THE CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES (CRPD)

The United States International Relations Committee has not yet taken action on the CRPD "international disability treaty" (U.S. International Council on Disabilities; USICD). U.S. support for and ratification of CRPD is needed. U.S. ratification of CRPD will likely influence positive changes to disability legislation and policy and the human rights for people with disabilities from around the world (USICD). However, at this time there have been no changes. Ratification is critical to maintaining our leadership role and to eliminating disability discrimination throughout the world and gives the U.S. legitimacy to export the model of the ADA to other countries. So far, 143 countries have ratified the "Disability Treaty", but the U.S. has not yet joined them. The U.S. International Council on Disabilities is requesting student and youth volunteers and other campus leaders at U.S. colleges/universities to become involved. If you are interested in getting your students involved or want more information on how we can make a difference, Andrea Shettle: [ashettle@usidc.org](mailto:ashettle@usidc.org) has asked for you to contact her.

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## SPECIAL EDUCATION

The Office of Special Education Programs (OSEP) has had some interesting changes taking place. Recently, OSEP released a document addressing the inclusion of English Learners (ELs) with disabilities in English language proficiency (ELP) assessments under Titles I and III of the Elementary and Secondary Education Act (ESEA) of 1965. These assessments are designed to measure the progress of ELs in attaining English language proficiency. The Office of Elementary and Secondary Education (OESE) administers the ESEA and the Office of Special Education and Rehabilitative Services (OSERS) administers Part B of the Individuals with Disabilities Education Act (IDEA). OESE and OSERS are issuing the guidance to help states understand how Part B of the IDEA and Titles I and III of the ESEA address the inclusion of ELs with disabilities in state assessments.

*Noel A. Naysasi*  
[naysasi@utpa.edu](mailto:naysasi@utpa.edu)



## REPORT FROM ARCA STUDENT TASK FORCE REPRESENTATIVE

**KATIE WACHTEL**

ARCA consistently stresses the importance of student membership and involvement. To this effort, we offer our commitment to students each year at the ACA conference by providing opportunities for student activities and research presentations. We are pleased to report that student participation at the ACA conference in Orlando this March was higher than it has been in many years! More than 24 students participated in student events this year, with three research presentations, 14 poster presentations, and two presentations from the winners of the ***Understand Rehabilitation Counseling*** program. A big thanks to each student who participated! As future rehabilitation counselors, we are pleased to see such interest and enthusiasm in the advancement of the profession.

## HOW TO RECEIVE ONLINE

### “THE REHABILITATION COUNSELING BULLETIN”

As a member of ARCA, you receive free online access to *Rehabilitation Counseling Bulletin (RCB)* featuring articles important to rehab counseling practitioners in counseling, education, or research settings. Each issue includes original empirical research, theoretical essays, comprehensive literature reviews, intensive case studies, research critiques, and media reviews.

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

## BENEFITS OF ARCA MEMBERSHIP

- *Rehabilitation Counseling Bulletin (RCB)*, a quarterly peer-reviewed scholarly publication.
- Online quarterly newsletter highlighting legislative and professional activities that affect rehabilitation counselors and the profession ([www.arcaweb.org](http://www.arcaweb.org)).
- Opportunities for professional growth and leadership through participation in ARCA sponsored activities and workshops.
- Website reports on issues and trends affecting rehabilitation counselors ([www.arcaweb.org](http://www.arcaweb.org)).
- CEUs for peer reviewing submissions to RCB or reading articles in RCB.
- Building relationships with ARCA colleagues and expanding opportunities for employment and continued professional growth.
- Listserv alerting rehabilitation counselors to legislative actions and ARCA activities.
- Professional recognition through Association Awards.
- Opportunities to network on an annual basis at conferences and annual membership meetings.



## ANNOUNCING ARCA SPECIAL AWARD, VISION AWARD AND STUDENT AWARDS

**DR. JAMIE SCHUTTE, CHAIR,  
COUNCIL ON PUBLIC  
RELATIONS AND AWARENESS**

### 2015 ARCA REHABILITATION COUNSELOR OF THE YEAR AWARD

The 2015 ARCA Rehabilitation Counselor of the Year Award recognizes an outstanding individual who has contributed to improving the lives of persons with disabilities, and in doing so, has made a substantial contribution to the practice of rehabilitation counseling.

The 2015 ARCA Rehabilitation Counselor of the Year Award goes to **Michelle Bradham-Cousar**, a Vocational Rehabilitation Consultant residing in Tampa, Florida. Michelle earned her Master's degree in Community Counseling from the University of Northern Colorado in 2004. She is currently pursuing her Doctoral degree in Counselor Education, Curriculum, and Instruction from the University of South Florida. In her work, Michelle provides independent vocational rehabilitation counseling to individuals with diverse disabilities. She offers counseling and guidance to individuals who require complex vocational rehabilitation strategies in order to maintain or achieve successful employment outcomes.



Michelle is currently the President of the Florida Counseling Association, as well as Past President of FAMCD (Florida Association for Multicultural Counseling and Development), and the Graduate Student Representative for Chi Sigma Iota at the University of South Florida. Due to her many accomplishments and commitment to the profession, Michelle has won the Vocational Rehabilitation Sapphire Award six times since 2007. She won the Area Innovator Award in Vocational Rehabilitation in 2008.

Michelle was nominated by Dr. Michelle Mitcham, College Program Chair and Associate Professor of Argosy University. Of Michelle, Dr. Mitcham wrote, "Michelle is outstanding when it comes to innovative and creative ways to find solutions and improve the quality of lives for clients from all walks of life and special populations. Specifically, she has presented unique culturally-sensitive strategies for integrating spirituality issues within the profession, presenting at peer-reviewed conferences and counseling journals both regionally and nationally."

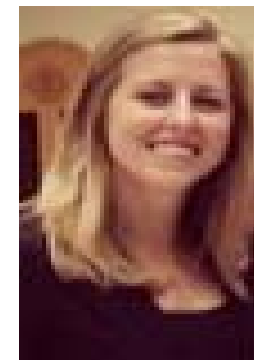
About receiving the award, Michelle wrote, "I am truly honored to have been nominated and selected from amongst my professional peers and colleagues for the 2015 Rehabilitation Counselor of the Year award from the American Rehabilitation Counseling Association. Over the last 10 plus years of working with individuals with physical, mental, developmental, cognitive and emotional disabilities to achieve their independent living goals it has truly been a rewarding experience. Additionally, each counseling session has been both a growing and enriching experience for me. I am so glad that through the

specialized training and expertise gained in working with the Division of Vocational Rehabilitation has aided in enhancing the life of an individual with a disability. Thank you to the Supervisors and Professors that have been instrumental in my developmental growth as a Counselor and now as a Consultant."

### 2015 ARCA VISION AWARD

The ARCA Vision Award recognizes an essay written by a student member of ARCA that best expresses the theme: ***What unique contribution or innovation does the interaction or synergy between the specialty of rehabilitation counseling and the profession of counseling provide?***

The author of the winning essay is **Kelly Beck**, a doctoral student at



the University of Pittsburgh, Department of Rehabilitation Science and Technology. In addition to being recognized at the annual ARCA

reception at the ACA conference, Kelly received a \$1,000 award, and her essay will be published in the *Rehabilitation Counseling Bulletin*. We have also re-printed her essay herein.

"Rehabilitation counseling and the profession of counseling have a reciprocal and synergistic relationship in that each contributes an additive effect. Rehabilitation counseling provides a focus on assisting people with disabilities, which is a minority population not specifically addressed elsewhere within the profession of counseling. In return, the profession of



counseling provides a unified professional front that has a political relevance, greater resources for external funding for research, and evidence based practices established for the collaborative counseling relationship used in rehabilitation.

In the 1990's, Waltz, Gazda, & Shertzer suggested that the future of counseling would have to embrace new trends, including: changing demographics, an increasingly aging population, multiculturalism, and the availability of self-help resources (1991). Individuals with disabilities represent Waltz et al.'s predicted demographic change in clientele seeking counseling. With recent advancements in healthcare, the general population is living longer and surviving previously life-threatening diseases and trauma, only with the presence of physical, mental, sensory, or cognitive disabilities (Kessler Foundation & NOD, 2010). People with disabilities are more likely to be unemployed, living in poverty, without adequate healthcare, experiencing socializing barriers, and are less satisfied with their lives than people without disabilities and are considered to be the largest minority group in the United States (Kessler Foundation & NOD, 2010). Thus, people with disabilities comprise a large population of individuals that would benefit from the profession of counseling. Professional rehabilitation counseling emerged in 1954 and has developed into a small discipline uniquely trained to help people with disabilities live empowered and independent lives through the counseling relationship. Thus, rehabilitation counseling, along with many other counseling subspecialties, serves a critical role in profession of counseling.

Specifically, rehabilitation counselors are trained in knowledge of disabilities conditions, payment systems relevant to disability services, adjustment to disability, assistive technology designed for functioning with a disability, advocacy, and functional consequences of living with a disability (Commission on Rehabilitation Counselor Certification, 2010). This unique knowledge is crucial when assisting someone with a disability, as a counselor would not be able to provide adequate services without understanding the barriers and unique challenges faced by individuals with disabilities. Rehabilitation counselors are well versed in a wide array of disabilities and the functional limitations associated with living with a disability in current society. Rehabilitation counseling combines these knowledge domains with a counseling skillset in order to empower individuals with disabilities to living independent and meaningful lives. Thus, rehabilitation counseling simultaneously serves an unmet need for individuals with disabilities and strengthens the professional field of counseling.

Although the field of rehabilitation counseling has a defined specialty, the disability specific knowledge domains are not helpful to individuals with disabilities without refined counseling skills. The profession of counseling was historically defined this year during the

20/20: A Vision for the Future of Counseling meetings and subsequently endorsed by 29 major counseling organization; "counseling is a professional relationship that empowers diverse individuals, families, and groups to accomplish mental health, wellness, education, and career goals" (Kaplan, Tarvydas, & Gladding, 2014). Rehabilitation counseling uses the specific knowledge of disability and delivers services consistent with this counseling definition. The counseling relationship serves as the mechanism for providing rehabilitation counseling services.

Given this, rehabilitation counseling is strengthened by the larger profession of counseling. A governing and unified profession of counseling provides the foundation for all counseling subspecialties. It also provides the profession, and all its subspecialties, with a consistent identity that can be used for social change, political legislation, advocacy, best teaching practices, external research funding opportunities, and a large body of evidence based practice counseling skills, theories, and models. The larger profession of counseling provides a framework for the "core knowledge and skills shared by all counselors" (Kaplan & Gladding, 2011). Advances in therapeutic techniques, knowledge domains, and skills can be made with this shared professional group that are greater than what would be possible amongst only rehabilitation counselors.

Rehabilitation counseling serves as a unique specialty designed to work with the largest minority present in the United States, people with disabilities. Given current societal, attitudinal, and functional barriers related to disability, rehabilitation counseling addresses the emerging demographic needs that Waltz et al. predicted in 1991. Although specialized in relevant issues unique to living with a disability, rehabilitation counseling is strengthened by the reciprocal relationship of the profession of counseling. Professional rehabilitation counseling proves to have an advanced skillset that is deserving of formal counseling licensure and practice. The unified profession of counseling strengthens the rehabilitation counseling field and allows for delivering services and obtaining outcomes that support the lives of both counselors and their clients."

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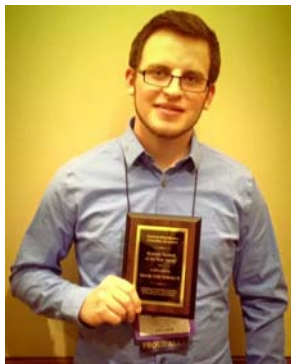
## 2015 ARCA STUDENT AWARDS

### *Criteria for the ARCA Student Awards*

The ARCA Student of the Year Awards recognizes students for their outstanding contributions, academic achievements, and commitment to the rehabilitation counseling profession. In addition to outstanding academic achievement, award winners are involved in professional organizations, campus activities, and the graduate community. They have contributed to knowledge through research, teaching, and scholarship. They have made substantial contributions to the graduate community.

### MASTER'S STUDENT OF THE YEAR AWARD

The 2015 ARCA Master's Student of the Year Award goes to **Marvin Bellows** from the University of North Texas.



Marvin was nominated by Dr. Linda Holloway, Department of Rehabilitation, Social Work, and Addictions Chair at UNT. Marvin is a second year student with a perfect 4.0 GPA. Marvin is a member of several professional organizations in the rehabilitation and rehabilitation counseling areas, including IARP, IARP Texas, Texas Rehabilitation

Association, North Texas Rehabilitation Association, and the Student Group of the North Texas Rehabilitation Association. He is not only a member of each of these organizations, but he is fully involved in each and has stepped into a distinct leadership role in several. Marvin currently works at the Department of Assistive and Rehabilitative Services as a Transition Vocational Rehabilitation Counselor I, where he provides counseling and guidance to students and young people with disabilities as they pursue their vocational goals. Of Marvin, Dr. Holloway wrote, "He truly excels in all that he does and takes a leadership role, pitching in to do whatever needs to be done. He is a strong advocate not only for individuals with disabilities but also for the profession of rehabilitation counseling."

## DOCTORAL STUDENT OF THE YEAR AWARD

The 2015 ARCA Master's Student of the Year Award goes to **Noel Ysasi** from the University of Texas-Pan American.



Noel was nominated by Dr. Irmo Marini, Professor, Department of Rehabilitation at UTPA. Noel stands out as an outstanding young leader who has made a difference at his University. He manages the challenges of academics, research, grant writing, lecturing, mentoring, and volunteer work. He is highly motivated to fulfill his professional goals of

teaching, service, and research by obtaining a doctorate degree in rehabilitation counseling. He has received the Bill Pearson's Life-Time Achievement Award 2012 (received from Veterans Affairs) and The University of Texas Pan American Student Leader of the Year Award. Of Noel, Dr. Marini wrote: "Noel is one of the most conscientious and hardworking students I have ever taught in what is now a rather long career, and he has proven to be one of the most creative and synthetic thinkers I have encountered. He is also an exceptionally engaging, interesting and warm person with tremendous strength of character and integrity." Noel recently successfully defended his doctoral dissertation!

### ARCA LISTSERV

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

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



## ARCA RESEARCH AWARDS ANNOUNCEMENTS

**BY KEITH B. WILSON, PH.D., CRC,  
CHAIR, COUNCIL ON  
RESEARCH AND KNOWLEDGE**

It has been a joy serving as your Chair on the Council on Research and Knowledge once again this year. That said, I owe a tremendous amount of gratitude and thanks to Abdoulaye Diallo (University of Texas Pan American), Tammara P. Thomas (Winston Salem State University) and Dytisha Davis (Langston University) for their help in facilitating the ARCA Research and the Garrett Distinguished Career Research Awards for this year. Additionally, major accolades to both the ARCA Research and Garrett Award Committees for their continued support and guidance in the selection process. We have no awards without the two aforementioned committees and the well-deserving nominees from all across the United States.

A special thanks to David Staten, Doug Strohmer, Paul Toriello, and Jamie L. Schuttle, for their keen insight and ability to just get things done and in facilitating all of the ARCA Awards this year. As you will observe, we had great research articles reflecting in close scores voting for first to third place.

Please remember to contact me ([kbwilson@siu.edu](mailto:kbwilson@siu.edu)) if you would like to get involved with the Council on Research and Knowledge in the future. See you next year!

### AWARD COMMITTEE MEMBERS 2015

Norm Berven  
Daniel Boutin  
Roy Chen  
Zhixiang Chen  
Elizabeth da Silva Cardoso  
Alo Dutta  
Glacia Ethridge  
Michael Frain  
Jason E. Gines  
LaKeisha Harris  
James Herbert  
Bridget Hollis Staten  
Daniel Lustig  
Michelle Maulsby

Janelle Pitt  
Keisha Rogers  
Alisha Rousseau  
Tammara Thomas  
Steven Zanskas  
Lisa Zheng

## RESEARCH AWARD WINNERS

Congratulations to the ARCA Research Award Winners for 2015. We have provided their research abstracts for your review. The ARCA Research Award recognizes and honors high quality, empirical research in the field of rehabilitation counseling. Research published in peer-reviewed outlets in the calendar year (2014) is eligible for this award.

### 1<sup>ST</sup> PLACE WINNERS (Total Score 142)

Authors: **Paul Wehman, Fong Chan,  
Nicole Ditchman, and Hyun-Ju Kang**

Title: **Effect of Supported Employment on Vocational Rehabilitation Outcomes of Transition-Age Youth With Intellectual and Developmental Disabilities: A Case Control Study**

Source: *Intellectual and Developmental Disabilities*,  
52(4), 296-310

Dr. Paul Wehman  
Virginia Commonwealth University  
Medical College of Virginia  
1314 W. Main Street, Richmond, VA, 23284  
Email: [pwehman@vcu.org](mailto:pwehman@vcu.org)

#### Abstract:

The purpose of this study was to examine the effect of supported employment intervention on the employment outcomes of transition-age youth with intellectual and developmental disabilities served by the public vocational rehabilitation system using a case-control study design. Data for this study were extracted from the Rehabilitation Services Administration Case Service Report (RSA-911) database for fiscal year 2009. The sample included 23,298 youth with intellectual and developmental disabilities aged between 16 and 25 years old at the time of application. The classification and regression tree (CART) method was used to estimate propensity scores and to adjust for selection bias on the basis of all prominent covariates relevant to the dependent variable (i.e., competitive employment). Results yielded six homogeneous subgroups, and receipt of supported employment was found to increase the employment rates across all of the groups. The effect of supported employment was especially strong for youth who were Social Security beneficiaries, special education students, and individuals with intellectual disabilities or autism who were high school graduates. These findings suggest that supported employment is an effective service for enhancing the vocational rehabilitation outcomes of young adults and provides valuable information for policy makers, health care providers, rehabilitation counselors, and educators.





*Dr. Joseph Pete (middle), Assistant Professor, Alabama State University, accepts both First and Second Place Research Awards on behalf of his research team. Dr. Staten (left) and Dr. Wilson (right) presented the awards.*

## 2<sup>ND</sup> PLACE WINNERS (Total Score 136)

Authors: **Jacob Yuichung Chan, Chia-Chiang Wang, Nicole Ditchman, Jeong Han Kim, Joseph Pete, Fong Chan, and Bradley Dries**

Title: **State Unemployment Rates and Vocational Rehabilitation Outcomes: A Multilevel Analysis**

Source: *Rehabilitation Counseling Bulletin*, 57 (4), 209-218

Dr. Jacob Yuichung Chan  
Ball State University, Teachers College 605  
Muncie, IN 47306  
Email: [ychan@bsu.edu](mailto:ychan@bsu.edu)

### Abstract:

General labor market condition is an important contextual factor influencing employment opportunities and outcomes for people with disabilities and is particularly significant given the recent economic recession. Yet, longstanding data analytic strategies have focused only on individual predictors rather than the dynamic interaction among individual level and organizational/environmental level variables, such as considering the role of labor market conditions. This study used the Rehabilitation Services Administration Case Service Report (RSA-911) data for fiscal years 2005 and 2009 to represent two distinct time periods, one before and one during the U.S. economic recession, respectively. Hierarchical linear modeling was used to examine the relationship between state unemployment rate and its interaction with personal factors influencing the employment outcomes of people with disabilities receiving state vocational rehabilitation

services. Results found negligible between-state differences, but state unemployment rates were found to moderate the relationships between some demographic variables and successful competitive employment vocational rehabilitation (VR) case closure. Specifically, the significance and magnitude of those effect sizes varied by general economic context. These findings call attention for the need to consider the role of contextual variables, such as state unemployment rates, and their impact on the predictive strength of specific demographic and disability variables on employment outcomes for people with disabilities.

## 3RD PLACE WINNERS (Total Score 131.5)

Authors: **William A. Erickson, Sarah von Schrader, Susanne M. Bruyère, and Sara A. VanLooy**

Title: **The Employment Environment: Employer Perspectives, Policies, and Practices Regarding the Employment of Persons With Disabilities**

Source: *Rehabilitation Counseling Bulletin*, 57 (4), 195-208

William A. Erickson, Cornell University  
ILR School, Employment and Disability Institute  
303 Dolgen Hall, Ithaca, NY 14853, USA.  
Email: [wae1@cornell.edu](mailto:wae1@cornell.edu)

### Abstract:

Employers' characteristics and their policies and practices are workplace environmental factors with important implications for the hiring and retention of employees with disabilities. To explore these factors, a survey was conducted by Cornell University in 2011 focusing on employer policies and practices related to the employment of people with disabilities.

The private employer membership of the Society of Human Resource Management (SHRM) was randomly sampled across small, medium, and large employers. In all, 675 SHRM members completed the survey and provided information regarding organizational characteristics; disability-related practices and policies regarding recruitment and hiring, training, accessibility and accommodation, retention and advancement; collection of metrics; and their perception of barriers to the employment and advancement of people with disabilities. Ratings of effectiveness of these practices/policies are examined, as well as the number of policies and practices implemented by organizational size and industry. Comparisons of employer views on employment barriers for persons with disabilities to a previous 1998 Cornell/SHRM study are made.

**2015 ACRA  
JAMES F. GARRETT  
DISTINGUISHED  
CAREER IN  
REHABILITATION  
RESEARCH AWARD**

*No selection this year.*

**Past Garrett Award Winners**

2014 ~ Keith B. Wilson  
2013 ~ Dennis Gilbride  
2012 ~ Ellen Fabian  
2011 ~ James Herbert  
2011 ~ David Strauser  
2010 ~ Irmo Marini  
2004 ~ Michael Leahy  
2001 ~ David Hershenson  
2001 ~ Hanoch Livneh  
2000 ~ Fong Chan



**ARCA AWARD PROCESS**

*Announcement sent to:*

- Journal Editors (e.g., Doug Strohmer)
- ARCA Newsletter
- ARCA listserv
- NCRE listserv
- Division 22 listserv

*Contacted Reviewers and Deadlines*

- Called or emailed previous reviewers to establish interest in reviewing for 2015 ARCA Awards.
- Provided adequate information to the reviewers about timeline and their expectations so that they are aware of their responsibilities.

*Timeline*

November 19, 2014	Review Process Begins
January 9, 2015	Deadline for Committee Review
January 21, 2015	Nominees and nominators notified of decisions
March 12-15, 2015	Awards presented at ARCA Conference

*Award Nominations*

- ARCA Research Award had 11 nominations.
- The James F. Garrett Distinguished Career in Rehabilitation Research Award had one nomination. The majority of the Committee did not support the nomination for the award.

*Review Process*

- 1) Compiled a list of nominated articles. Forwarded articles to reviewers by email in pdf.
- 2) Included a letter that explained deadlines and enclose the evaluation form.
- 3) Reviewers were asked to submit all evaluation forms to staff assistant for tabulation to avoid conflict of interest.
- 4) Articles were reviewed and the reviewers received equal number of articles in most cases. Attempted to keep ratio 1:2.
- 5) Once articles were nominated, the articles were randomly assigned to reviewers by student worker and staff person to avoid a conflict of interest between the ARCA Awards Chairperson and articles submitted for possible award. Reviewers were asked to notify Awards Chairperson of any possible conflict of interests.

*Evaluated Responses and Notification of Award Winners*

- 1) Once the reviewer's evaluation forms had been received by committee representative, h/she computed the average score for each article and determined the three highest scoring articles (i.e., first, second, and third place). This was double checked without the names on the evaluation forms by ARCA Awards Chairperson.
- 2) The lead author of a winning article is responsible for informing the other authors of their award.
- 3) Detailed information about the ARCA Luncheon (e.g., date, time, etc.) was included in the letter to the first author.