TENTATIVE OPEN SESSION AGENDA
Missouri Committee for Professional Counselors
March 15, 2013 – 2:30 p.m.
March 16, 2013 – 9:00 a.m.
Candlewood Suites
3514 Amazonas Dr
Jefferson City MO 65109

Notification of special needs as addressed by the Americans with Disabilities Act should be forwarded to the Missouri Committee for Professional Counselors, P.O. Box 1335, 3605 Missouri Boulevard, Jefferson City, Missouri 65102 or by calling (573) 751-0018 to ensure available accommodations. The text telephone for the Deaf or Hard of Hearing is 800/735-2966 or 800/735-2466 for Voice Relay Missouri.

Except to the extent disclosure is otherwise required by law, the Missouri Committee for Professional Counselors is authorized to close meetings, records and votes, to the extent they relate to the following: Chapter 610.021 subsections (1), (3), (5), (7), (13), (14), and sections 324.001.8 and 324.001.9 RSMo.

The Committee may convene in closed session at any time during the meeting. If the meeting is closed, the appropriate section will be announced to the public, with the motion and vote recorded in open session minutes.

Please see attached agenda for this meeting.

Attachment
TENTATIVE OPEN SESSION AGENDA
Missouri Committee for Professional Counselors
March 15, 2013 – 2:30 p.m.
March 16, 2013 – 9:00 a.m.
Candlewood Suites
3514 Amazonas Dr
Jefferson City MO 65109

1  Call to Order                Margo Pigg, Committee Chairperson

2  Roll Call                   Greg Roeback, Secretary

3  Approval of the Agenda

4  Approval of Minutes
   • December 11, 2012 Conference Call
   • December 18, 2012 Credentials Subcommittee
   • January 22, 2013 Credentials Subcommittee
   • February 19, 2013 Credentials Subcommittee

5  CACREP letter regarding TRICARE’S interim Rule

6  Meeting Schedule

Convene in closed session pursuant to motions to close section 610.021 subsection (14) and
324.001.8 and 324.001.9 RSMo for the purpose of discussing investigative reports and/or complaints
and/or audits and/or other information pertaining to the licensee or applicant section 610.021
subsection (1) RSMo for the purpose of discussing general legal actions, causes of action or litigation
and any confidential or privileged communications between this agency and its attorney, and for the
purpose of reviewing and approving closed meeting minutes of one or more previous meetings under
the subsection 610.021 RSMo which authorizes this agency to go into closed session during those
meetings.

Adjournment
OPEN SESSION MINUTES
Missouri Committee for Professional Counselors
December 11, 2012 – 12:00 Noon
Division of Professional Registration
3605 Missouri Boulevard – Jefferson City, Missouri

The Committee for Professional Counselors was called to order by Margo Pigg, chairperson, at noon at the Division of Professional Registration, 3605 Missouri Boulevard, Jefferson City, Missouri. Margo Pigg, secretary facilitated roll call.

Committee Members Present
Margo Pigg, Chairperson
Greg Roeback, Secretary
Dr. Mark Comensky
Dr. Rhonda Wood

Staff Present
Loree Kessler, Executive Director
Jeanette Wilde, Processing Technician Supervisor
Sarah Becker, Processing Technician II
Earl Kraus, Division Counsel

Ms. Pigg stated he would be voting in open and close session.

At 12:01 p.m., a motion was made by Dr. Comensky and seconded by Dr. Wood to convene in closed session pursuant to motions to close section 610.021 subsection (14) and 324.001.8 and 324.001.9 RSMo for the purpose of discussing investigative reports and/or complaints and/or audits and/or other information pertaining to the licensee or applicant section 610.021 subsection (1) RSMo for the purpose of discussing general legal actions, causes of action or litigation and any confidential or privileged communications between this agency and its attorney, and for the purpose of reviewing and approving closed meeting minutes of one or more previous meetings under the subsection 610.021 RSMo which authorizes this agency to go into closed session during those meetings. Committee members voting aye: Dr. Comensky, Dr. Wood, Mr. Roeback, and Ms. Pigg. Motion carried unanimously.

At 12:48 p.m., a motion was made by Dr. Comensky and seconded by Dr. Wood to convene in open session and adjourn the conference call meeting. Committee members voting aye: Dr. Comensky, Dr. Wood, Ms. Pigg and Mr. Roeback. Motion carried unanimously.

[Signature]
Executive Director

Approved by Committee on
OPEN SESSION MINUTES
Missouri Committee for Professional Counselors
Credentials Subcommittee
December 18, 2012 - 7:30 a.m.
Division of Professional Registration
3605 Missouri Boulevard – Jefferson City, Missouri

The Committee for Professional Counselors Credentials Subcommittee was called to order by Dr. Mark Comensky, chairperson, at 7:30 a.m. at the Division of Professional Registration, 3605 Missouri Boulevard, Jefferson City, Missouri. Margo Pigg, secretary facilitated roll call.

Committee Members Present
Dr. Mark Comensky, Chairperson
Greg Roeback, Secretary
Margo Pigg
Dr. Rhonda Wood

Staff Present
Loree Kessler, Executive Director
Jeanette Wilde, Processing Technician Supervisor
Sarah Becker, Processing Technician II

Dr. Comensky stated he would be voting in open and close session.

At 7:31 a.m., a motion was made by Mr. Roeback and seconded by Dr. Wood to convene in closed session pursuant to motions to close section 610.021 subsection (14) and 324.001.8 and 324.001.9 RSMo for the purpose of discussing investigative reports and/or complaints and/or audits and/or other information pertaining to the licensee or applicant section 610.021 subsection (1) RSMo for the purpose of discussing general legal actions, causes of action or litigation and any confidential or privileged communications between this agency and its attorney, and for the purpose of reviewing and approving closed meeting minutes of one or more previous meetings under the subsection 610.021 RSMo which authorizes this agency to go into closed session during those meetings. Committee members voting aye: Dr. Comensky, Dr. Wood, Mr. Roeback, and Ms. Pigg. Motion carried unanimously.

At 8:10 a.m., a motion was made by Ms. Pigg and seconded by Mr. Roeback to convene in open session and adjourn the conference call meeting. Committee members voting aye: Dr. Comensky, Dr. Wood, Mr. Roeback, and Ms. Pigg. Motion carried unanimously.

Executive Director
Approved by Committee on
OPEN SESSION MINUTES
Missouri Committee for Professional Counselors
Credentials Subcommittee
January 22, 2013 - 7:30 a.m.
Division of Professional Registration
3605 Missouri Boulevard – Jefferson City, Missouri

The Committee for Professional Counselors Credentials Subcommittee was called to order by Dr. Mark Comensky, chairperson, at 7:30 a.m. at the Division of Professional Registration, 3605 Missouri Boulevard, Jefferson City, Missouri. Greg Roeback, Committee Secretary facilitated roll call.

Committee Members Present
Dr. Mark Comensky, Chairperson
Greg Roeback, Secretary
Margo Pigg
Dr. Rhonda Wood

Staff Present
Loree Kessler, Executive Director
Jeanette Wilde, Processing Technician Supervisor
Sarah Becker, Processing Technician II

Dr. Comensky stated he would be voting in open and close session.

A motion was made by Mr. Roeback and seconded by Dr. Wood to approve the open session minutes of the November 30-December 1, 2012 committee meeting, November 30-December 1, 2012 credentials subcommittee meeting, and December 18, 2012 credentials subcommittee conference call meeting. Subcommittee members voting aye: Dr. Comensky, Dr. Wood, Ms. Pigg and Mr. Roeback. Motion carried unanimously.

At 7:32 a.m., a motion was made Dr. Wood and seconded by Ms. Pigg to convene in closed session pursuant to motions to close section 610.021 subsection (14) and 324.001.8 and 324.001.9 RSMo for the purpose of discussing investigative reports and/or complaints and/or audits and/or other information pertaining to the licensee or applicant section 610.021 subsection (1) RSMo for the purpose of discussing general legal actions, causes of action or litigation and any confidential or privileged communications between this agency and its attorney, and for the purpose of reviewing and approving closed meeting minutes of one or more previous meetings under the subsection 610.021 RSMo which authorizes this agency to go into closed session during those meetings. Committee members voting aye: Dr. Comensky, Dr. Wood, Ms. Pigg and Mr. Roeback. Motion carried unanimously.
At 8:15 a.m., a motion was made by Dr. Wood and seconded by Ms. Pigg to convene in open session and adjourn the conference call meeting. Committee members voting aye: Dr. Comensky, Dr. Wood, Ms. Pigg and Mr. Roeback. Motion carried unanimously.

Executive Director

Approved by Committee on
OPEN SESSION MINUTES  
Missouri Committee for Professional Counselors  
Credentials Subcommittee  
February 19, 2013 - 7:30 a.m.  
Division of Professional Registration  
3605 Missouri Boulevard – Jefferson City, Missouri

The Committee for Professional Counselors Credentials Subcommittee was called to order by Dr. Mark Comensky, chairperson, at 7:30 a.m. at the Division of Professional Registration, 3605 Missouri Boulevard, Jefferson City, Missouri. Greg Roebuck, Committee Secretary facilitated roll call.

Committee Members Present  
Dr. Mark Comensky, Chairperson  
Greg Roebuck, Secretary  
Margo Pigg  
Dr. Rhonda Wood

Staff Present  
Loree Kessler, Executive Director  
Jeanette Wilde, Processing Technician Supervisor  
Sarah Becker, Processing Technician II

Dr. Comensky stated he would be voting in open and close session.

A motion was made by Dr. Wood and seconded by Ms. Pigg to approve the request for an emergency rule and proposed renewal fee decrease from $150 to $125. Subcommittee members voting aye: Dr. Comensky, Dr. Wood, Ms. Pigg and Mr. Roebuck. Motion carried unanimously.

At 7:32 a.m., a motion was made Ms. Pigg and seconded by Mr. Roebuck to convene in closed session pursuant to motions to close section 610.021 subsection (14) and 324.001.8 and 324.001.9 RSMo for the purpose of discussing investigative reports and/or complaints and/or audits and/or other information pertaining to the licensee or applicant section 610.021 subsection (1) RSMo for the purpose of discussing general legal actions, causes of action or litigation and any confidential or privileged communications between this agency and its attorney, and for the purpose of reviewing and approving closed meeting minutes of one or more previous meetings under the subsection 610.021 RSMo which authorizes this agency to go into closed session during those meetings. Committee members voting aye: Dr. Comensky, Dr. Wood, Ms. Pigg and Mr. Roebuck. Motion carried unanimously.
At 8:22 a.m., a motion was made by Mr. Roeback and seconded by Dr. Wood to convene in open session and adjourn the conference call meeting. Committee members voting aye: Dr. Comensky, Dr. Wood, Ms. Pigg, and Mr. Roeback. Motion carried unanimously.

Executive Director

Approved by Committee on
December 3, 2012

Loree Kessler
Division of Professional Registration Committee for Professional Counselors
3605 Missouri Boulevard
Jefferson City, MO 65102

RE: National Educational Standards for the Practice of Clinical Mental Health Counseling

Dear Loree Kessler:

With the publication of TRICARE's interim rule from the Department of Defense on December 27, 2011, it is abundantly clear that counselors will need to complete the following requirements in order to receive federal reimbursement:

1. Graduate from a program in clinical mental health counseling accredited by Council for Accreditation for Counseling and Related Programs (CACREP)
2. Achieve a passing score on the National Clinical Mental Health Counseling Examination (NCMHCE) as administered by the National Board of Certified Counselors (NBCC); and
3. Complete all requirements to be state licensed in mental health counseling at the "clinical" or highest level available in states that have tiered licensing schemes.

These standards have been adopted by federal agencies in accordance with the Institute of Medicine's (IOM) report to Congress regarding the standards for clinical mental health counselors. IOM reported that only CACREP-accredited programs "can ensure high standards of preparation to protect the public."

Please consider the following:

- **Hiring** – By law, federal agencies (e.g., Department of Defense) will require clinical mental health counselors to meet all IOM recommendations for employment.

- **Reimbursement** – Likewise, reimbursement by federal agencies (e.g., TRICARE) will require counselors to meet IOM requisites. When Medicare is authorized to reimburse counselors, it is highly expected that these standards will apply.

- **Insurance** – Because these are de facto nationwide standards, insurance companies will adopt the same standards for reimbursement.

- **Integrated medical and mental health services** – It is apparent that affordable care organizations with integrated services will also consider these standards when hiring.
Recognizing these realities, the American Mental Health Counselors Association (AMHCA) and CACREP endorse the IOM recommended standards. All established professions, such as medicine, nursing, clinical psychology, and social work, mandate graduation from programs qualified by their respective accrediting organizations before individuals can become fully licensed. With the advent of IOM requisites, it has become incumbent for AMHCA and CACREP to advocate for the same level of national recognition for clinical mental health counseling.

This will put professional counselor licensure requirements on par with the other established professions. It will also remove the main obstacle to clinical mental health counselor licensure portability. However, those counselors who do not graduate from CACREP programs will be seriously disadvantaged in both employment and reimbursement. As noted above, it is likely that in time insurance providers will also opt to reimburse only those counselors who have met national standards.

Licensure for clinical mental health counselors has been achieved in all 50 states. We believe it is now crucial to work with state licensing boards to adopt the IOM’s recommendations. Also, CACREP and AMHCA have sent information to the deans of universities with clinical mental health counseling programs to ensure that they understand how these changes will impact their students.

With the advent of these requisites, the time has arrived for the counseling profession, like other health-related professions, to meet national standards. In several states, CACREP accreditation has already become the standard for program excellence. If your state is one of these, we appreciate your support of the profession of counseling.

Thank you for considering these issues. For more information on how to incorporate CACREP accreditation in state licensing requirements we invite you to visit www.cacrep.org or contact the CACREP office at (703) 535-5990. Answers to frequently asked questions can be found on the website and a CACREP fact sheet is attached to this letter.

If we can be of assistance, please contact us and we will be happy to furnish any support necessary to make an informed decision in the crucial area of CACREP accreditation.

Sincerely,

M. Sylvia Fernandez  Carol L. Bobby  Karen Langer

Sylvia Fernandez  Carol L. Bobby  Karen Langer  Mark Hamilton
Chair, CACREP  CEO, CACREP  President, AMHCA  CEO, AMHCA
CACREP Information

- **CACREP sets minimum educational preparation standards for the Counseling profession**
  Since 1981, CACREP has been recognized as the premier accrediting organization of the Counseling profession. CACREP holds recognition from the Council for Higher Education Accreditation (CHEA) and is a founding member of the Association of Specialized and Professional Accreditors (ASPA). Its standards were developed and have been maintained by professional counselor educators and practitioners. The standards represent the Counseling profession's understanding of the minimum knowledge and skill areas required to enter the profession.

- **CACREP is recognized by the US Department of Veterans Affairs (VA)**
  In September 2010, the U.S. Department of Veterans Affairs (VA) issued qualification standards formally recognizing counselors as mental health specialists within the Veterans Health Administration. Of key interest to CACREP programs is the educational qualification outlined in the regulations, which requires counselors to hold a master's degree in mental health counseling, or a related field, from a program accredited by the Council on Accreditation of Counseling and Related Educational Programs (CACREP). Examples of related mental health counseling fields include, but are not limited to, Addiction Counseling; Community Counseling; Gerontology Counseling; Marital, Couple, and Family Counseling; and Marriage and Family Therapy. There are no substitute degrees authorized. The full text of the standards is available online at [http://www1.va.gov/vapubs/viewPublication.asp?Pub_ID=507&FType=2](http://www1.va.gov/vapubs/viewPublication.asp?Pub_ID=507&FType=2).

- **CACREP accreditation is included in Recommendations made by the Institute of Medicine (IOM) regarding the independent practice of licensed mental health counselors under the TRICARE programs.**
  An independent committee, constituted by the Institute of Medicine at the request of Congress and charged with reviewing the provision of mental health counseling services under TRICARE, recommends (2010) that mental health counselors be able to work independently in TRICARE under the following circumstances:
  - A master's or higher level degree in counseling from a program in mental health counseling or clinical mental health counseling that is accredited by the Council for Accreditation of Counseling and Related Educational Programs.
  - A state license in mental health counseling at the "clinical" or the higher level or highest level available in states that have tiered licensing schemes.
  - Passage of the National Clinical Mental Health Counseling Exam.
  - A well-defined scope of practice for practitioners.

- **CACREP is a cost-effective review process that focuses on continual program improvement**
  CACREP fees are modest in relation to other accrediting agencies and are far lower than daily consultant fees charged by individuals. Costs cover multiple levels of reviews with feedback, including an initial review, an on-site visit, and a final board level review. In addition, the fees charged by CACREP cover any administrative costs associated with maintaining current information on accredited programs that is made available to the public.

- **Research indicates that CACREP accreditation makes a difference in quality**
  - Published research has shown that graduates of CACREP programs perform significantly better on the National Counselor Examination for Licensure and Credentialing (NCE) than do graduates of non-CACREP programs (Adams, 2006; Scott, 2003).
  - A research project directed to program directors found that respondents (counselor educators at colleges and universities) perceived that the quality of their applicants improved after attaining CACREP accreditation. Furthermore, it was noted that faculty productivity in terms of being professionally involved (e.g., publishing, presenting) increased with accreditation. The item where respondents noted the largest degree of positive change was in the increased number of employment opportunities for graduates (Brew, 2002).
- **CACREP is a partner in public protection**

  As an organization, CACREP believes that excellence in counselor preparation is necessary to insure the health, safety and welfare of the public. Counseling is an allied health profession and appropriate training is critical to client safety.

  - Recent research by Mascari (2005) found that ethical violations of licensed counselors in New Jersey appear to be intertwined with problems of professional identity and graduation from graduate degree programs that are not clearly in counseling. An even more recent article by Martin and Cannon (2010, in press) cites that over a period of eight (8) years, only one of eight individuals successfully prosecuted for ethical violations in Tennessee graduated from a CACREP program. The Martin and Cannon article includes many other issues that have arisen from a lack of training in clear professional identity. CACREP advocates for strong professional identity in the Counseling profession and requires its accredited programs to provide a strong foundation built upon the profession’s code of ethics and standards of practice.

  - Based on accreditation best practices, CACREP has recently transitioned to outcomes-based program standards. Graduates of CACREP accredited programs are assessed upon their ability to demonstrate, at an acceptable level, the knowledge, skill and practice requirements set by the profession.
CACREP Fast Facts

- **CACREP vs. Non-CACREP Programs in the United States**
  Approximately 1000 graduate counseling programs currently exist in the U.S. CACREP accredits just over 62% of all counseling programs in the country.

- **CACREP Programs**
  CACREP accredits a grand total of 621 counseling programs from 271 institutions across the United States.

  - **CACREP Students**
    There are 39,014 students currently enrolled in CACREP programs. Additionally, 36,404 prospective graduate students applied for admission into CACREP programs in the past year.

  - **CACREP Graduates**
    Last year, a total of 10,249 students graduated from CACREP-accredited counseling programs.

- **State Licensure Board Requirements**
  There are currently twenty-six (26) states that specifically identify a master's degree from a CACREP-accredited program as an option for meeting the education requirement for counseling licensure.

  There are twenty-three (23) states, plus the District of Columbia and Puerto Rico, which do not specifically identify CACREP as a route to counselor licensure. However, these states outline core educational content/course areas that need to be fulfilled in order to qualify for counselor licensure which are directly related to the eight (8) core curricular areas set forth by CACREP.

- **National Certification for Counselors**
  The National Board for Certified Counselors (NBCC) recognizes CACREP-accredited programs as the standard of excellence in counselor preparation and waives the 3000 required hours of post-graduate counseling experience and 100 required hours of supervision over a 24-month period necessary for national counselor certification for students who graduated from a CACREP accredited program.

- **CACREP Research**
  - Graduates of CACREP programs perform significantly better on the National Counselor Examination for Licensure and Credentialing (NCE) than do graduates of non-CACREP programs (Adams, 2006).
  
  - Graduate students from CACREP programs passed the NCE at higher rates (86%) than did students from non-CACREP programs (77%) (Milsom & Akos, 2007).

  - Recent research using a national sample has shown that 81.7% of Licensed Professional Counselors sanctioned for ethics violations graduated from non-CACREP-accredited programs (Even, 2011; Even & Robinson, in press, *Journal of Counseling & Development*)—see "Research Spotlight" handout for more details.
Research Spotlight:
LPC Ethical Violations, CACREP vs. Non-CACREP Graduates

by Dr. Trigg Even

For this study, archived data on the type of ethics or licensure violation and sanction(s) were secured from state licensing boards and publicly accessible databases. A national sample of fully-licensed professional counselors (LPC or equivalent) represented all US geographic regions and approximately two-thirds of all state licensing boards. Data were collected from state licensing boards dating as far back as board inception, a span in some cases of 30 or more years.

Demographically, the counselors represented in the final sample for this study had an average of 7.5 years of fully-licensed professional service. Nineteen percent of counselors in this study completed a doctorate in counseling or a closely-related field, and all received ethics training as part of their curriculum requirements. The most common violations were related to competence and impairment, boundary violations, professional practices, billing, and breaches of confidentiality, in that order.

More than 8 out of 10 counselors in this sample who were sanctioned by state licensing boards graduated from non-CACREP-accredited counselor education programs. In addition, the accreditation factor—specifically, having graduated from a non-CACREP-accredited program—was found to be a significant and important predictor of ethical misconduct frequencies. These findings provide empirical support for the CACREP standards. Licensed professional counselors who graduated from CACREP-accredited counselor education programs committed ethical misconduct significantly less frequently than those who graduated from non-CACREP-accredited programs.

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Sanctions for Ethical Misconduct

- LPCs with CACREP-Accredited Training
- LPCs with Non-CACREP-Accredited Training
At 2:33 p.m. on March 15, 2013 the Missouri Committee for Professional Counselors was called to order by Margo Pigg, Chairperson at Candlewood Suites located at 3514 Amazonas Drive in Jefferson City, Missouri. Greg Roeback, Secretary, facilitated roll call.

Committee Members Present
Dr. Mark Comensky, Subcommittee Chairperson
Greg Roeback, Secretary
Margo Pigg,
Dr. Rhonda Wood

Staff Present
Loree Kessler, Executive Director
Jeanette Wilde, Processing Licensure Supervisor
Sarah Becker, Processing Technician II
Earl Kraus, Division Counsel

Ms. Pigg stated she would be voting in open and closed session.

A motion was made by Mr. Roeback and seconded by Dr. Wood to approve the open session agenda. Committee members voting aye: Dr. Comensky, Dr. Wood, Mr. Roeback, and Ms. Pigg. Motion carried unanimously.

A motion was made by Dr. Comensky and seconded by Dr. Wood to approve the open session minutes of the December 11, 2012 committee conference call and December 18, 2013, January 22, 2013 and February 19, 2013 credentials subcommittee conference calls. Committee members voting aye: Dr. Comensky, Dr. Wood, Mr. Roeback, and Ms. Pigg. Motion carried unanimously.

CACREP & Tricare Interim Regulation
The committee reviewed the information regarding counselors providing services to veterans that was provided by CACREP. No official committee action.

Meeting Schedule
The following is a tentative schedule of conference calls and/or meetings.
April 16th 7:30am credentials subcommittee conference call
May 14th 7:30am credentials subcommittee conference call
June 28-29 face to face meeting in St Louis

At 2:53 p.m. a motion was made by Mr. Roeback and seconded by Dr. Wood to convene in closed session pursuant to motions to close section 610.021 subsection (14) and 324.001.8 and 324.001.9 RSMo for the purpose of discussing investigative reports and/or complaints
and/or audits and/or other information pertaining to the licensee or applicant section 610.021 subsection (1) RSMo for the purpose of discussing general legal actions, causes of action or litigation and any confidential or privileged communications between this agency and its attorney, and for the purpose of reviewing and approving closed meeting minutes of one or more previous meetings under the subsection 610.021 RSMo which authorizes this agency to go into closed session during those meetings. Committee members voting aye: Dr. Comensky, Dr. Wood, Mr. Roeback, and Ms. Pigg. Motion carried unanimously.

At 5:05 p.m., on March 15th a motion was made by Dr. Comensky and seconded by Dr. Wood to convene in open and adjourn the full committee meeting. Committee members voting aye: Dr. Comensky, Dr. Wood, Mr. Roeback, and Ms. Pigg. Motion carried unanimously.

The full committee did not convene on March 16, 2013.

Executive Director   Approved by Committee on June 28, 2013