



Rehabilitation Counseling Program ANNUAL REPORT 2020 - 2021



COPPIN

STATE UNIVERSITY

— ESTABLISHED 1900 —



COPPIN STATE UNIVERSITY

COLLEGE OF BEHAVIORAL AND SOCIAL SCIENCES

Department of Psychology, Counseling, and Behavioral Health

REHABILITATION COUNSELING PROGRAM ANNUAL REPORT 2020 - 2021

1. Overview Of Program

The Masters Program in Rehabilitation Counseling (RCP) originated in 1968 at Coppin State College, now Coppin State University (CSU). As a Council for Accreditation of Counseling and Related Educational Programs (CACREP) accredited program, many master's students have graduated to become our future leaders, scholars, and highly esteemed professionals in the field. For many years the RCP at CSU has maintained a strong partnership with the Maryland Division of Rehabilitation Services, the DC Division of Rehabilitation Services along with other local rehabilitation agencies and service providers to ensure that our students are provided with an unparalleled graduate education. The mission of the RCP is to provide high quality graduate education in rehabilitation counseling leading to a master's degree, which prepares graduate students to be qualified rehabilitation counselors. Through the RCP curriculum students who are preparing to specialize as rehabilitation counselors will demonstrate the knowledge, skills, and attitudes necessary to address varied issues within the rehabilitation counseling context. Rehabilitation counselors work collaboratively with individuals with disabilities, their support systems, and their environments to achieve their personal, social, psychological, and vocational goals.

The RCP also provides students with sufficient quality academic and internships, practicum, and experiential opportunities to ensure the provision of high quality professional vocational and other rehabilitation services to individuals with disabilities and individuals with most significant disabilities. Students can complete the internship hours in CSU's state-of-the-art community outreach Independent Living Lab. Within this mission, the RCP has expanded to provide three post baccalaureate certificate programs in Rehabilitation Technology, Job Placement and Development, and Vocational Assessment & Evaluation. The program also has a post master's certificate for students who are pursuing advanced coursework that will qualify them to sit for the National Counselor Exam (NCE) in preparation to become licensed clinical professional counselors in the State of Maryland.

Program Highlights:

The RCP has been awarded a grant/contract through the Baltimore City Office on Aging, which allows the Program Director of the Senior Community Service Employment Program (SCSEP) and the Retired Seniors Volunteer Program (RSVP) at CSU's Department of Psychology, Counseling, and Behavioral Health to recruit senior citizens for direct employment at the university. These programs, in essence, provide free manpower that allows faculty and staff more time to dedicate to teaching, service, and learning activities for our students.

Students enrolled in the RCP come from diverse backgrounds: urban, suburban, public and private colleges, as well as multiple religious experiences and ethnicities and are representative of the economic spectrum including many from low to middle income families. Through grants awarded to

the RCP over the years by the U.S. Department of Education, many students have benefited as scholarship recipients in the RCP.

The RCP offers a curriculum of 49-credit hours that are approved by CACREP, with more than 25 elective courses for students to further develop their individual interests and goals. Most of the courses enroll 12 or fewer students, with Internship and Practicum courses enrolling 6 students in each class section. We have a full-time and adjunct faculty actively engaged in teaching and scholarly research that are very proud of a 98% graduation rate. Students are encouraged to participate in the Rehabilitation Counseling Student Association, to become members of the Chi Sigma Iota National Honor Society, and to become members of the large offerings of professional associations.

For several decades, CSU has been educating rehabilitation counselors who have made significant contributions to the profession. They have impacted change on local, state, and national levels. Many of our students have become Certified Rehabilitation Counselors (CRC), Licensed Clinical Professional Counselors (LCPC) at the state and national levels; others have completed their doctoral studies, while others are currently pursuing their doctorate degrees. We encourage individuals to consider enrolling in our program that are committed to excellence, focused toward achievement, and dedicated to making significant contributions to the field of rehabilitation counseling to become a part of our growing tradition.

For additional information on the RCP visit the RCP Program-At-A-Glance
https://www.coppin.edu/info/202590/rehabilitation_counseling_med_program-at-a-glance

2. Program Highlights

- The Substantive Change Application has been successfully approved by the Maryland Higher Education Commission (MHEC) and Middle States for:
 - a) a 60-credit hour program as required by CACREP
 - b) the name change from Master's in Rehabilitation Counseling to Master's in Clinical Mental Health Counseling Rehabilitation Program (CMHCRP)
 - c) the degree change from M.Ed. to M.S.
- Students have attended and presented at conferences:
 - DORS Maryland Rehabilitation Conference, Baltimore, MD
 - American Association of Behavioral & Social Sciences Conference, Las Vegas, NV
 - American Counseling Association
 - Coppin State University Technology Conference
 - The National Council on Rehabilitation Education
- Students are inducted into the National Honor Society by the Chi Sigma Iota Association
- The chapter of the Rehabilitation Counseling Student Association developed the constitution and by-laws for this association and plan the National Disability Awareness Month that takes place in October and participated in a virtual panel with the Maryland Rehabilitation Association (MRA). Additionally, these students had a virtual fundraiser walk-a-thon to benefit individuals with disabilities.
- The Graduate Council has approved a new certificate in Forensic Rehabilitation Counseling developed by the RCP, which has been submitted to the MHEC.
- The Undergraduate Rehabilitation Services Program has been developed and serves as a feeder into the Master's RCP.

- The grant from the Baltimore City Office of Senior Programs (SCSEP) and the Retired Senior Volunteer Program (RSVP) was renewed, which will continue to provide a work force of senior citizens who will assist with the daily operations of the RCP program.
- The RCP is a recipient of a State of Maryland Grant to provide services through an inclusive higher education program for students with developmental disabilities. It is a two-year program for students with Intellectual Disabilities. The Comprehensive Transition Program (CTP) at CSU provides integrated academic, career, and independent living instruction in preparation for gainful employment.
- The RCP has a cooperative agreement with Baltimore City Public Schools and hosts the Transitioning Students Program at CSU. RCP students receive internship and practicum experiences from this program by providing independent living skills training to the transitioning students. Services and workshops are provided in the Independent Living Lab at CSU.
- The RCP has been awarded Employment Network status with the Social Security Administration's Ticket-to-Work Program. CSU is one of few universities in the U.S. with this status. Rehabilitation counseling services are provided to SSA beneficiaries and RCP students receive practicum and internship experiences from this program, which operates in the Independent Living Laboratory at CSU and provides practicum and internship experiences for our students.
- The RCP has a collaboration with the Baltimore City Department of Aging to provide employment/training opportunities to senior citizens looking to maintain and develop marketable skills. Although the ultimate goal is matching skills with employment needs at CSU, the program also supports independent living by applying practical skills for senior citizens to become active job seekers for suitable gainful employment. Additionally, the program benefits CSU by expanding and adding to the administrative structure at the university.
- The RCP has a Memorandum of Understanding (MOU) with St. Peter's Adult Learning Center in Baltimore, MD to provide vocational, evaluation, and assessment services to their consumers. CSU's RCP Internship & Practicum students receive practical training experiences from this collaboration.
- The RCP offers the Post-Master's in Professional Counselor Licensure for those students seeking this professional status.
- Graduate students have the opportunity to obtain additional training and skills in vocational assessment and evaluation through MOU with Pro Bono Counseling Services of Maryland, and a collaboration with CSU's Athletic Department. Through these experiences students are able to obtain valuable internship experiences as well as receive clinical hours toward professional counselor licensure requirements.

GOPPIN STATE UNIVERSITY
College of Behavioral and Social Sciences

REHABILITATION COUNSELING PROGRAM
15 Credit Hours
Post Baccalaureate Certificate in ASSISTIVE TECHNOLOGY

The 15-hour comprehensive Assistive Technology comprehensive certificate program is designed to meet the demand for qualified Assistive Technology (AT) professionals, and for rehabilitation practitioners who seek to enhance their professional development and skill level by earning a Certificate in Assistive Technology. Training modules include lectures, demonstrations, discussions, field visits, hands-on experiences, and presentations on assistive technology. Participants must have an established e-mail account and access to the World Wide Web for assignments and web research activities.

The five courses are as follows:

- REHB 307 Introduction to Assistive Technology
- REHB 308 Emerging Assistive Technology
- REHB 311 Special Project - Applications of Technology
- REHB 388 Vocational Evaluation and Assessment of Individuals with Disabilities
- REHB 326 Multicultural Counseling

Descriptions of these courses are available on the Coppin State University Master's in Rehabilitation Counseling Graduate Program page. For further information concerning the Post Baccalaureate Certificate in Assistive Technology contact:

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REHABILITATION COUNSELING PROGRAM
15 Credit Hours
Post Baccalaureate Certificate in JOB DEVELOPMENT AND JOB PLACEMENT SERVICES

The goal of the Job Development and Job Placement Services certificate program is to introduce students to the concepts and applications of job development and job placement services for both the consumer and the employer and to provide current training techniques to increase the employment outcomes and job retention for individuals with disabilities. Emphasis is placed on techniques in the recruitment and social services for individuals who are blind or have visual impairments, individuals who are deaf or hard of hearing. The program consists of a minimum of 15 semester hours. Students must complete 15 semester hours of coursework and an internship of (3) three semester hours.

The five courses are as follows:

- REHB 307 Introduction to Rehabilitation
- REHB 321 Seminar in Occupational Information and Rehabilitation Placement
- REHB 307 Introduction to Assistive Technology
- REHB 326 Internship I
- PSYC 413 Career Development and Occupational Choice

Descriptions of these courses are available on the Coppin State University Master's in Rehabilitation Counseling Graduate Program page. For further information concerning the Post Baccalaureate Certificate in Job Development and Job Placement Services contact:

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REHABILITATION COUNSELING PROGRAM
15 Credit Hours
Post Baccalaureate Certificate in VOCATIONAL EVALUATION AND WORK ADJUSTMENT

The goal of the Vocational Evaluation and Work Adjustment certificate program is to introduce students to the fundamentals and practices involved in vocational evaluation and work adjustment services. Additionally, this program will provide the student with knowledge of the instruments and techniques used to assess personal characteristics such as aptitudes, achievements, interest, values, and other personal traits as well as worker's traits, vocational skills, assets and liabilities. Such areas will be addressed on computer assisted technology, assessment measures and techniques, interpretation of data from assessment instruments, report writing and more. This certificate program will prepare students to work more effectively evaluating individuals with disabilities and providing work adjustment services and accommodations, consequently, improving employment outcomes and job retention. The scope of the knowledge and skills required of one providing vocational evaluation and work adjustment services to individuals with disabilities is both comprehensive and specialized. It is a role, which involves a blend of knowledge to the subtle nuances of the field. Additionally, it requires knowledge of the selection of appropriate evaluation tools, the purpose of test battery, and an understanding of ethical issues as well as the available testing technologies. The program consists of a minimum of 15 semester hours. Students must complete 12 semester hours of coursework and an internship of 3 semester hours.

The five courses are as follows:

- REHB 300 Sign Language
- REHB 307 Introduction to Assistive Technology
- REHB 313 Introduction to Rehabilitation
- REHB 326 Internship I
- REHB 328 Vocational Evaluation and Assessment of Individuals with Disabilities

Descriptions of these courses are available on the Coppin State University Master's in Rehabilitation Counseling Graduate Program page. For further information concerning the Post Baccalaureate Certificate in Vocational Evaluation and Work Adjustment contact:

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3. Program Outcomes

The Rehabilitation Counseling Program (RCP) at Coppin State University is a fully accredited program by the [Council for Accreditation of Counseling and Related Educational Programs](#) (CACREP). The internal evaluation takes place on a five-year cycle and completed its most recent evaluation in 2019.

The RCP offers the Master's in Rehabilitation Counseling and the Post-Masters in Professional Counselor Licensure. For students interested in applying to the RCP, the deadlines for submission of all credentials are May 15 for the fall semester, and October 15 for the spring semester. The program admits an average of 12 students in both the fall and spring semesters.

Currently the RCP has an enrollment of 64 students. The program has five full-time faculty and 7 very committed, dedicated, and credentialed part-time faculty who teach the courses within the CACREP accredited curriculum. The instructor to student ratio in the RCP is 1:12. For the Internship and Practicum courses the ratio is 1:6. Students must maintain a 3.0 GPA each semester to remain in good academic status.

Graduates from the RCP for Spring 2019 – Fall 2020 was a total of 25 students and for Spring 2021 - Fall 2021 the RCP graduated 24 students. Over the past three years 48 students graduated from the program. Within the first six months of graduation 95% of the RCP graduates report successful employment. 100% of the students are from underrepresented groups including persons with disabilities.

95% of the RCP students continue with coursework to meet the requirements to take the Professional Counselor Licensure Exam. The RCP offers a Post-Master's in Professional Counselor Licensure Certificate Program, which is fully approved by the Maryland Higher Education Commission and the University Systems of Maryland for those students seeking this professional status.

Students completing the Masters in Rehabilitation Counseling at CSU qualify to sit for the CRC exam. Students are required to complete a total of 100 practicum hours, and 600 internship hours as well as the required coursework of the curriculum.

For information on the CRC application requirements, refer to the [Commission on Rehabilitation Counselor Certification](#) (CCRC) website.

In July 2021, six (6) of our students sat for the CRC exam prior to graduation, three (3) of whom passed. This pass rate is greater than the "first time candidate" pass rate of 46% nationally during the July 2021 sitting, reflecting the strength of our program's ability to adequately prepare students for the field.

RCP students may elect to take a Comprehensive Examination or the Certified Rehabilitation Counselor (CRC) exam. The comprehensive exam is offered twice a year and the current passing rate for RCP students is 95%.

Information on the Comprehensive Examination may be accessed from the 2020-2022 Graduate Catalog link: <https://catalog.coppin.edu/content.php?catoid=8&navoid=343>

Information on the CRC exam may be obtained from the [Commission on Rehabilitation Counselor Certification](#) website.

4. Enrollment/Retention/Graduation Efforts

A brochure and flyer have been designed for the program. With receipt of funds these items will be printed for distribution to local colleges, regional colleges, community businesses, etc. to promote the

program. Having funding for students has continued to be an effective recruitment tool. Maintaining a strong collaboration with the DORS has also been beneficial with program recruitment and retention efforts. Providing placement assistance for the RCP students has positively impacted retention. Maintaining the CACREP standard student/faculty class ratio positively impacts recruitment and retention in addition to taking the time to listen and provide individualized advisement to students as required during office hours and on an extended basis, as needed. The RCP has a very committed Advisory Council which has continued to include the discussion on recruitment and retention as an agenda item. Alumni and current students of the RCP are invited to an annual Meet-and-Greet, which includes providing panel discussions for current students. Some of the continued suggestions made for recruitment and retention include:

- a. Continue to have alumni as part of a panel and speak to current students about their experiences and opportunities in the field;
- b. have alumni serve as marketing resources for current students, providing them with valuable information to enhance and cultivate their interest in the field; and,
- c. have alumni to serve as mentors to current students and to assist them with developing research interests and career directions.

Average Enrollment by Race/Ethnicity RCP	
Race/Ethnicity	Fall 2019 - Fall 2021
Black/ AA	78%
Foreign - Non-resident	15%
Hispanic	< 1%
Multi-Race	5%
White	2%

Average Enrollment by Age Range RCP	
Age Range	Fall 2019 - Fall 2021
22-24	5%
25-29	14%
30-34	17%
35-39	12%
40-49	20%
50-64	30%
65 and over	2%

5. Recruitment

The Recruitment Plan will cover the following three main topics:

- Development of a weekend program
- Develop in-service training opportunities
- Distribution of RCP information to advertise the program locally and nationally



ACCREDITATION
This program is fully accredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP).

LICENSURE
Students interested in counselor licensure can complete coursework and apply for a Post-Masters Certificate in Professional Counselor Licensure.

CERTIFICATION
Students graduating from the Masters in Rehabilitation Counseling program are qualified to take the CRC and NCC Examination

PROGRAM ADMISSION

- Apply to Graduate Program through the Coppin State University Office of Admission
- Submit application, official transcript(s) from undergraduate degree granting institution and other post-baccalaureate institutions attended
- Submit three (3) current letters of reference from current employer, instructors, or others who can attest to character, integrity, and academic potential
- Submit packet by August 15 (Fall Semester), and December 15 (Spring Semester)
- Schedule an interview, and meet with designated Rehabilitation Counseling Program faculty upon acceptance into the Graduate Program

STANDARDS FOR ADMISSION
Grade point average 3.0 on a 4.0 scale in a program of study awarding a baccalaureate degree from a regionally accredited college/university or an equivalent degree from a comparable foreign institution.

Individuals representing diverse/disability groups are encouraged to apply.

FINANCIAL AID
Financial assistance is available in various forms through the Financial Aid Office (410) 951-3636.

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**MASTERS DEGREE
IN
REHABILITATION
COUNSELING**



DISABILITY SUPPORT SERVICES PROGRAM
(410) 951-3944

Support for students with disabilities is provided by the:

Additional student services are available through:

THE COUNSELING CENTER
(410) 951-3636

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www.coppin.edu

6. Program Goals

- Receive final approvals for the development of The Center on Disability Programs, Studies, Services, and Research at CSU
- Develop the RCP as a fully on-line program
- Finalize the proposal developed for a doctoral degree offered within the Department of Psychology, Counseling, and Behavioral Health
- Receive final approval for the post-baccalaureate in Forensic Rehabilitation Counseling
- Work with the CSU Marketing Department to submit surveys to ranking outlets such as the US News Best Health Schools and other ranking sources on behalf of the RCP

7. Exclusivity

- Although there are rehabilitation counseling programs at the University of Maryland Eastern Shore and The George Washington University in Washington, DC, the RCP at CSU is the only fully accredited program within a 50-mile radius of Baltimore City.
- CSU's master's program is the only program that offers five exclusive opportunities for students to be trained on campus through collaborative programs with the State of Maryland, schools, agencies, and community businesses.

- CSU is one of two universities to receive a federal grant to operate the Social Security Administration's Ticket-to-Work Program



- CSU is the first recipient of the Governor's grant to offer the Comprehensive Transition Project (CTP), and is in its second year with continued funding



- CSU is one of three State of Maryland higher education institutes to provide opportunities for Baltimore City Public Schools students with disabilities to spend five days per week on campus to complete their high school education and receive the college experience

8. The RCP Commitment

Under Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, no otherwise qualified individual with a disability in the U.S. shall, solely by reason of their disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. Students with disabilities must be given an equal opportunity to participate in and benefit from all postsecondary education programs and activities. That includes any course, course of study, or activity offered.

The RCP prepares master's students to provide counseling services to meet the educational, personal, social, medical, vocational, and psychosocial needs of individuals with disabilities. These services will assist them with functioning to their maximum ability within the home, community, and at work. The RCP is committed to developing student vision that will impact the communities they serve by enriching those communities to realize both diversity and the value of all individuals, to see these individuals by their unique abilities and not their disability, and to help them realize their highest potential.