

## Volume 18, Number 1, Summer 2018

### **The Impact of Professional Counselor Competency and Ethical Complaints on Job Satisfaction in Court Testimony**

Joshua D. Francis, Gina Oswald, Leslie Neyland-Brown

**Abstract.** Professional counselors who provide expert opinions in divorce/child custody cases are expected to have unique professional competencies and often experience high levels of ethical complaints that have the potential to affect job satisfaction. The purpose of this study was to examine if professional competency and a history of ethical complaints has an impact on job satisfaction for mental health professionals. Licensed professional counselors and psychologists (n=343) were surveyed using the Professional Competence Standards Instrument (PCSI). Results demonstrated a positive relationship between competence and job satisfaction and four predictors of job satisfaction were identified: bias awareness, ability, experience, and licensure. Recommendations for future research include expanding this research to diverse forensic professionals, expert testimony cases, and evidence-based strategies for improving job satisfaction. These findings may assist counselor educators with improving job satisfaction of future practitioners through better preparation.

### **Improving Disability Support Service Delivery in Community Colleges and Universities: The Need for Employment of Competent Rehabilitation Professionals**

Bryan Gere

**Abstract:** The enrollment of students with disabilities (SWD) in higher education has been on the increase in the United States. In compliance with federal and state regulations, over the years many universities have made significant efforts to ensure students with disabilities have access to programs and experience through services provided by University Disability Services (UDS). Students with disabilities can be better serviced by trained rehabilitation professionals conversant with facilitating the needs of persons with physical, mental, developmental, or emotional disabilities. The purpose of this study is to examine the qualifications and educational backgrounds as well as the extent to which UDS are provided by trained rehabilitation professionals. Results of the content analyses reveal professionals were sought to fill positions from a variety of Master's levels professions in human services professions other than rehabilitation. Implications for disability support services practice are discussed.

### **Should Experts Have to Prove Their Credentials?**

Cynthia P. Grimley

## **Determining the Loss of Earning Capacity in Pediatric or Young Adult Cases**

Terry P. Leslie

**Abstract:** This article will attempt to outline a framework to guide vocational experts in determining the loss of earning capacity in pediatric and young adult cases. The term “young adult” is being used as it is common for litigation to take years before a trial may occur. During this period, the injured child may now be a young adult. The author believes the methodology in determining the loss of earning capacity is based on when the injury occurs and not when the litigation occurs; therefore, even though the individual may be a young adult, if the injury took place when they were below the age of 18 it should still be considered a pediatric case. As in any other type of case, the vocational expert is charged with making the determination of the vocational consequences of an event, which then leads to a determination of a loss of earnings or earning capacity.

## **Rehabilitation Counseling and Social Justice Implications for Working with Individuals who Practice Santería.**

Gina R. Oswald, Jasmin Saville, Chrisann Schiro-Geist

**Abstract:** As the U.S. and Cuban relations work towards normalization, the cultural exchanges will likely increase the visibility of Santería practice, a highly prevalent globalizing religion. Although seldom the focus of rehabilitation counseling literature, religion and spirituality have demonstrated a positive impact on clients with various disabling conditions and should be considered in the rehabilitation process. Viewed through a strengths-based approach, spirituality and religious practices can foster positive coping strategies, collectivistic attitudes, perceptions of well-being, pain management, adjustment to disability, social support systems, and decreased substance abuse. More specifically to rehabilitation services, research demonstrates a positive correlation between spirituality in the workplace and productivity, job satisfaction, and job involvement. For these reasons, it will be helpful for rehabilitation practitioners to understand the basic framework and tenets of the religion in order to provide ethical, culturally appropriate services to future clients who practice this Cuban religion of African descent. This article provides a general understanding of the beliefs of Santería and its potential impact on serving this specific community as clients.

## **Review of Psychosocial Aspects of Disability: Insider Perspectives and Strategies for Counselors, Second Edition by Irmo Marini, Noreen M. Graf, and Michael J. Millington. Springer Publishing Company, 2018.**

Laura J. Lee