DEPARTMENT OF EDUCATIONAL LEADERSHIP AND COUNSELING

Contact Information
Chair: Steve Bain
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The Master of Education degree is available in Adult Education. Master of Science degrees permit individuals to major in Guidance and Counseling, Educational Administration and Instructional Technology.

The Master of Science in Instructional Technology includes an emphasis on technology in K12, higher education corporate and government settings. In addition, students acquire a wide range of knowledge and skills to support employment in the public and private sector. Instructional and educational standards derived from the principle accreditation organizations and other learned societies will be incorporated throughout the program.

Certificate programs in conjunction with a Master of Science Degree or post master’s work are available in Principalship, Superintendent and School Counseling.

A Doctor of Education (Ed.D.) degree is available in Educational Leadership.

Counseling and Guidance
The Counseling Program offers courses leading to one of two degree plans for potential counselors:

- Master of Science in Clinical Mental Health Counseling (CMHC).
- Master of Science in Counseling and Guidance.

Faculty

Graduate Faculty

Bain, Steve Associate Professor, Department of Educational Leadership and Counseling; Interim Associate Dean, College of Education and Human Performance; Chair, Department of Educational Leadership and Counseling; Chair, Department of Teacher and Bilingual Education; B.S., University of North Alabama; M.S., Memphis State University; D.Min., Luther Rice Seminary.

Garza, Kristopher Associate Professor, Department of Educational Leadership and Counseling; B.A., Texas A&M University-Corpus Christi; M.S., Texas A&M University-Corpus Christi; Ph.D., Texas A&M University-Corpus Christi.

Green, Marybeth E Associate Professor, Department of Educational Leadership and Counseling; B.S., The University of Texas at Austin; M.L.S., The University of Texas at Austin; Ph.D., Texas A&M University.

Liang, Ya-Wen Assistant Professor, Department of Educational Leadership and Counseling; B.A., Providence University (Taiwan); M.Ed., University of North Texas; Ph.D., Sam Houston State University.

Emeritus

Low, Gary Professor of Educational Leadership and Counseling, Department of Educational Leadership and Counseling; B.S., University of Corpus Christi; M.S., East Texas State University; Ph.D., East Texas State University.

Courses

Adult Education (ADED)
ADED 5301 Selected Topics in Adult Educa 3 SCH (3)
Detailed analysis and evaluation of selected topics in adult education not otherwise treated in depth in available courses. May be repeated for credit when topics differ.

ADED 5305 Graduate Research Project 3 SCH (3)
Designed for project option students and requires completion of research project. Prerequisite: departmental approval. May be repeated for a maximum of 6 semester hours.
ADED 5306 Thesis 3 SCH (3)
Designed for thesis option students. The course requires completion of thesis research. Prerequisite: departmental approval. May be repeated for maximum of 6 semester hours.

ADED 5319 Methods of Adult Education 3 SCH (3)
Development of the knowledge, skills and attitudes which the adult education teacher should possess.

ADED 5320 Community College Teaching 3 SCH (3)
This course focuses specifically on teaching in the community college setting. Research, theory and principles of teaching are combined with clear application to practice. Analysis of theories of teaching and application specifically to the community college student are the central focus.

ADED 5324 Curriculum, Assessment & Eval. 3 SCH (3)
This course focuses on the areas of curriculum, assessment and evaluation at the community college level. Principles for the development, design and implementation of curriculum materials is included. As well, students will examine in-depth the principles of evaluation and assessment within and among programs at the community college level.

ADED 5326 CC Administration & Leadership 3 SCH (3)
This course provides an overview of various elements of leadership at the community level, with a clear understanding of the role of boards of trustees, presidents, faculty, unions, administrator, students, governing agencies and accreditation agencies. The focus is on contemporary leadership and attributes for success with clarification of the needs of the two year institution.

ADED 5330 Admin of Adult Educ Programs 3 SCH (3)
This course provides a comprehensive look at understanding the complexities of administration of an adult education program through organization and administration. It will focus on the use of the Five Functions of Management in the context of adult education. Students will develop administrative knowledge and skill in areas such as administration, organization, leadership, budgeting, funding and support, marketing, human resources, strategic planning, program evaluation, and legal and ethical issues.

ADED 5360 Instr Mats for Adult ESL Stu 3 SCH (3)
A review of criteria for selection of materials to teach ESL to adult students. Principles for the development of effective ESL curriculum materials designed to meet the needs of adult ESL students.

ADED 5361 Assessment of Adult ESL 3 SCH (3)
This course examines the purposes, types and evaluations of language assessment in adult ESL programs. The topics of the test reliability, validity and practicality will be discussed. A review of standardized and alternative methods or assessment including portfolio and participatory assessment will be included.

ADED 5370 Online Teaching Adult Learners 3 SCH (3)
Research, theory and principles of adult learning and development are explored with a specific emphasis on adult learners in the online environment. Application of theory is presented and analyzed along with research findings and practices in the planning of adult education and training curricula for the online environment.

ADED 5372 Emerging Tech. in Adult Educ. 3 SCH (3)
Provides a comprehensive analysis on the role of emerging technology in transforming teaching and learning in adult and higher education. Course topics will focus on online and blended learning opportunities, personalized learning and learner-centered teaching, educational gaming, and mobile learning.

ADED 5374 Multicultural Ed in Adult Ed 3 SCH (3)
This course will utilize a critical multicultural framework to trace the evolution of the adult learner in the educational system. Students in this course will examine practices and policies to recognize and understand the importance of managing diversity for underserved and underrepresented students entering adult education.

ADED 5379 Adult Learning and Development 3 SCH (3)
Research, theory and principles of adult learning and development explored. Evaluation of adult interests and skills through a variety of strategies discussed. Application of theory presented through class projects.

ADED 5388 Intro to Adult Education 3 SCH (3)
A historical and structural overview of the adult education movement as well as a systematic examination of the role of the adult education across a wide range of institutional settings.

ADED 5389 Eval and Meas in Adult Educ 3 SCH (3)
An in-depth examination of principles of testing and measurement with particular reference to adult learners in a variety of adult education settings. Students will gain a working familiarity with the numerous testing instruments available for adults as well as gain skill in developing teacher-made measurements.

ADED 5390 Community Education 3 SCH (3)
ADED 5391 Curr and Prog Plan in Adult Ed 3 SCH (3)
A review and analysis of the major theories, research findings and practices in the planning of adult education and training curricula. Appropriate practice and on-site application of concepts learned will be a major activity of this course.
ADED 5392  Adult Educ Res Practium  3 SCH (3)
Principles of research are examined in the context of the literature of the field of adult education. Guided opportunities for research of current adult education or training issues of theoretical and practical concern are provided under direction of a member of the adult education faculty.

ADED 5393  Counseling Adults  3 SCH (3)
Principles of education and vocational guidance and counseling to adults are reviewed, with special reference to illiterate and undereducated adults in South Texas. Supervised opportunities for practice and refinement of guidance and counseling skills are provided.

ADED 5394  Tutorial in Adult Education  3 SCH (3)
Systematic research and practice in topics in adult education and/or training selected by the student in consultation with a member of the adult education faculty. May be repeated once when the topic of the tutorial study changes.

ADED 5396  Teaching Lit & RDG Skills  3 SCH (3)
Methods, materials and techniques for teaching literacy and reading skills to adults.

ADED 5398  Bilingual Adult Education  3 SCH (3)
In-depth treatment of the special learning problems encountered by illiterate, monolingual non-English speaking and undereducated adults.

Counseling and Guidance (EDCG)

EDCG 5301  Statistical Methods  3 SCH (3-0)
Methods for the analysis and synthesis of quantitative data. A tool subject for experimental work including finding and interpreting central tendencies, variability and correlation. Important for classroom teachers, administrators, counselors and supervisors.

EDCG 5305  Graduate Research Project  3 SCH (3)
Designed for project option students and requires completion of research project. Prerequisite: departmental approval. May be repeated for a maximum of 6 semester hours.

EDCG 5306  Thesis  3 SCH (3)
Designed for thesis option students. The course requires completion of thesis research. Prerequisite: departmental approval. May be repeated for a maximum of 6 semester hours.

EDCG 5310  Prof Orient & Ethical Practice  3 SCH (3-0)
Introduction to the principles, practices and philosophy in the field of Counseling and Guidance, and an exploration of the various work settings where counselors are found. This is an overview of the counseling field and explores historical development as well as professional orientation of counselors and their ethics and responsibilities.

EDCG 5311  Theories of Counseling  3 SCH (3-0)
Study selected theories of counseling and their implications on selected personality and developmental theories. Various theorists have developed theories to explain and to account for human development and human behavior. All personality theories have counseling implications and this is an exploration of those counseling theories.

EDCG 5312  Counseling Techniques  3 SCH (3-0)
Designed to combine the study of theory and philosophy of individual counseling with techniques and practices in the field. This is a "hands on" course where the student is taught through practice and observation, the dynamics of providing individual counseling services. Both classroom and laboratory experiences are offered in this course.

EDCG 5315  Ethcs and Legl Issues in Couns  3 SCH (3-0)
Introduction to, and an exploration of, professional ethics in the counseling profession. Learning to deal with the professional and ethical issues that most affect the practice of counseling and related professions. A number of view points will be presented to stimulate discussion, exploration and reflection.

EDCG 5320  Ed Spec Probs in Guid and Coun  3 SCH (3)
Study of problems in designated areas approved by the university. May be repeated when the topic changes.

EDCG 5321  Abnormal Human Behavior  3 SCH (3-0)
An in-depth look at the varieties of psychopathology, its etiology, classification and treatment. A look at the history and treatment of mental illness over the years with special attention to the various classification schemes and systems as they have evolved. The emphasis of this course will be to give the student skills to recognize the nature of the abnormal behavior and to determine what services, if any, the counselor might be able to provide. Proper referral services, methods and procedures will be explored.

EDCG 5322  Substance Abuse Counseling  3 SCH (3-0)
Exploration of the nature of chemical dependency/addiction including alcohol and other legal and illegal substances. Also explored are related phenomena which produces and/or results in obsessive and compulsive behaviors. Implications for education, prevention, treatment and recovery will be explored. Attendance at several meetings of Alcoholics Anonymous and other 12 step programs are a part of this course.

EDCG 5323  Group Counseling Techniques  3 SCH (3)
Designed to provide the student with an understanding of group dynamics, theories and techniques.
EDCG 5324 Assessment 3 SCH (3-0)
Historical perspective concerning the nature and meaning of assessment. Statistical concepts, social and cultural factors related to the assessment and evaluation of individuals, groups, and specific populations, and ethical strategies for selecting, administering and interpreting assessment and evaluation instruments and techniques in counseling.

EDCG 5329 Educational Research 3 SCH (0-3)
Use of resources, techniques and basic skills.

EDCG 5330 Stud Pers Serv In Higher Ed 3 SCH (3-0)
Introduction to and exploration of the student personnel worker and the student personnel administrator in higher education. An overview of the historical development of the student personnel worker/administrator in the American college/university. The various duties and functions of the modern student services worker is surveyed. The development of American higher education and many current issues being played out in the nation’s colleges and universities are analyzed.

EDCG 5336 Adv Child Growth and Develop 3 SCH (3-0)
Application of concepts of growth, behavior and learning in child development.

EDCG 5337 Adv Adolescnt Growth and Devel 3 SCH (3)
Application of concepts of behavior, development and learning of adolescents and youth.

EDCG 5339 Human Growth and Development 3 SCH (3-0)
An understanding of the processes of human development in individual, familial, cultural, and community contexts, including the following topics: cognitive and personality development; the influence of crisis and trauma on human behavior, psychopathology, addictions and situational factors that affect normal and abnormal behavior, and the facilitation of wellness models for human processes.

EDCG 5341 Guidance Advanced Topics 3 SCH (3-0)
Major problems of educational and vocational guidance covering selection, orientation, personnel, training programs, placement and re-education. Prerequisite: 6 semester hours of advanced education. May be repeated when the topic changes.

EDCG 5345 Diagnosis in Counseling 3 SCH (3-0)
Diagnosis in counseling covers types of human distress, as described in the current version of the Diagnostic and Statistical Manual of Mental Disorders (DSM), including the development of tools for the understanding and critical appraisal of abnormal human behavior across the life-span. Students will learn strategies and techniques for assessing client needs and strengths, diagnostic impressions, counselor characteristics, and treatment planning when working with clients in a variety of settings.

EDCG 5347 Undrstndng and Couns Childrn 3 SCH (3-0)
Cross-cultural and pluralistic counseling, the dynamics of minority ethnic group life-styles, and the uniqueness of multiethnic education.

EDCG 5350 Marriage & Family Counseling 3 SCH (3-0)
This course will introduce students to the study of marriage, couple, and family counseling. Students will gain knowledge and skills in personal and family development, family system dynamics, interpersonal relationships, and social roles and boundaries within marriage, couple, and family counseling. The course will include a variety of theories and techniques for marriage, couple, and family therapy with particular importance on multicultural sensitivity, as well as legal and ethical issues in the practice of marriage, couple, and family counseling.

EDCG 5354 Prog Devel School Counselors 3 SCH (3-0)
Philosophical, sociological and psychological principles and concepts related to guidance and counseling and the helping professions.

EDCG 5355 Mats and Tech for Career Educ 3 SCH (3-0)
Theories and techniques of developing, classifying, analyzing and disseminating vocational information.

EDCG 5357 Field Practicum for Counselors 3 SCH (0-3)
Supervised practice in the application of counseling strategies and techniques in environmental settings appropriate to the professional interests of the counselor trainee. May be repeated subsequent semester to a total of 9 semester hours. Prerequisite: 12 semester hours of graduate work in counseling.

EDCG 5358 Elemt Guidance and Coun Technq 3 SCH (3-0)
This course is designed to give special attention to the particular personal, social and academic needs of elementary age children. Fee: $55.00

EDCG 5360 Community/Rural Mental Health 3 SCH (3-0)
This is a specialized online course designed to address the unique needs of counseling rural communities and populations. Attention will be given to the uniqueness of rural counseling and communities, ethical considerations, working with existing educational and community entities, multicultural issues and challenges, and the various roles of the rural community counselor.

EDCG 5362 Rural Leadership & Advocacy 3 SCH (3-0)
This is a specialized online course designed to address the challenges of Counseling Leadership and Advocacy within a rural community context. Attention will be given to the changing role of the professional counselor (particularly within the rural settings). Key considerations of multicultural issues, ethical and legal practices, the uniqueness of rural clientele, and contemporary issues for Counseling Leadership and Advocacy will be covered in this course.
EDCG 5364  Crisis Counseling  3 SCH  (3-0)
This course will review crisis counseling techniques related to a variety of crisis situations that may occur within families and with individuals in mental health agency and school settings. Students will learn the foundations of successful crisis intervention to assist in prevention and encourage personal growth and coping following a crisis experience. Issues related to family violence and other issues of trauma will be discussed. Students will participate in lecture and online discussion. For course credit, you must attend both online and discussions and class.

EDCG 5366  CMHC Internship I  3 SCH  (0-3)
This is the first of two courses designed to provide an internship experience to meet certification and licensing requirements. This internship must provide opportunities for direct counseling experiences. Supervision is provided to assist the student in managing cases, improving counseling skills, and dealing with professional issues.

EDCG 5368  CMHC Internship II  3 SCH  (0-3)
This is the second of two courses designed to provide an internship experience to meet certification and licensing requirements. This internship must provide opportunities for direct counseling experiences. Supervision is provided to assist the student in managing cases, improving counseling skills, and dealing with professional issues.

Educational Administration (EDAD)

EDAD 5301  Behav and Org Found of Educ  3 SCH  (3-0)
Foundations of sociological, psychological, historical and philosophical views of education; school organization, including program of study, personnel, levels and varied approaches.
Fee: $55.00

EDAD 5302  Elem and Secondary Curricula  3 SCH  (3-0)
Elementary and secondary school curriculum materials, design and methods.

EDAD 5305  Graduate Research Project  3 SCH  (3)
Designed for project option students and requires completion of research project. Prerequisite: departmental approval. May be repeated for a maximum of 6 semester hours.

EDAD 5306  Thesis  3 SCH  (3)
This course is for thesis option students. The course requires 6 hours of grades, the first 3 hours consisting of completion of a thesis proposal and the last 3 hours consisting of completion of the thesis. Completion of the thesis proposal is a prerequisite in the last 3 hours of thesis.

EDAD 5307  Sch Admin Advance Problems  3 SCH  (3-0)
Major problems of the school administrator. Each student will accept one major problem for a term paper. Administration credit.

EDAD 5312  Supervision Advanced Problems  3 SCH  (3-0)
Major problems of supervision. Students explore problems related to professional development and assessment. Administrative credit.

EDAD 5313  Sch Admin Public Sch Fin  3 SCH  (3-0)
Theory and practices including federal, state and local levels. Theory and practices in taxing and budgeting with emphasis on Texas system. Administrative credit.
Fee: $55.00

EDAD 5315  Admin of Various Specl Progrm  3 SCH  (3-0)
Administration of the various special staff and pupil personnel services offered in the public schools, including guidance, health, attendance, reading, career education, vocational technical administration and special education.

EDAD 5320  Education Special Problems  3 SCH  (3-0)
Study of school problems in designated areas as approved by the university. May be repeated for credit when topic changes.

EDAD 5330  Multicultural Ed for Educators  3 SCH  (3-0)
Examines multicultural relations in American society and explores solutions to critical political, social, economic, legal and cultural problems confronting schools into the twenty-first century.

EDAD 5341  School Administration  3 SCH  (3-0)
School systems with emphasis upon decision making and problem solving of school boards, superintendents, principals and teachers to promote student success.

EDAD 5342  Principalship  3 SCH  (3-0)
Administration and supervision of the elementary and secondary school; shared vision, leadership, organization, faculty functions, qualifications and selection.

EDAD 5343  Managing School Resources  3 SCH  (3-0)
Administration of the school. Function, organization, physical equipment, campus budgeting, personnel, resource utilization, financial management, and technology use for safe and effective learning environment.
EDAD 5344 Supervision 3 SCH (3-0)
The purpose and methods of effective school supervision. Focus on instructional leadership development. General administration.
Fee: $75.00
Fee: $75.00

EDAD 5345 Internship in Sch Admin 3 SCH (0-3)
On-the-job projects for the purpose of practical application of administrative tasks.

EDAD 5351 Staff and Pupil Personnel Adm 3 SCH (3-0)
Principles and practices of administration as it concerns selecting and retaining school personnel and administering the pupil personnel program.
Placement, job analysis and evaluation, salaries, fringe benefits, maintenance of morale, collective bargaining and student performance are addressed.

EDAD 5352 Facilities Planning 3 SCH (3-0)
Creative and systematic planning of school facilities focusing on translation of psychological and educational needs into physical form and design.
Development of educational specification, survey techniques, space allocation organization and conditioning with relationship to curriculum processes.

EDAD 5381 Admin and Mgmt of Spec Problms 3 SCH (3-0)
Problems in administering and managing special programs in public schools such as vocational and technical education, special education, career education and other special areas.

EDAD 5382 School Public Relations 3 SCH (3-0)
Processes and effects of communications between the public schools and their communities to respond to diverse interests and needs, and mobilize resources to promote school success.

EDAD 5383 Public School Law 3 SCH (3-0)
Federal and state legal regulations as they relate to public school administration. Integrity, fairness, and ethics to promote student success.

EDAD 5384 Adv Prob in Superintendency 3 SCH (3-0)
Current problems in the school superintendency are studied in depth.

EDAD 5385 Superintendency Internship 3 SCH (3-0)
Practical application of tasks in the area of the superintendent.

**Instructional Technology (EDIT)**

EDIT 5303 Internship Instructional Tech 3 SCH (3)
Field-based projects and experiences for the purpose of practical application of instructional technology.

EDIT 5305 Graduate Research Project 3 SCH (3)
This course is specifically designed for project option students. A graduate research project must be completed and submitted to the Department Office for a grade to be assigned, otherwise an S or U notation is recorded. Prerequisite: department approval.

EDIT 5311 Intro Digital Learning Society 3 SCH (3)
Explores the technological evolution as it relates to K-16 education to rethink strategies for learning and to reflect upon the technological revolution that is transforming the world. Also explores enhancing individual intelligence through interaction with "smart" machines.

EDIT 5312 WWW Learning Environments 3 SCH (3)
Principles of Web-Based Instruction (WBI) and its role in creating learning environments that utilize the attributes and resources of the Internet and the World Wide Web (WWW). Emphasis of pedagogical, technological, organizational, instructional and ethical issues related to design, development and delivery of WBI. Students will be required to critique several frameworks from a theoretical and applied perspective. Course will provide opportunity to design, develop and evaluate an instructional prototype that utilizes the attributes of WWW.

EDIT 5313 Prin of Instl Design & Tech 3 SCH (3)
This course provides an overview of the field of Instructional Technology. Course content and activities will help students develop an awareness and understanding of the history, theories, and philosophies driving the field. In addition, this course will survey current trends and issues in the field.

EDIT 5315 Instruct Tech: Adv Topics 3 SCH (3)
Selected topics related to the Instructional Technology field. May be repeated when the topic changes.

EDIT 5316 Instructional Design 3 SCH (3)
This course focuses on the application of instructional design principles to the systematic development of instruction. Upon completion of the course, students will have designed, developed, implemented, and evaluated a unit of instruction as well as materials related to its implementation, for a selected audience following an instructional design model.

EDIT 5318 Adv Instru Strat & Lrng Theory 3 SCH (3)
Advanced teaching skills and strategies for experienced teachers. Verbal and nonverbal instructional strategies and positive discipline approaches.
EDIT 5320 Multimedia Design & Production  3 SCH (3)
Provides opportunities to experience the instructional design process as applied to the development of a computer-based instructional prototype module. Opportunity to interact with subject matter experts, draft a comprehensive design approach and implement ideas using an authoring system. Focuses on facilitating connections between instructional design literature and practice of designing and developing instruction using multimedia technology.

EDIT 5321 Instructional Tech Leadership  3 SCH (3)
Analyzes the roles of the technology leader in an educational environment, including developing, planning, implementing and evaluating an initiative for technology integration. Emphasis will be placed on effective decision making strategies which optimize high quality learner outcomes.

EDIT 5322 Computer and Internet Law  3 SCH (3)
Discusses and analyzes the federal, state and local laws regulating the use of computers and the Internet and the legal application to teaching and learning. Designed to assist technology professionals in the acquisition of the knowledge, skills and concepts to keep administrators, teachers and staff abreast of the evolving laws and rules in addition to the requirements to avoid litigation or legal problems in schools related to computer/Internet law.

EDIT 5327 Intro. to Online Learning  3 SCH (3)
Methods/strategies for the development and utilization of technology for teaching and learning at a distance. Students will engage in activities to master skills in the integration of technology in teaching and learning through research of theory and practice to develop appropriate learning pedagogies.

EDIT 5329 Education Research  3 SCH (3)
Use of resources, techniques and basic skills.

EDIT 5335 Action Research  3 SCH (3)
Introduction to action research through the investigation of a significant question or issue related to instructional technology in student’s learning environment.

EDIT 5340 Emerging Trends & Issues  3 SCH (3)
Using a framework to examine current emerging trends and issues in instructional technology, students will investigate and evaluate new tools, strategies, and critical issues for teaching and learning with instructional technology. Students will also review literature and practices to identify future trends in the field.

EDIT 5372 Spec Problem Instruct Tech  3 SCH (3)
Focuses on current problems in the field of Instructional Technology and integration of technology in schools. Content will include seminars, workshops and development in innovations in the world of technology and telecommunications as applied in the educational setting.

Degree Requirements

Adult Education, M.Ed.
The Adult Education program prepares individuals to work with the unique problems and learning styles of adult learners. The Adult Education focus prepares individuals to work with the unique problems and learning styles of adult learners. With a focus on developmental, community, continuing and higher education, this fully online program offers curriculum in a mentoring environment to allow students to excel in many areas, including education, business, healthcare, military and nonprofit careers.

Clinical Mental Health Counseling, M.S.
This is a 60-hour degree designed exclusively for those who wish to pursue licensure in Texas as a Professional Counselor. This degree also offers an emphasis in “Rural Mental Health Counseling”.

Counseling and Guidance, M.S.
This is a 36-hour degree designed for those who seek certification in Texas a School Counselor or who wish to pursue a non-license degree.

Educational Administration, M.S.
Advanced study in Educational Administration provides an opportunity for individuals to prepare for leadership positions in the field of education. Degrees and/or certification are available in Principalship and Superintendent. Included in each course of study is a one-semester supervised internship at an approved public school. All GPA requirements for a master’s degree apply. Admission to the master’s program and certification program requires a 2.8 undergraduate GPA.

Instructional Technology, M.S.
The Master of Science in Instructional Technology includes an emphasis on technology in K12, higher education corporate and government settings. In addition, students acquire a wide range of knowledge and skills to support employment in the public and private sector. Instructional and educational standards derived from the principle accreditation organizations and other learned societies will be incorporated throughout the program.