

Belmont University Mental Health Counseling Program

Program Evaluation Outcome Report 2023-2024 for students who graduated August 2023

The Mental Health Counseling Program at Belmont University uses data to evaluate the program objectives and detail subsequent program modifications and other substantial program changes. This report is posted online annually. Following are aggregate data detailing results of follow-up studies of graduates, employers, site-supervisors, state credentialing examinations, comprehensive examinations, student dispositions, and core assessment data. A minimum threshold of 2.0 is considered acceptable by the program.

Program Objectives for the program consist of:

- 1) identify and resolve ethical issues using current codes of ethics
- 2) become knowledgeable and apply multicultural and cross-cultural counseling skills and current competencies
- 3) utilize culturally relevant strategies based on human growth and development
- 4) integrate vocational counseling knowledge into holistic counseling strategies
- 5) select and utilize efficacious counseling theories, skills, and techniques (including marriage, couple, and family theories)
- 6) facilitate care throughout the lifespan using Christian and pastoral theological perspectives of human suffering;
- 7) demonstrate appropriate screening practices and leadership of groups
- 8) select and utilize appropriate and ethical assessment instruments and techniques
- 9) select and utilize appropriate and ethical research methods for the improvement of counseling services
- 10) apply the Competencies for Addressing Spiritual and Religious Issues in Counseling;
- 11) be committed to serve as Christian advocates for clients and their communities

A. Summary of Evaluation Results

Data discussed below was collected through surveys of current students, graduates, site supervisors, and employers. These surveys were emailed and/or hand delivered to each of these entities between January 2024 and April 2024. This data is collected annually and used to make program improvements.

1. Alumni (Aug. 2023 graduates) Knowledge/Skills/Professional Facets Survey Data

Data included in the following tables was collected regarding alumni perceptions of knowledge, skills, and professional facets related to program objectives the two weeks after graduation. The following rating system was used: 1= Very Poor; 2= Poor; 3= Adequate; 4 = Good; 5 = Very Good; and NA = Not Applicable. Raw data was compiled and tabulated for each program as follows:

a. Clinical Mental Health Counseling Graduate Knowledge/Skills Survey N=7 (43% Response Rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>

Multicultural Counseling	.488	4.29	.488	4.29	2
Resolving Ethical/Legal Issues	.535	4.57	.535	4.57	1
Group Counseling	.488	4.71	.488	4.71	7
Theories of Counseling	.488	4.71	.535	4.43	5
Counseling Techniques	.378	4.86	.535	4.57	5
Vocational Counseling	.816	4.00	.690	4.14	4
Human Development	.577	4.00	.577	4.00	3
ASERVIC Competencies	.378	4.14	.378	4.14	10
Theological Perspectives of Human Suffering	.535	4.43	.488	4.29	6,10,11
Counseling Assessment	.756	4.29	.756	4.29	8
Geriatric Counseling	.787	3.43	.756	3.29	3,5,6
Family Counseling	.976	3.57	.976	3.57	3, 5
Adolescent/Child Counseling	.578	4.0	.578	4.0	3, 5
Social Justice and Advocacy	.890	4.14	.690	4.14	2
Addictions	.690	4.14	.535	4.43	5, 6
Field Experience	.488	4.71	.378	4.86	5,7,8,10
Supervision Received	.378	4.86	.378	4.86	5,6
Research/Statistics/Evaluation	.690	4.14	.756	4.29	9
Diagnosis	.535	4.43	.787	4.43	5, 8
Treatment Planning	.890	4.14	.756	4.29	5
Professional Licensure	.690	3.14	.535	3.43	11
Professional Organizations	.690	4.14	.690	4.14	11

b. Clinical Mental Health Counseling Graduate Perceptions of Professional Facets N=7

(43% Response Rate)

<i>Area of Focus</i>	<i>Standard Deviation</i>	<i>Mean</i>
Course Offerings	.378	4.86

Professors' concern for students	.378	4.86
Timely feedback	.535	4.57
Assistance with Course Skills/Knowledge	0.00	5.0
Relevance of Material	.787	4.57
Availability of Faculty	.378	4.86
Professional Identity	.378	4.86
Professional Expectations	.378	4.86
Mentorship of Faculty	.756	4.71
Overall Rating	.488	4.71

**c. Marriage, Couples, and Family Counseling Graduate Knowledge/Skills Survey N=2
(40% Response Rate)**

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling	0.00	4.0	.707	3.5	2
Resolving Ethical/Legal Issues	0.00	5.0	.707	4.5	1
Group Counseling	.707	4.5	.707	4.5	7
Theories of Counseling	.707	4.5	0.00	4.0	5
Counseling Techniques	0.00	5.0	0.00	5.0	5
Vocational Counseling	0.00	4.0	.707	4.5	4
Human Development	.707	4.5	0.00	4.0	3
ASERVIC Competencies	.707	4.5	.707	4.5	10
Theological Perspectives of Human Suffering	.707	4.5	0.00	4.0	6, 11, 10
Counseling Assessment	0.00	4.0	0.00	4.0	8
Geriatric Counseling	.707	4.5	1.41	4.0	3,5
Family Counseling	.707	4.5	.707	4.5	3,5
Adolescent/Child Counseling	.707	4.5	0.00	4.0	3,5

Social Justice and Advocacy	0.00	4.0	0.00	4.0	2
Field Experience	1.41	2.0	1.41	2.0	5, 7,8, 10
Supervision Received	.707	4.5	0.00	5.0	5,6
Research/Statistics/Evaluation	.707	4.5	.707	4.5	9
Diagnosis	0.00	4.0	.707	3.5	5,8
Treatment Planning	.707	4.5	.707	4.5	5
Professional Licensure	.707	4.5	.707	4.5	11
Professional Organizations	.707	3.5	0.00	3.5	11

**d. Marriage, Couple, and Family Counseling Graduate Perceptions of Professional Facets
N=2 (40% Response Rate)**

<i>Area of Focus</i>	<i>Standard Deviation</i>	<i>Mean</i>
Course Offerings	0.00	4.0
Professors' concern for students	0.00	5.0
Timely feedback	.707	4.5
Assistance with Course Skills/Knowledge	.707	4.5
Relevance of Material	0.00	4.0
Availability of Faculty	0.00	5.0
Mentorship of Faculty	0.00	4.0
Professional Identity	0.00	5.0
Clear Expectations	0.00	5.0

e. Pastoral Therapy Graduate Knowledge/Skills Survey N=2 (100% Response Rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>
Multicultural Counseling	.707	4.5	.707	4.5
Resolving Ethical/Legal Issues	0.00	5.0	0.00	5.0
Group Counseling	0.00	5.0	0.00	5.0
Theories of Counseling	.707	4.5	.707	4.5
Counseling Techniques	0.00	5.0	0.00	5.0
Vocational Counseling	0.00	4.0	1.414	4.0
Human Development	2.121	3.5	1.414	3.0
ASERVIC Competencies	.707	4.5	.707	4.5
Theological Perspectives of Human Suffering	.707	4.5	.707	4.5
Counseling Assessment	.707	3.5	.707	3.5
Geriatric Counseling	2.121	3.5	2.121	3.5
Family Counseling	1.414	3.5	2.121	3.5
Adolescent/Child Counseling	0.00	4.0	0.00	4.0
Social Justice and Advocacy	.707	4.5	0.00	4.0
Addictions	2.121	2.5	2.121	2.5
Field Experience	.707	4.5	.707	4.5
Supervision Received	.707	4.5	.707	4.5
Research/Statistics/Evaluation	0.00	4.0	0.00	3.0
Diagnosis	.707	3.5	.707	3.5
Treatment Planning	.707	4.5	.707	4.5
Professional Licensure	0.00	3.0	0.00	3.0
Professional Organizations	1.414	4.0	1.414	4.0

f. Pastoral Therapy Graduate Perceptions of Professional Facets N=2 (100% Response Rate)

<i>Area of Focus</i>	<i>Mean</i>	<i>Standard Deviation</i>
Course Offerings	5.0	0.00
Professors' concern for students	4.5	.707
Timely feedback	5.0	0.00
Assistance with Course Skills/Knowledge	5.0	0.00
Relevance of Material	4.5	.707
Availability of Faculty	5.0	0.00
Mentorship of Faculty	4.5	.707
Professional Identity	5.0	0.00
Clear Expectations	4.5	.707

g. School Counseling Graduate Knowledge/Skills Survey

No Respondents (0% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>
Multicultural Counseling	0.00	0.00	0.00	0.00
Resolving Ethical/Legal Issues	0.00	0.00	0.00	0.00
Group Counseling	0.00	0.00	0.00	0.00
Theories of Counseling	0.00	0.00	0.00	0.00
Counseling Techniques	0.00	0.00	0.00	0.00
Vocational Counseling	0.00	0.00	0.00	0.00
Human Development	0.00	0.00	0.00	0.00
ASERVIC Competencies	0.00	0.00	0.00	0.00
Theological Perspectives of Human Suffering	0.00	0.00	0.00	0.00
Counseling Assessment	0.00	0.00	0.00	0.00
Geriatric Counseling	0.00	0.00	0.00	0.00

Family Counseling	0.00	0.00	0.00	0.00
Adolescent/Child Counseling	0.00	0.00	0.00	0.00
Social Justice and Advocacy	0.00	0.00	0.00	0.00
Addictions	0.00	0.00	0.00	0.00
Field Experience	0.00	0.00	0.00	0.00
Supervision Received	0.00	0.00	0.00	0.00
Research/Statistics/Evaluation	0.00	0.00	0.00	0.00
Diagnosis	0.00	0.00	0.00	0.00
Treatment Planning	0.00	0.00	0.00	0.00
Professional Licensure	0.00	0.00	0.00	0.00
Professional Organizations	0.00	0.00	0.00	0.00

h. School Counseling Graduate Perceptions of Professional Facets

No Respondents (0% response rate)

<i>Area of Focus</i>	<i>Mean</i>	<i>Standard Deviation</i>
Course Offerings	0.00	0.00
Professors' concern for students	0.00	0.00
Timely feedback	0.00	0.00
Assistance with Course Skills/Knowledge	0.00	0.00
Relevance of Material	0.00	0.00
Availability of Faculty	0.00	0.00
Mentorship of Faculty	0.00	0.00
Professional Identity	0.00	0.00
Clear Expectations	0.00	0.00

2. Employer Survey Data

Data included in the following table was collected regarding graduate employers' perceptions of knowledge and skills related to program objectives. Data was collected January-April 2024 for students who graduated August 2023. The following rating system was used: 1= Very Poor; 2= Poor; 3= Adequate; 4 = Good; 5 = Very Good; and NA = Not Applicable. Raw data was compiled and tabulated for each program as follows:

a. Clinical Mental Health Counseling N=1 (6.7% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling	0.00	5.0	0.00	5.0	2
Resolving Ethical/Legal Issues	0.00	5.0	0.00	5.0	1
Group Counseling	0.00	5.0	0.00	5.0	7
Theories of Counseling	0.00	5.0	0.00	5.0	5
Counseling Techniques	0.00	5.0	0.00	5.0	5
Vocational Counseling	0.00	5.0	0.00	5.0	4
Human Growth & Development	0.00	5.0	0.00	5.0	3
ASERVIC Competencies	0.00	5.0	0.00	5.0	10
Theological Perspectives of Human Suffering	0.00	5.0	0.00	5.0	6,10,11
Counseling Assessment	0.00	5.0	0.00	5.0	8
Geriatric Counseling	0.00	5.0	0.00	5.0	3, 5, 6
Family Counseling	0.00	5.0	0.00	5.0	3, 5
Adolescent/Child Counseling	0.00	5.0	0.00	5.0	3, 5
Social Justice and Advocacy	0.00	5.0	0.00	5.0	2
Addictions	0.00	5.0	0.00	5.0	5
Field Experience	0.00	5.0	0.00	5.0	5,7,8,10
Supervision Received	0.00	5.0	0.00	5.0	5,6
Research/Statistics/Evaluation	0.00	5.0	0.00	5.0	9
Diagnosis	0.00	5.0	0.00	5.0	5,8

Treatment Planning	0.00	5.0	0.00	5.0	5, 8
Professional Licensure	0.00	5.0	0.00	5.0	11
Professional Organizations	0.00	5.0	0.00	5.0	11

b. Marriage, Couples, and Family Counseling

N=1

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling	0.00	5.00	0.00	5.00	2
Resolving Ethical/Legal Issues	0.00	5.00	0.00	5.00	1
Group Counseling	0.00	5.00	0.00	5.00	7
Theories of Counseling	0.00	5.00	0.00	5.00	5
Counseling Techniques	0.00	5.00	0.00	5.00	5
Vocational Counseling	0.00	N/A	0.00	N/A	4
Human Growth & Development	0.00	5.00	0.00	5.00	3
ASERVIC Competencies	0.00	5.00	0.00	5.00	10
Theological Perspectives of Human Suffering	0.00	5.00	0.00	5.00	6,10,11
Counseling Assessment	0.00	5.00	0.00	5.00	8
Geriatric Counseling	0.00	N/A	0.00	N/A	3, 5, 6
Family Counseling	0.00	5.00	0.00	5.00	3, 5
Adolescent/Child Counseling	0.00	5.00	0.00	5.00	3, 5
Social Justice and Advocacy	0.00	5.00	0.00	5.00	2
Addictions	0.00	4.00	0.00	4.00	5, 6
Field Experience	0.00	5.00	0.00	5.00	5,7,8,10
Supervision Received	0.00	5.00	0.00	5.00	5, 6
Research/Statistics/Evaluation	0.00	N/A	0.00	N/A	9

Diagnosis	0.00	5.00	0.00	5.00	5, 8
Treatment Planning	0.00	5.00	0.00	5.00	5
Professional Licensure	0.00	3.00	0.00	3.00	11
Professional Organizations	0.00	4.00	0.00	4.00	11

c. Pastoral Counseling
No Respondents (0% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>
Multicultural Counseling	0.00	0.00	0.00	0.00
Resolving Ethical/Legal Issues	0.00	0.00	0.00	0.00
Group Counseling	0.00	0.00	0.00	0.00
Theories of Counseling	0.00	0.00	0.00	0.00
Counseling Techniques	0.00	0.00	0.00	0.00
Vocational Counseling	0.00	0.00	0.00	0.00
ASERVIC Competencies	0.00	0.00	0.00	0.00
Theological Perspectives of Human Suffering	0.00	0.00	0.00	0.00
Counseling Assessment	0.00	0.00	0.00	0.00
Geriatric Counseling	0.00	0.00	0.00	0.00
Family Counseling	0.00	0.00	0.00	0.00
Adolescent/Child Counseling	0.00	0.00	0.00	0.00
Social Justice and Advocacy	0.00	0.00	0.00	0.00
Addictions	0.00	0.00	0.00	0.00
Field Experience	0.00	0.00	0.00	0.00
Supervision Received	0.00	0.00	0.00	0.00
Research/Statistics/Evaluation	0.00	0.00	0.00	0.00

Diagnosis	0.00	0.00	0.00	0.00
Treatment Planning	0.00	0.00	0.00	0.00
Professional Licensure	0.00	0.00	0.00	0.00
Professional Organizations	0.00	0.00	0.00	0.00

d. School Counseling
No Respondents (0% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>
Multicultural Counseling	0.00	0.00	0.00	0.00
Resolving Ethical/Legal Issues	0.00	0.00	0.00	0.00
Group Counseling	0.00	0.00	0.00	0.00
Theories of Counseling	0.00	0.00	0.00	0.00
Counseling Techniques	0.00	0.00	0.00	0.00
Vocational Counseling	0.00	0.00	0.00	0.00
ASERVIC Competencies	0.00	0.00	0.00	0.00
Theological Perspectives of Human Suffering	0.00	0.00	0.00	0.00
Counseling Assessment	0.00	0.00	0.00	0.00
Geriatric Counseling	0.00	0.00	0.00	0.00
Family Counseling	0.00	0.00	0.00	0.00
Adolescent/Child Counseling	0.00	0.00	0.00	0.00
Social Justice and Advocacy	0.00	0.00	0.00	0.00
Addictions	0.00	0.00	0.00	0.00
Field Experience	0.00	0.00	0.00	0.00
Supervision Received	0.00	0.00	0.00	0.00
Research/Statistics/Evaluation	0.00	0.00	0.00	0.00
Diagnosis	0.00	0.00	0.00	0.00

Treatment Planning	0.00	0.00	0.00	0.00
Professional Licensure	0.00	0.00	0.00	0.00
Professional Organizations	0.00	0.00	0.00	0.00

3. Site Supervisor Survey Data

a. Clinical Mental Health Counseling N=1 (6.7% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling	0.00	5.0	0.00	5.0	2
Resolving Ethical/Legal Issues	0.00	5.0	0.00	5.0	1
Group Counseling	0.00	3.0	0.00	4.0	7
Theories of Counseling	0.00	5.0	0.00	5.0	5
Counseling Techniques	0.00	4.0	0.00	5.0	5
Vocational Counseling	0.00	3.0	0.00	3.0	4
Human Growth & Development	0.00	4.0	0.00	4.0	3
ASERVIC Competencies	0.00	5.0	0.00	5.0	10
Theological Perspectives of Human Suffering	0.00	5.0	0.00	5.0	6,10,11
Counseling Assessment	0.00	5.0	0.00	5.0	8
Geriatric Counseling	0.00	3.0	0.00	3.0	3, 5, 6
Family Counseling	0.00	3.0	0.00	4.0	3, 5
Adolescent/Child Counseling	0.00	4.0	0.00	4.0	3, 5
Social Justice and Advocacy	0.00	No Response	0.00	5.0	2
Addictions	0.00	4.0	0.00	4.0	5, 6
Field Experience	0.00	4.0	0.00	4.0	5,7,8,10

Supervision Received	0.00	4.0	0.00	4.0	5, 6
Research/Statistics/Evaluation	0.00	3.0	0.00	4.0	9
Diagnosis	0.00	4.0	0.00	4.0	5, 8
Treatment Planning	0.00	3.0	0.00	4.0	5
Professional Licensure	0.00	4.0	0.00	4.0	11
Professional Organizations	0.00	4.0	0.00	No Response	11

b. Marriage, Couples, and Family Counseling N=2 (40% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge (Not listed when N=1)</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills (Not listed when N=1)</i>	<i>Mean Skills</i>	<i>Prog. Objective #</i>
Multicultural Counseling	.707	4.5	1.414	4.0	2
Resolving Ethical/Legal Issues	.707	4.5	1.414	4.0	1
Group Counseling	1.414	3.0	.707	3.5	7
Theories of Counseling	0.00	3.0	0.00	3.0	5
Counseling Techniques	.707	3.5	.707	3.5	5
Vocational Counseling	0.00	3.0	0.00	3.0	4
Human Growth & Dev.	.707	3.5	.707	3.5	3
ASERVIC Competencies	2.121	3.5	1.414	4.0	10
Theological Perspectives of Human Suffering	1.414	4.0	1.414	4.0	6,10,11
Counseling Assessment	0.00	3.0	0.00	3.0	8
Geriatric Counseling	.707	2.5	0.00	3.0	3, 5, 6
Family Counseling	1.414	3.0	.707	3.5	3, 5
Adolescent/Child Counseling	1.414	3.0	.707	3.5	2
Social Justice and Advocacy	No response	No response	.707	3.5	2
Addictions	1.414	3.0	.707	3.5	5

Field Experience	.707	3.5	1.414	4.0	5,7,8,10
Supervision Received	1.414	4.0	1.414	4.0	5, 6
Research/Statistics/Evaluation	.707	3.5	.707	3.5	9
Diagnosis	.707	3.5	.707	3.5	5, 8
Treatment Planning	0.00	3.0	0.00	3.0	5
Professional Licensure	.707	2.5	.707	2.5	11
Professional Organizations	.707	2.5	.707	2.5	11

c. Pastoral Therapy N=1 (50% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge (Not listed when N=1)</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills (Not listed when N=1)</i>	<i>Mean Skills</i>
Multicultural Counseling	0.00	4.0	0.00	4.0
Resolving Ethical/Legal Issues	0.00	3.0	0.00	3.0
Group Counseling	0.00	4.0	0.00	4.0
Theories of Counseling	0.00	4.0	0.00	4.0
Counseling Techniques	0.00	4.0	0.00	4.0
Vocational Counseling	0.00	4.0	0.00	4.0
ASERVIC Competencies	0.00	4.0	0.00	5.0
Theological Perspectives of Human Suffering	0.00	4.0	0.00	5.0
Counseling Assessment	0.00	3.0	0.00	3.0
Geriatric Counseling	0.00	3.0	0.00	3.0
Family Counseling	0.00	3.0	0.00	2.0
Adolescent/Child Counseling	0.00	4.0	0.00	4.0
Social Justice and Advocacy	No response	No response	0.00	4.0
Addictions	0.00	4.0	0.00	4.0

Field Experience	0.00	4.0	0.00	5.0
Supervision Received	0.00	5.0	0.00	5.0
Research/Statistics/Evaluation	0.00	4.0	0.00	4.0
Diagnosis	0.00	4.0	0.00	4.0
Treatment Planning	0.00	4.0	0.00	3.0
Professional Licensure	0.00	4.0	0.00	4.0
Professional Organizations	0.00	4.0	0.00	4.0

d. School Counseling

No Respondents (0% response rate)

<i>Area of Focus</i>	<i>Standard Deviation Knowledge</i>	<i>Mean Knowledge</i>	<i>Standard Deviation Skills</i>	<i>Mean Skills</i>
Multicultural Counseling	0.00	0.00	0.00	0.00
Resolving Ethical/Legal Issues	0.00	0.00	0.00	0.00
Group Counseling	0.00	0.00	0.00	0.00
Theories of Counseling	0.00	0.00	0.00	0.00
Counseling Techniques	0.00	0.00	0.00	0.00
Vocational Counseling	0.00	0.00	0.00	0.00
ASERVIC Competencies	0.00	0.00	0.00	0.00
Theological Perspectives of Human Suffering	0.00	0.00	0.00	0.00
Counseling Assessment	0.00	0.00	0.00	0.00
Geriatric Counseling	0.00	0.00	0.00	0.00
Family Counseling	0.00	0.00	0.00	0.00
Adolescent/Child Counseling	0.00	0.00	0.00	0.00
Social Justice and Advocacy	0.00	0.00	0.00	0.00
Addictions	0.00	0.00	0.00	0.00
Field Experience	0.00	0.00	0.00	0.00

5. Aug. and Dec. 2023 Graduate Demographic Data

Data from recent graduates in each specialty track follows.

<i>Program Track (specialization)</i>	<i>Gender</i>	<i>Ages Included</i>	<i>Race/Ethnicity in Program</i>
Clinical Mental Health Counseling	11 Females 4 Males	Ages ranged from: 24-45	Biracial White
Marriage, Couples, and Family Counseling	5 Females	Ages ranged from: 30-31	White
School Counseling	1 (dual track) Male	N/A for confidentiality	White
Pastoral Therapy	1 Female 1 Male	Ages ranged from: 28-31	White

6. State Licensure Examination Data for 2023-2024

4 students took 3 state examinations from August 2023 to July 2024 with all passing and 0 failing exams. (*Some students took more than 1 exam). **Overall passing rate on all tests: 100%**

A breakdown of results per examination follows:

Examination	# Students who Tested	# Students who Passed	Passing Rate
National Counseling Exam	3	3	100%
Marriage and Family State Board	0	0	N/A
Ethics/Jurisprudence CMHC	1	1	100%
Ethics/Jurisprudence MCFC	0	0	N/A
School Counseling Praxis Exam	1	1	100%

7. Student knowledge, Skills, and Professional Dispositions 2023-2024 CMHC Student Knowledge Scores

a. Clinical Mental Health Track knowledge, specialty, and skills Scores

Knowledge exams ranged from 3.0 to 5.0 on all knowledge assessments. The highest knowledge averages were in career counseling. The lowest knowledge scores were 3.0 in counseling and helping relationships. Specialty area scores ranged from 3.25 to 4.625 in the clinical mental health tracks. Of special note, curriculum changes in the assessment course are working since assessment scores increased since last year. Additional material and rigor were added to these classes this past year which explains the lower ratings. To address low helping relationships scores, faculty increased the number of weeks in a few summer courses to 10 weeks (full term). The minimum threshold of 2.0 was met in all areas.

b. MCFC Student Knowledge, Specialty, and Skills Scores

Knowledge exams ranged from 3.25 to 5.0 on all knowledge assessments. The highest knowledge averages were in career counseling. The lowest knowledge scores were 3.0 in human development. Specialty area scores ranged from 4.0 to 5.0 in marriage couple and family counseling tracks. Student scores progressed over time as should be normal. The minimum threshold of 2.0 was met in all areas. Because we have new specialized faculty now teaching human development, next year's scores should improve in this area.

c. Professional Dispositions

During 2022-2023, two disposition scores were inadequate. The students met with faculty and remediation plans were made to help address concerns. All other disposition scores ranged between 3 and 5 throughout the year. The minimum threshold of 2.0 was met in all areas.

B. Subsequent Program Modifications

1. Alumni Data Based Modifications

a. CMHC Alum Responses and Data Based Modifications

CMHC Alumni knowledge responses ranged from 3.14 to 4.86, and from 3.29 to 4.86 in observed skills responses. The lowest aggregate rating of 3.29 was given with regard to skills in geriatric counseling. Geriatric counseling knowledge also rated low at 3.43. Supervision received and field experience were the highest skills ratings at 4.86. We will add this information to our courses since the offering available is an elective for these students. In professional facets, students rated "Timely Feedback" as the lowest. Faculty will make a plan to give feedback to students within 10 working days. Since professional facet ratings ranged from 4.57 to 5.0, no major concerns are evident. The highest ratings were given for Faculty Assistance with Skills. Faculty did notice that a previous weakness in assessment has greatly improved over the past year. New teaching strategies were implemented for this class and are working. We will

continue these processes. The minimum threshold of 2.0 was met in all areas. For next year, we will infuse more information on geriatric counseling into our courses.

b. MCFC Alum Responses and Data Based Modifications

MCFC Alumni knowledge responses ranged from 4.0 to 5.0 on knowledge and from 2.0 to 5.0 on skills. The lowest skills score was given on field experience. No other scores represented significant outliers. In professional facets, students rated all areas between 4.0 and 5.0. We will be adding a year-round clinical coordinator to address field experience concerns beginning next fall. One area of success was the high perception alum had on techniques. We recently moved techniques so it is taken after theories to address previous issues shown in our data. These scores indicate this was a helpful decision. Students clearly feel they understand how to work with clients. The minimum threshold of 2.0 was met in all areas.

c. LPT Alum Responses and Modifications

CPT alum rated knowledge and skills between 2.5 and 5.0 with addictions representing the lowest rating. We will look over our curriculum to be sure this course is addressed in the degree plans and, perhaps, look for faculty with a strength in addictions when we hire next year. The minimum threshold of 2.0 was met in all areas.

2. Employer Data Modifications

a. CMHC Alumni Employer Data Based Modifications

Employer data on knowledge ranged from 5.0 to 5.0 on both knowledge and skills. Given these high ratings, no concerns are evident. The minimum threshold of 2.0 was met in all areas.

b. MCFC Alumni Employer Data Based Modifications

Employer data on knowledge ranged from 5.0 to 5.0 on both knowledge and skills. Given these high ratings, no concerns are evident. The minimum threshold of 2.0 was met in all areas.

c. CPT Alumni Employer Data Based Modifications

No responses given.

3. Site Supervisor Data Based Modifications

a. CMHC Alumni Site Supervisor Data Based Modifications

Former site supervisor data on knowledge ranged from 3.0 to 5.0 on knowledge and 4.0 to 5.0 on skills. Supervisors rated knowledge of treatment planning as the lowest. Research, geriatric counseling, and vocational scores were also low, but comments suggest this is because the site did not use these skills and, therefore, students did not demonstrate them. Interestingly, site supervisors believed treatment planning skills were greater than student knowledge. The minimum threshold of 2.0 was met in all areas.

b. MCFC Alumni Site Supervisor Data

Former site supervisor data on knowledge ranged from 4.0 to 5.0 on knowledge and 4.0 to 5.0 on skills. These scores have much improved since last year. No outliers are shown no subsequent modifications are needed. The minimum threshold of 2.0 was met in all areas.

c. CPT Alumni Site Supervisor Data

Not reported for confidentiality of 1 student. The minimum threshold of 2.0 was met in all areas.

4. Comprehensive Examination Data Based Modifications

Faculty completely revised the comprehensive examination this year. Questions were more rigorous than in years' past. Scores ranged from 90.83 to 100% in the Marriage, Couple, and Family Counseling (MCFC) track and from 95.21 to 100% for those in the Clinical Mental Health Counseling (CMHC) Track. The lowest area for those in the Marriage, Couple, and Family Counseling Track was Ethics & Orientation while the lowest for those in the Clinical Mental Health Counseling Track was diversity. Highest scores for MCFC students were in group, assessment, and career while highest scores for CMHC students were in group, research, human development, & career. Students in both tracks passed all 9 areas (8 CACREP areas and specialty area). Although scores seem high overall, faculty believe this is due to the quality of students in this group rather than an issue with the exam. We will, however, continue to review this exam to be sure it is measuring student knowledge and make annual revisions. The minimum threshold of 70% passing was met.

5. Student Demographic Data Based Modifications

The program has set a goal to recruit more racially, ethnic, and gender-based students. The number of applications received by our program continues to increase and we continue to focus on diverse recruitment activities. Because we now have a waitlist for students to enter the program, faculty can use this as a component of our diversity plan next year to recruit marginalized students. The minimum threshold of 10% diverse students was met.

6. State Licensure Examination Data

All CMHC students who took the NCE examination for the first time passed.

All CMHC students who took the ethics examinations for the first time passed.

One student took and passed the school counseling Praxis Exam.

No students reported taking marriage, couple, and family or pastoral examinations.

The minimum threshold of 70% passing was met.

C. Other Substantial Program Changes

During the time of Aug 1, 2022, to July 31, 2023, we moved into the new College of Pharmacy and Health Science. CACREP approved our move into the new college during summer of 2023. We listed an opening for a new faculty member in August of 2023 and Dr. Olivia Bentley, Ph.D., (core faculty member) starts Aug. 1, 2024. Dr. Cassandra Riedy will be resigning before fall, so we will immediately hire a lecturer to begin August 2024 and post a tenure-track faculty position posting to replace Dr. Riedy as soon as possible. This will ensure our FTE and core/non-core ratios remain below 12 and over 50%. Because all minimum thresholds were met, no changes were required on assessments.

Vital Statistics Outcome Report 2023-2024

The following data narrative details vital statistics collected on the program. After program data is reported, each program track (specialization) is broken down and reported upon in a table.

- 1) **Number of Graduates during Past Academic Year:** From the initial cohort, 21 students graduated from the mental health counseling program in August of 2023, one graduated in Dec. of 2023, one graduated in spring 2024, and another in summer of 2024. 15 graduated from the CMHC track (including one dual school counseling major), 5 students from the CMFC track (including 1 dual pastoral therapy track major), and 2 students from the pastoral therapy track.
- 2) **Pass Rates on Credentialing Exams:** Of those taking state credentialing examinations for the first time who graduated August 2023, 100% received passing scores.

Overall passing rate on all tests taken in 2023-24: 100%.

- 3) A breakdown of first-time passing results per examination follows:

Examination	# Students who Tested	# Students who Passed	Passing Rate
National Counseling Exam	2	2	100%
Marriage and Family State Board	0	0	N/A
Ethics/Jurisprudence CMHC	1	1	100%
Ethics/Jurisprudence MCFC	0	0	N/A
School Counseling Praxis Exam	1	1	100%

*Student Report

- 4) **Program Completion Rates:** 100%

Twenty-four students entered the mental health counseling program in fall of 2021. Of these twenty-four students, 21 graduated in August of 2023, 1 graduated in Dec. of 2023, and another graduated in spring of 2023. The remaining student graduates in 2024.

- 5) **Job Placement Rates:** 95.2% of graduates in combined tracks are employed in their job of choice as of April 2024.

One CMHC student is still seeking employment in the mental health area as of April 2024.

Mental Health Counseling Degree Track

Program Track	Number of Graduates in Past Year	Pass Rates on Credentialing Exams for Aug. 2023 Graduates	Program Completion Rates	Job Placement Rates
Clinical Mental Health Counseling	15 (including school counseling dual track included below)	100% (4 tested and 4 passed)	100% (24/24)	93.4% (14/15)
Marriage, Couples, and Family Counseling	5 (including one dual pastoral track student)	No tests taken	100% (5/5)	100% (5/5)
Pastoral Therapy	2	NA	N/A	Withheld for confidentiality
School Counseling	1	100% (1/1)	100% (1/1)	100% (1/1)