

September 13, 2018

2017-2018 ANNUAL REPORT  
**Clinical Mental Health Counseling**  
Adult and Graduate Studies

This report is a summary of our on-going program evaluation efforts and is intended for current students, school administration, alumni, site supervisors and employers of alumni. Each group has been providing essential feedback which will help us better understand our successes and areas needing improvement. We thank you for your candid responses and many suggestions. In part and because of your contributions, Montreat College CMHC program has been accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). We trust this report will also be useful to applicants, faculty, staff, administrators, and the general public.

Respectfully,

The CMHC Faculty\_

The Assessment Process

Late summer and early fall, we survey New Students, Graduating Students, Alumni, Site Supervisors, and Employers of our graduates to gauge the effectiveness of our program<sup>1</sup>. We also conduct licensure search of alumni. As faculty, we ask ourselves, “Are we teaching our students the skills and theories that need to become Licensed Professional Counselors in North Carolina”? As soon as students enter the program we begin to evaluate their progress. This is accomplished through students’ grades, analysis of end of course rubrics, and results of the exit examination (CPCE). We also assess Student Learning Outcomes (SLOs) that measure essential counseling competencies for entry-level clinical mental health counselors and students’ portfolio. CMHC Faculty begin the review these program assessment data to determine what we are doing well and where there are opportunities for improvement. We identify changes to make with curriculum, staffing, policy, and procedures and establish a timeline for the changes.

Program Milestones & Changes 2017-2018

In August 2016, faculty received a detailed response to the CACREP Self-Study which had been submitted the preceding June. The CACREP response lauded the program for its academic rigor and excellent student instruction but noted that it lacked

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<sup>1</sup> Results of all surveys are available upon request. Please send your request to John-Nelson Pope, PhD, LPCS, NCC: [john-nelson.pope@montreat.edu](mailto:john-nelson.pope@montreat.edu).

comprehensive student and programmatic assessment processes.

After discussing the contents of the findings, faculty embarked on the process of bringing the program into compliance with the 2009 CACREP Standards. These efforts brought a Site Visit in June 2017 by a four-member CACREP team who examined program and faculty effectiveness at the Asheville, Charlotte, and Morganton campuses. Based on the Site Team's report and the program's subsequent response, the CACREP Board. **During its meeting January 2018, the Board granted accreditation to the institution's CMHC through March 2020. CMHC program faculty are presently collecting, interpreting, and providing additional evidence to extend its accreditation through March 2026.**

The following changes occurred:

- Noreal Armstrong, PhD, LPCS, NCC (Asheville) assumed the position of Department Head in May 2018.<sup>2</sup> Penny Hamblin, EdD, LPC continues in her role as Program Clinical Coordinator.
- Beginning Fall 2018, two new cohorts formed and are located at the Asheville and Charlotte campuses.
- To reduce students' length of study from 3.3 years to 2.5 years, significant programmatic changes were made. Henceforth, students in cohorts are enrolled in three courses per semester. Students will take two hybrid courses over a 16-week period. Each hybrid course in the Clinical Mental Health Counseling program is 16 weeks long. Hybrid classes will meet in person on their campus 8 times and 7 times online. Online courses are 8 weeks. Practicum and Internship courses have been extended to 16 weeks. According to the latest Current Student Survey (Fall 2018), 60% of respondents prefer this new format, although 35% prefer meeting weekly without having to take an online course.
- Generally, students are satisfied by the quality of their education.
  - When asked, "Overall, I am satisfied with the quality of the counseling program", students responded with "agree" at 68% and "strongly agree" at 25%.
  - When asked whether they believed themselves to be prepared overall as counselors, students responded: 52%-prepared; 9%-well prepared; followed by 13%-somewhat prepared and 26%-not sure/neutral.

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<sup>2</sup>The position of Program Director was eliminated and is now on equal footing with other college Department Heads.

- Currently the Charlotte Counseling Clinic remains open, while Morganton and Asheville Clinics are on hiatus.
- Continued to develop assessment instruments, such as:
  - Stakeholder surveys
    - Current students
    - Site supervisors
    - Alumni
    - Employers
  - Continued to implement Comprehensive Assessment Plan for students
    - Student Learning Objectives (SLOs)
    - Developed effective rubrics to evaluate student knowledge and skill
  - Instituted Comprehensive Programmatic Plan
    - Curricula revision
    - Develop effective rubrics to evaluate programmatic effectiveness
  - Continued to develop and implement academic and non-academic remediation procedures
  - Revised or created new handbooks.
- More counseling courses are being taught by core faculty with CACREP accredited degrees than by adjuncts.
- The Full-Time Equivalency (FTE) which measures instructor-student ratios continues within CACREP standards.

**2017-2018 Program/Student Outcomes**

<p><b>Current Programs</b></p> <p><b>M.A. Clinical Mental Health Counseling</b> (60 hours)</p>	<p><b>Accreditation</b></p> <p><b>Counseling Program received CACREP Accreditation through March 2020</b></p> <p>Masters (MA) program accredited by: Southern Association of Colleges and Schools (SACS) Approved NBCC Continuing Education Provider</p>
<p><b>Faculty</b></p>	<p><b>Enrollment</b></p> <p><b>CMHC Program</b></p> <p><b>56</b></p>

<b>Four full time faculty<sup>3</sup></b> <b>Three affiliate faculty</b> <b>Eleven adjunct faculty</b>		
<b>Average Class Size</b>  Academic Courses – <b>5</b> students Fieldwork Courses – <b>3-8</b> students		<b>Number of Graduates</b> June 1, 2017 –August 31, 2018 <b>35</b>
<b>Program Completion Rates for 2017-2018</b>  Clinical Mental Health – <b>94%</b>		<b>Job Placement Rates:</b> 2014-2015 - 100% 2015-2016 – 100% 2016-2017 - 92% 2017-2018 – NA
<b>CPCE Pass Rates<sup>4</sup></b>		Number of applications for the master’s program from Spring 2017 to Spring 2018 <b>52</b>  Number of students matriculating CMHC program - Fall 2017 to Fall 2018 <b>16</b>
<b>2014</b>	<b>100%</b>	
<b>2015</b>	<b>94%</b>	
<b>2016</b>	<b>100%</b>	
<b>2017</b>	<b>100%</b>	
<b>2018</b>	<b>100%</b>	
<b>2017-2018 Graduates Who Pursued Licensure LPCA-21<sup>5</sup></b>		

**Demographics of Students Currently Enrolled in CMHC Program (August 2018)**

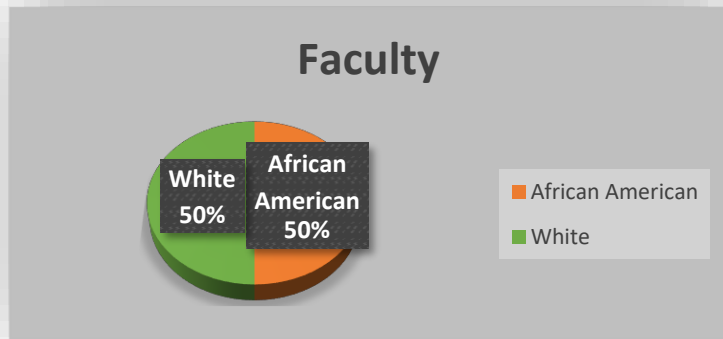
Count of Students							
Row Labels	AFRICAN AMERICAN	ASIAN	CAUCASIAN	HISPANIC	NONRES ALIEN	UNKNOWN	Grand Total
F	11	1	30	1	1	1	45
M	2		8	1			11
<b>Grand Total</b>	<b>13</b>	<b>1</b>	<b>38</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>56</b>

<sup>3</sup>Terri Tillman, EdD, LPC joined the CMHC faculty January 2018.

<sup>4</sup>Students who attained score of 69 and above.

<sup>5</sup>License verification: <https://portal.ncblpc.org/verification/search.aspx>

**Faculty Demographics (August 2018)**



<b>Total</b>	<b>Description</b>	<b>Male</b>	<b>Female</b>
1	African American/Black	0	2
2	Caucasian/White	1	1

*Total full-time faculty (DOES NOT include adjunct or affiliate faculty)*