

December 5, 2019

2018-2019 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 helpful suggestions.

On March 31, 2018, Montreat's CMHC program was accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) for successful fulfillment of the council's standards for two years. On September 26, 2019, Montreat College CMHC program submitted a twenty-page *CACREP Interim Report* to reaffirm its accreditation. The program is requesting that accreditation be extended to 2026. The interim report addressed, provided for, and demonstrated remedies for program deficits, which CACREP reviewers previously identified:

- a. Systematic advisement throughout students' course of study
- b. Protocols to ensure all students in Practicum and Internships possess current liability insurance.
- c. Provided evidence that the program has fully implemented a continuous and systemic evaluation process.
- d. Ensured that program area objectives reflected input from all stakeholders involved in the conduct of the program.
- e. Validated the credentials of all site supervisors, participating in the program.
- f. Provided evidence of where and how standards-related assessment of student learning and/or skill development occurs within the required curricula for the Clinical Mental Health Counseling standards.
- g. Ensured that Diversity and Advocacy, Skills and Practice standards have been met.

CMHC program faculty will continue to collect, interpret and provide additional evidence should the accreditation board request it.

We trust this report will be useful to applicants, faculty, staff, administrators, and the public.

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 program¹. 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 2018-2019

The following changes occurred:

- Noreal Armstrong, PhD, LPCS, NCC (Asheville) assumed the position of Department Chair in May 2018.²
- Dr. Penny Hamblin, EdD, LPC resigned from her fulltime faculty position, but continues in her role as Adjunct Professor and Program Clinical Coordinator.
- Dr. Terri Tilford, EdD, LPCS also left Montreat and currently continues as Adjunct Professor within the program.
- Fall 2019, saw three new cohorts formed and are located at the Asheville, Morganton and Charlotte campuses.³

¹ Results of all surveys are available upon request. Please send your request to John-Nelson Pope, PhD, LPCS, NCC: john-nelson.pope@montreat.edu.

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

³ 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

- Significantly, alumni are satisfied by the quality of their education.
 - When asked, “The program content satisfies the knowledge base needed for professional competency” they responded with “agree” at 55.56% and “strongly agree” at 38.89%.
 - When asked whether they believed themselves to be prepared overall as counselors, they responded: 58.82%-prepared; 23.55%-well prepared; followed by 5.88%-somewhat prepared and 11.76%-not sure/neutral.

- Currently the Asheville and Charlotte Counseling Clinic remains open, while Morganton Clinic is 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 and implemented 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
 - The Full-Time Equivalency (FTE) which measures instructor- student ratios continue within CACREP standards.

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.

2018-2019 Program/Student Outcomes

<p>Current Programs</p> <p>M.A. Clinical Mental Health Counseling (60 hours)</p>	<p>Accreditation</p> <p>Counseling Program received CACREP Accreditation through March 2020</p> <p>Masters (MA) program accredited by: Southern Association of Colleges and Schools (SACS) Approved NBCC Continuing Education Provider</p>
<p>Faculty</p>	<p>Enrollment</p> <p>CMHC Program</p> <p>65</p>

<p><i>Two full time faculty⁴</i></p> <p><i>Three affiliate faculty</i></p> <p><i>Thirteen adjunct faculty</i></p>					
<p>Average Class Size</p> <p>Academic Courses – 7 students</p> <p>Fieldwork Courses – 3-8 students</p>	<p>Number of Graduates</p> <p>July 1, 2018 – June 30, 2018</p> <p>29</p>				
<p>Program Completion Rates for 2018-2019</p> <p>Clinical Mental Health – 99%</p>	<p>Job Placement Rates:</p> <p>2014-2015 - 100%</p> <p>2015-2016 – 100%</p> <p>2016-2017 - 92%</p> <p>2017-2018 - 94%</p> <p>2018-2019 - 99%</p>				
<p>CPCE Pass Rates⁵</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">2014</td> <td style="text-align: center;">100%</td> </tr> <tr> <td style="text-align: center;">2015</td> <td style="text-align: center;">94%</td> </tr> </table>	2014	100%	2015	94%	<p>Number of applications for the master's program from Spring 2018 to Spring 2019</p> <p>56</p>
2014	100%				
2015	94%				

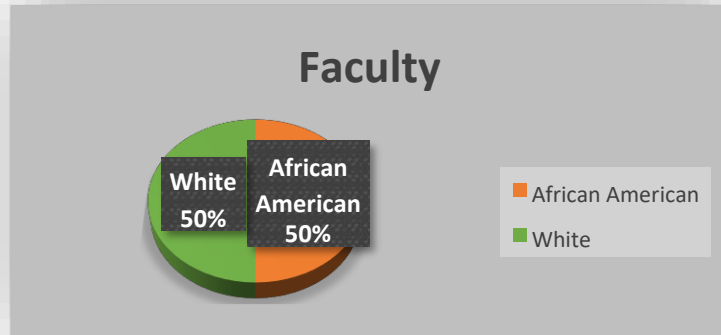
⁵ Students who attained score of 69 and above.

2016	100%	Number of students matriculating CMHC program - Fall 2018 to Fall 2019 16
2017	100%	
2018	100%	
2019	100%	
Percentage of 2018-2019 graduates who successfully passed their National Counselors Examination 94.6%		2018-2019 Graduates Who Pursued Licensure LPCA-27

Demographics of Students Currently Enrolled in CMHC Program (August 2019)

Count of Students					
Row Labels	AFRICAN AMERICAN	ASIAN	CAUCASIAN	HISPANIC	Grand Total
F	11	1	38	2	52
M	1		11	1	13
Grand Total	12	1	38	3	65

Faculty Demographics (August 2019)



Total	Description	Male	Female
1	African American/Black	0	1
1	Caucasian/White	1	0

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