

August 26, 2020

2019-2020 ANNUAL REPORT  
**Clinical Mental Health Counseling**  
Adult and Graduate Studies

**Introduction**

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.

**Accreditation**

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. On January 16-18, 2020, the CACREP Board of Directors reviewed the *Interim Report* and supporting documentation. In a letter issued on March 27, 2020, the Board extended accredited status until March 31, 2022. The Board decided that a few 2009 standards-related requirements remain to be addressed. The CMHC program will provide additional reporting and evidence no later than October 1, 2021. The program will request that accreditation be extended to 2026. This Board will review the second interim report mid-January 2022.

The second interim report, which will be submitted to Board sometime within the year will provide for and demonstrate remedies for program deficits, which CACREP reviewers (Fall 2019) identified:

1. Provide evidence of an official report documenting the outcomes of the systematic program evaluation to relevant stakeholders, such as students, cooperating agencies, administration, and employers.
2. Provide evidence that the program area objectives reflect input from program faculty and personnel in cooperating agencies.
3. Provide evidence that the counseling program verifies that all site supervisors have relevant training in counseling supervision.
4. Provide evidence of where and how standards-related assessment of student learning and/or skill development occurs within the Knowledge & Skills *and* Practice Domains.

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, current students, alumni, site-supervisors, cooperating agencies, staff, administrators, employers and the public.

### **The Assessment Process**

Late Spring and early Summer, 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 Clinical Mental Health 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 2019-2020**

Under the leadership of department chair, Noreal Armstrong, PhD, LCMHCS, NCC the following changes occurred:

- Due to the continuing SARS-CoV-2, the program at all three campuses temporarily transitioned from hybrid format to online.<sup>2</sup>
- Dr. Armstrong and faculty developed 30-hour online Mental Health and Wellness degree, designed for behavioral health professionals and administrators who do not wish to pursue licensure as a LCMHC, LCSW or LMFT.<sup>3</sup>

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

<sup>2</sup> As of this writing, the program will remain online for the foreseeable future. 16 weeks long. Hybrid classes 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 15 weeks. This change was approved by CACREP According to the Current Student Survey (Fall 2018), 60% of respondents prefer this new format, although 35% prefer meeting weekly without having to take an online course.

<sup>3</sup> August 2020 MMHW start date. There are no plans to seek CACREP accreditation.

- Gregg Blanton, Ed.D., LMFT, LCMHCS, AAMFT-S, NCC, formerly of Psychology and Human Services in the School of Arts and Sciences joined the faculty as full professor in the CMHC program.
- Fall 2019 three cohorts formed and are located at the Asheville, Morganton and Charlotte campuses.
- Fall 2020 saw four new cohorts developed, two located in Asheville, one in Morganton, and one in Charlotte. The Morganton and Charlotte cohorts will be combined throughout the Fall 2020
- 5 Continuing Education opportunities, reaching approximately 50 people.
- Currently Charlotte Counseling Clinic and AVL clinics remains open, using approved telehealth protocols, while the Morganton clinic is on hiatus.
- The Full Time Equivalency (FTE) which measures instructor-student ratios continue within CACREP standards.

### **2020 Survey Findings**

- Alumni remain 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 50% and “strongly agree” at 14.29%.
- Site supervisors rate the Intern skills as good, very good, and excellent in all core CACREP knowledge domains.
  - Particularly, interns excelled in “Individual Skills”, “Multicultural Skills”, “Counseling for Persons with Special Needs”, and “Crisis Counseling Skills”.
  - One site supervisor stated that her interns need to develop further their diagnostic and assessment skills.
- Current students report:
  - that they “agree” or “strongly agree” (92% total) that they are satisfied with quality of the counseling program;
  - that they “agree” or “strongly agree” (86.37) that they are satisfied with quality of instruction in each course; and,
  - that they “agree” or “strongly agree” (91%) that they are satisfied with overall quality of the counseling program.

- that they were particularly “prepared” or “well prepared” in the following areas:
  - Helping Relationships (90%)
  - Human Growth & Development (91%)
  - Social and Cultural Diversity (96%)

**2020 Program Assessments**

- Continued to develop assessment instruments, such as:
  - Stakeholder surveys
    - Current Students
    - Site Supervisors
    - Alumni
    - Employers

**2019-2020 Program/Student Outcomes**

<b>Current Programs</b>	<b>Accreditation</b>
<b>M.A. Clinical Mental Health Counseling (60 hours)</b>	<b>Counseling Program received CACREP Accreditation through March 2022</b> Masters (MA) program accredited by: Southern Association of Colleges and Schools (SACS) Approved NBCC Continuing Education Provider ~~~
<b>M.A. Mental Health and Wellness (30 hours)</b>	Pending accreditation by Southern Association of Colleges and Schools (SACS)
	<b>Enrollment</b> <b>CMHC Program</b> <b>Summer 2020 – 57</b> <b>Fall 2020 –72</b>
	<b>MMHW Program</b> <b>10</b>

<p align="center"><b>Faculty</b> <i><u>Three</u> full time faculty</i> <i><u>Two</u> affiliate faculty</i> <i><u>Nine</u> adjunct faculty</i></p>		
<p align="center"><b>Average Class Size</b></p> <p>Academic Courses – 7 students Fieldwork Courses – 3-8 students</p>		<p align="center"><b>Number of Graduates</b></p> <p align="center">August 31, 2019 – August 31, 2020 <b>29</b></p>
<p><b>Program Completion Rates for August 2019 through August 2020</b></p> <p align="center">Clinical Mental Health – <b>98%</b></p>		<p><b>Job Placement Rates:</b></p> <p>2014-2015 - 100% 2015-2016 – 100% 2016-2017 - 92% 2017-2018 - 94% 2018-2019 - 99% 2019-2020 – 99%</p>
<p align="center"><b>CPCE Pass Rates<sup>4</sup></b></p>		<p align="center">Number of applications for the master’s program from Summer 2019 to Spring 2020 <b>56</b></p>
<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>2020</b>	<b>100%</b>	
<p>Percentage of 2019-2020 graduates who successfully passed their National Counselors Examination <b>94.6%</b></p>		<p align="center"><b>2019-2020 Graduates Who Pursued Licensure LCMHCA-27</b></p>

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



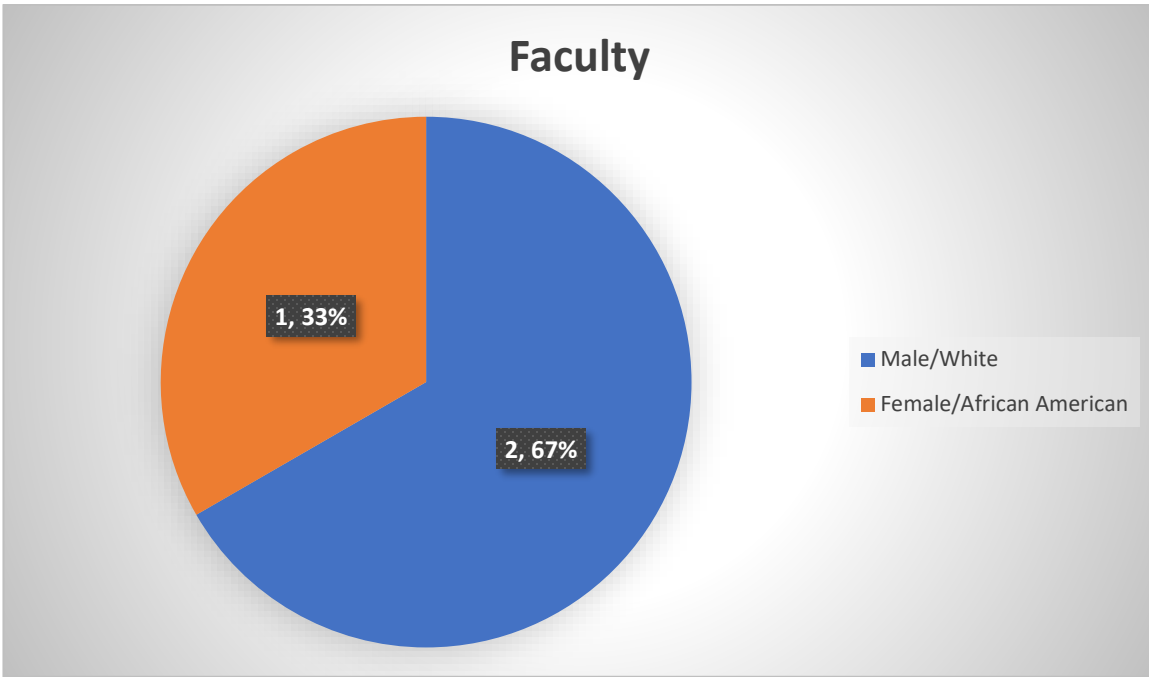
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**Demographics of Students Currently Enrolled in CMHC Program (Summer 2020)**

**Race/Ethnicity/Gender**

African-American Female	13
African-American Male	1
African-American Undetermined	0
Asian/Pacific Islander Female	1
Asian/Pacific Islander Male	0
Asian/Pacific Islander Undetermined	0
Caucasian Female	31
Caucasian Male	9
Caucasian Undetermined	0
Hispanic Female	1
Hispanic Male	1
Hispanic Undetermined	0
Other Female	1
Other Male	0
Other Undetermined	0
<b>TOTAL</b>	<b>58</b>

**Faculty Demographics July 2020**



Percentage	Description	Male	Female
33%	African American/Black	0	1
67%	Caucasian/White	2	0

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