



Adult and Graduate Studies

September 15, 2022

2021-2022 ANNUAL REPORT
Clinical Mental Health Counseling
Adult and Graduate Studies

Introduction

The Clinical Mental Health Counseling (CMHC) Annual 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 provided essential feedback for the creation of this report, which will help us better understand our successes and areas requiring improvement. We thank each of you for your candid responses and helpful suggestions. Now, we welcome you to review the 2021-2022 Academic Year CMHC Annual Report.

Accreditation

In a letter issued on March 27, 2020, the Board of Directors of the Council for Accreditation of Counseling and Related Educational Programs (CACREP) extended CACREP accredited status until March 31, 2022. There were a few 2009 standards-related requirements remained to be addressed.

The CMHC program then provided additional reporting and evidence which was submitted October 1, 2021. *On January 13-14, 2022, based on its review of the report and supporting documentation, the Board accepted the report and decided to continue accreditation of the specialty area through the remainder of the accreditation cycle ending March 31, 2026.*

Mid-Cycle Report

CACREP requires each of its 906 accredited programs to submit an extensive mid-cycle report during the 4th year of its 8-year accreditation. Mid-cycle reporting is required to maintain CACREP accredited status. Through mid-cycle reporting, programs inform CACREP of any program-related changes that have occurred since the most recent full accreditation review and demonstrate continued adherence to the CACREP Standards. The program will submit its report no later than October 15, 2022.

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

Mid-summer, we survey Current 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 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 which is placed in a secure folder in the program’s Google drive. CMHC faculty review these program assessment data to determine what is being done 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 2021-2022

In May 2021, Dr. Noreal Armstrong resigned her position from Montreat College after teaching since 2016 and serving as department chair since 2018. Dr. Megan Clunan, Associate Professor of Psychology and Human Services & Asst. Dean for Faculty and Program Development assumed the role of Program Chair of the CMHC program.

On June 30, 2022, Dr. Clunan resigned her position at Montreat College to take employment at Moody Bible Institute. On August 1, 2022, Dr. Jackie Perry, assumed the position of CMHC Program Director.

Under the leadership of department chair, Megan Clunan, PhD, LCMHCS, NCC the following changes occurred:

- As the SARS-CoV-2, pandemic waned, campuses located in Asheville and Charlotte, gradually transitioned back from fully online to hybrid format,
- Each semester, full-time students take two hybrid/seated courses, 15 weeks in duration, and one online, asynchronous, 8-week course. Additionally, Practicum and Internship courses have also been extended to 15-weeks. All changes have been approved by CACREP.
- CMHC faculty redesigned all 18 CMHC courses. The redesigns are being completed through the use of Course Design Worksheets (CDWs), which have replaced traditional paper syllabi and are built into the College’s new Learning Management System (Blackboard Learn).
 - This major redesign of course curriculum meets CACREP accreditation standards, specifically pinpointing how course learning outcomes connect back to CMHC program learning outcomes, each of which specifically connect to the College’s

Educational Objectives of Intellectual Inquiry, Spiritual Formation, and Preparation for Calling and Career.

Faculty Additions

- Anna Lee Brown, a Ph.D. (candidate), LPCS, joined the faculty (Fall 2021) as an assistant professor in the CMHC program. Brown’s dissertation research focuses on how a counselor’s transcendent experiences impact the level of empathy for their clients. Both her masters and doctoral degrees are and will be CACREP accredited. In November 2022, Brown will assume the role of Department Chair of Arts and Sciences, overseeing a variety of undergraduate programs ranging from Communications Disorders, Public Health, Marriage and Family Counseling, Mental Health and Wellness, Psychology, and CMHC.
- Jackie Perry, Ph.D., LCMHCS, a practicing licensed counselor for nearly three decades, joined the faculty August 1, 2022, as an assistant professor in the CMHC program. Perry graduated from Regent University’s CACREP accredited Counselor Education and Supervision program in 2020. She is skilled in Internal Family Systems Training and TF-CBT Training, MUSC 2019. Dr. Perry has assumed the role of CMHC Program Director.

Miscellaneous

- Fall 2021 saw three new cohorts formed, two located in Asheville, one in Charlotte.
- The Charlotte Counseling Clinic remains open with several clients. The Asheville Counseling Clinic is closed temporarily. The Morganton Counseling Clinic is permanently closed.
- Spring CMHC 23 out of 24 graduates passed the National Counselors Examination (NCE) on their first try. Although not required for graduation from Montreat’s CMHC program, a passing score is required for licensure as a LCMHCA.

- The Full Time Equivalency (FTE) which measures instructor-student ratios continue within CACREP standards.
- In August 2022, Professor Anna Lee Brown became the faculty advisor of Mu Chi Chapter of the Chi Sigma Iota (CSI), Counseling Academic & Professional Honor Society International.
- Throughout the 2021-2022 academic year, all students were invited to participate in six (6) CPCE/NCE preparatory workshops. It is hoped that these workshops help reduce students' anxiety with practice, reinforce their knowledge of the eight (8) CACREP domains and further develop their critical thinking skills.

2022 Survey Findings

Alumni Survey

- 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 **76.47%** and “strongly agree” at **11.76%.**, compared to 2021, when respondents stated, “agree” at **50%** and “strongly agree” at **14.29%**. Respondents rated their overall preparedness as “Prepared” at **68.75%** and “Well Prepared at **12.50%**

Site Supervisor Survey

- Site supervisors rate the Intern skills as good, very good, and excellent in all core CACREP knowledge domains.
 - Particularly, site supervisors rated interns’:
 - “Individual Skills”, “Multicultural Skills”, “Case Management Skills”, “Crisis Counseling Skills”, “Assessments Skills”, “Diagnostic Skills”, and “Consultation Skills”, “Consultation Skills”, and “Case Conceptualization Skills” were either “**excellent**” or “**very good**” at **75%**,
 - “Substance Abuse Skills” were either “**excellent**” or “**very good**” at **50%**,
 - One site supervisor suggested that students should receive additional course in business practices and administration:
“I don't know the extent to which these things are already addressed but here are some things that would be helpful

for new clinicians: 1. Learning to accept those that hold belief systems different from your own, without compromising your values. 2. Understanding your own issues and learning to deal with things that might trigger you in session. 3. Counseling is a helping profession, but it is also a business. Knowing and understanding business protocols, etiquette, and expectations makes a good counselor a great employee”.

- Another wrote:
My biggest recommendation would be for Montreat to utilize an electronic system for maintaining hours, evaluations etc. I provide internship opportunities for many colleges, and it is so helpful to have a system like Tevera to complete "paperwork".

Employer Survey

- Employers rate Montreat CMHC graduates’ skills as good, very good, and excellent in all core CACREP knowledge domains.
 - “Case Conceptualization”, “Case Management Skills”, “Individual Skills”, “Multicultural Counseling Skills”, “Crisis Counseling Skills”, “Assessment Skills”, “Diagnostic Skills” and “Consultation Skills” at **75%**.
 - One employer stated, “In today's world counselors are in high demand. The most pressing need appears to be coping skills for anxiety, depression, and interpersonal relationships”. Another employer added that the CMHC program should prepare students on how to “choose a good medical records program”.

Current Student Survey

- Current students report that they:
 - “agree” or “strongly agree” (**92.84%**) the program encourages reflection and critical inquiry.
 - “agree” or “strongly agree” (**82.15%**) the program offers opportunities to examine the impact of diversity
 - “agree” or “strongly agree” (**64.29%**) are satisfied with the overall quality of the counseling program.
 - “agree” or “strongly agree” (**57.15%**) are satisfied with quality of instruction in each course.

- “agree” or “strongly agree” (**61.54%**) that they are satisfied with overall quality of the counseling program.
- were particularly “prepared” or “well prepared” in the following areas:
 - Social and Cultural Diversity (**76.92%**)
 - Helping Relationships (**80.77%**)
 - Human Growth & Development (**69.23%**)
 - Professional Identity (**38.46%**)
 - Career Development (**42.31%**)
 - Group Work (**64%**)
 - Assessment (**38.46%**)
 - Research and Program Evaluation (**30.77%**)

Current students prefer:

- that the “cohort style of learning” continue.
- small class size limited to “10 students”.
- instruction materials.
- professors who engaged, challenged, and given them the most feedback.

On the other hand, one student criticized the program, saying:

- “I believe that we shouldn't be required to learn about Mental Health Counseling from a Christian worldview. That is not why I chose this school and not what I am here to do.

Current students overwhelmingly recommend the CMHC program.

- When asked, “Would you recommend the graduate program at Montreat to a friend considering graduate studies in Clinical Mental Health Counseling?”

94.44% - responded, “Yes”

5.56% - responded, “No”

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### **2022 Program Assessments**

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

### **2021-2022 Program/Student Outcomes**

|                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p style="text-align: center;"><b><u>Current Programs</u></b></p> <p style="text-align: center;"><b>M.A. Clinical Mental Health<br/>Counseling (60 hours)</b></p> | <p style="text-align: center;"><b><u>Accreditation</u></b></p> <p style="text-align: center;"><b>Counseling Program received<br/>CACREP Accreditation through<br/>March 2026</b></p> <p style="text-align: center;">Masters (MA) programs accredited by:<br/>Southern Association of Colleges and<br/>Schools (SACS)</p> <p style="text-align: center;">Approved NBCC Continuing Education<br/>Provider</p> <p style="text-align: center;"><b><u>Enrollment</u></b></p> <p style="text-align: center;"><b>CMHC Program<br/>Fall 2022<br/>82</b></p> |
| <p style="text-align: center;"><b>M.A. Mental Health and Wellness<br/>(30 hours)</b></p>                                                                          | <p style="text-align: center;"><b>MMHW Program<br/>Fall 2022<br/>15</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

|                                                                                                                                          |                         |                                                                                                                                                                                                                                                    |
|------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p align="center"><b>Faculty</b><br/><i><b>Four (4) full time</b></i><br/><b>faculty</b><br/><i><b>Eight (8) adjunct faculty</b></i></p> |                         |                                                                                                                                                                                                                                                    |
| <p align="center"><b>Average Class Size</b></p> <p>Academic Courses – 10 students<br/>Fieldwork Courses – 3-6 students</p>               |                         | <p align="center"><b>Number of CMHC Graduates</b></p> <p align="center">Aug 31, 2021 – May 31, 2022<br/><b>23</b></p>                                                                                                                              |
| <p><b>Program Completion Rates for August 2021 through August 2022</b></p> <p align="center">Clinical Mental Health – <b>98%</b></p>     |                         | <p><b>Job Placement Rates:</b></p> <p>2014-2015 - 100%<br/>2015-2016 –100%<br/>2016-2017 - 92%<br/>2017-2018 - 94%<br/>2018-2019 - 99%<br/>2019-2020 – 99%<br/>2020-2021 – 100%<br/>2021-2022 - 100%</p>                                           |
| <p align="center"><b>CPCE Pass Rates<sup>4</sup></b></p>                                                                                 |                         | <p>Number of applications for the:</p> <ol style="list-style-type: none"> <li>CMHC master’s program from Summer 2021 to Summer 2022<br/><b>-71</b></li> <li>MMHW (Mental Health &amp; Wellness) from 2021 to Summer 2022<br/><b>-18</b></li> </ol> |
| <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>             |                                                                                                                                                                                                                                                    |
| <b>2021</b>                                                                                                                              | <b>100%</b>             |                                                                                                                                                                                                                                                    |
| <b>2022</b>                                                                                                                              | <b>100%<sup>5</sup></b> |                                                                                                                                                                                                                                                    |

|             |                         |
|-------------|-------------------------|
| <b>2016</b> | <b>100%</b>             |
| <b>2017</b> | <b>100%</b>             |
| <b>2020</b> | <b>100%</b>             |
| <b>2021</b> | <b>100%</b>             |
| <b>2022</b> | <b>100%<sup>5</sup></b> |



|                                                                                                                       |                                                                           |
|-----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|
| <p>Percentage of 2021-2022 graduates who successfully passed their National Counselors Examination<br/><b>98%</b></p> | <p><b>2021-2022 Graduates Who Pursued Licensure LCMHCA ((NC)-100%</b></p> |
|-----------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|

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

<sup>5</sup> After successfully passing remediation.

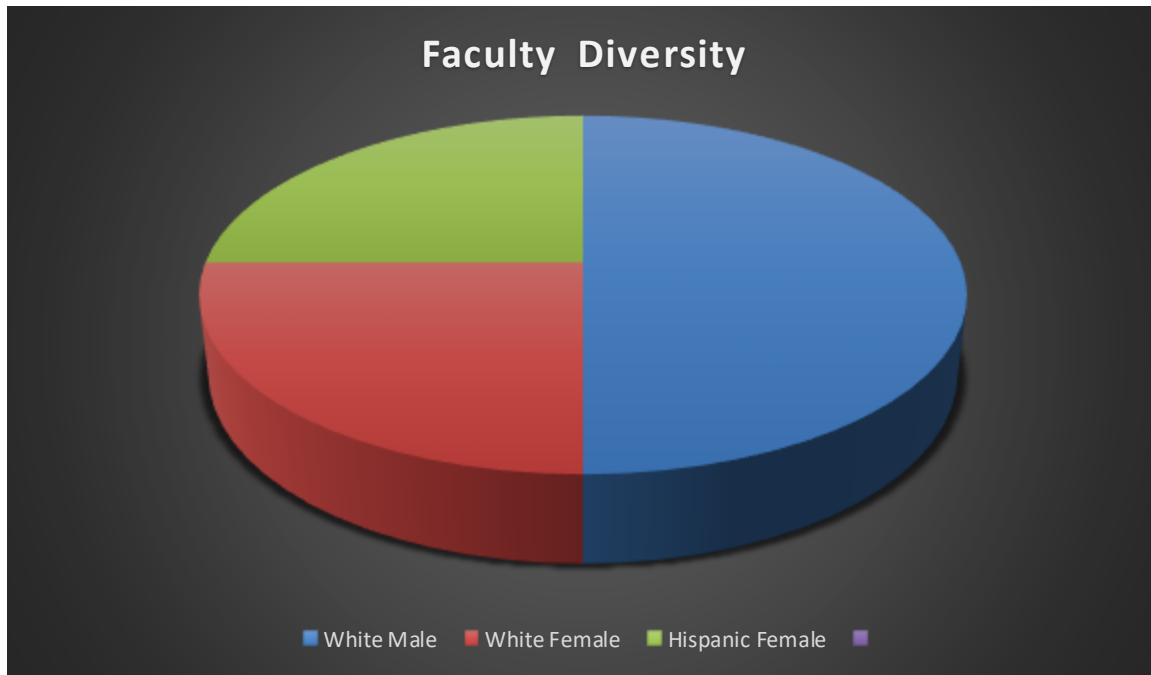


Adult and Graduate Studies

**Demographics of Students Currently Enrolled in CMHC Program (Fall 2022)**

| <b>Race/Ethnicity/Gender</b>         |           |
|--------------------------------------|-----------|
| African-American Female              | 14        |
| African-American Male                | 2         |
| Asian/Pacific Islander Male          | 1         |
| Caucasian Female                     | 45        |
| Caucasian Male                       | 11        |
| Hispanic Female                      | 1         |
| Hispanic Male                        | 1         |
| Native American Female               | 1         |
| Overseas Male                        | 1         |
| Unspecified Ethnicity<br>Male/Female | 4         |
| <b>TOTAL</b>                         | <b>82</b> |

**Faculty Demographics September 2022**



| <b>Description</b> | <b>Male</b> | <b>Female</b> |
|--------------------|-------------|---------------|
| Hispanic           | 0           | 1             |
| Caucasian/White    | 0           | 1             |
| Caucasian/White    | 2           | 0             |

*Total full-time faculty*

