

November 8, 2023

2022-2023 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 2022-2023 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, 2023.

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 Supervisor 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.
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2023 Survey Findings

Alumni Survey

- 90% of Alumni continue to express that they “Strongly Agree” and “Agree” that the program encourages reflection and critical inquiry.

Site Supervisor Survey

- Site supervisors rate the Intern skills as good, very good, and excellent in all core CACREP knowledge domains.
- o Particularly, site supervisors rated interns':
 - “Case Conceptualization skills”, “Multicultural Counseling Skills”, “Case Management Skills”, “Diagnostic Skills”, “Treatment Planning” and “Consultation Skills” were either “Excellent” “Very good” or “Good” at 89.5%
 - “Individual Skills” were either “excellent” or “very good” at 88.9%

- One site supervisor suggested that students should receive additional course in business practices and administration:

“I think it would be valuable to teach them business skills as well as assessment skill training”.

- One of the entries amongst the praise given by site supervisors was a noteworthy comment referring to professionalism:

“They are prompt, alert to the needs of the Clients, passionate to serve and to learn more about their field of study. My agency and me as a supervisor, look forward to walking with them on this part of their journey.”

Current Student Survey

- Current students report that they:
 - “agree” or “strongly agree” (100%) the program encourages reflection and critical inquiry.
 - “agree” or “strongly agree” (100%) the program offers opportunities to examine the impact of diversity
 - “agree” or “strongly agree” (85.71%) the program offers the opportunity for students to demonstrate content, knowledge, skills and understanding.
 - were particularly “prepared” or “well prepared” in the Social and Cultural Diversity (62.92%) domain and the “Helping Relationship” (80%).
- Current students report:
 - that they “have enjoyed many of the assignments and the personal self-reflection involved. This has encouraged not only career growth, but personal growth.”
 - positive experiences with “The enthusiasm of the professors, meeting in person, my peer cohort instruction materials.
 - “The hybrid nature of the program was very helpful”.
- Several different aspects were praised, one student explained “I love the structure of the courses, the pacing was great, and my in-person professors have all been amazing and helpful”
- On the other hand, one student criticized the program, emphasizing that they would enjoy more “hands on experience”.



Adult and Graduate Studies

2021-2022 Program/Student Outcomes

Current Programs M.A. Clinical Mental Health Counseling (60 hours)	Accreditation Counseling Program received CACREP Accreditation through March 2026 Masters (MA) programs accredited by: Southern Association of Colleges and Schools (SACS) Approved NBCC Continuing Education Provider Enrollment CMHC Program Fall 2022 82
M.A. Mental Health and Wellness (30 hours)	MMHW Program Fall 2022 15

Faculty Four (4) full time faculty Eight (8) adjunct faculty		
Average Class Size Academic Courses – 10 students Fieldwork Courses – 3-6 students		Number of CMHC Graduates Aug 31, 2021 – May 31, 2022 23
Program Completion Rates for August 2021 through August 2022 Clinical Mental Health – 98%		Job Placement Rates: 2014-2015 - 100% 2015-2016 –100% 2016-2017 - 92% 2017-2018 - 94% 2018-2019 - 99% 2019-2020 – 99% 2020-2021 – 100% 2021-2022 - 100%
CPCE Pass Rates ⁴		Number of applications for the: 1. CMHC master's program from Summer 2021 to Summer 2022 2. MMHW (Mental Health & Wellness) from 2021 to Summer 2022
2014	100%	
2015	94%	
		-71
		-18

2016	100%	
2017	100%	
2020	100%	
2021	100%	
2022	100% ⁵	

Percentage of 2021-2022 graduates who successfully passed their National Counselors Examination 98%	2021-2022 Graduates Who Pursued Licensure LCMHCA ((NC)-100%
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⁴ Students who attained score of 69 and above.

⁵ After successfully passing remediation.

Demographics of Students Enrolled in CMHC Program (2022-2023 Academic Year)

Race/Ethnicity/Gender

African American Female	8
African American Male	3
Asian/Pacific Islander Male	1
Caucasian Female	26
Caucasian Male	11
Hispanic Female	1
Hispanic Male	2
Non- Resident Alien	1
Male/Female	18/53
Unreported (Race/Ethnicity)	18
Unspecified (Gender)	2
TOTAL	73

CMHC Faculty
2022-2023

Description	Male	Female
Black/African American		1
Caucasian	1	1
Hispanic/Latino		1

Demographics
Academic Year