



Counseling Program

Annual Report

Academic Year 2019-2020

Table of Contents

Introduction	3
Mission Outcomes	4
Applicant and Admitted Student Demographics	4
Current Student Demographic by Campus and Concentration – Academic Year 2019-2020	5
Retention Rates : These numbers are preliminary; retention rates are posted in November of the next academic year.....	6
Graduation & Completion Rates by Concentration – This data will be available in Fall of 2020.	7
Student Learning Objective Outcomes	7
Professional Disposition Summary.....	8
Stakeholder Outcomes	8
Counselor Preparation Comprehensive Examination	8
Michigan Test of Teaching Certification for School Counselors (MTTC)	8
National Counselor Examination.....	9
Internship Exit Interview Survey	9
Job Placement Rates	9
Alumni Survey	9
Site Supervisor Survey.....	9
Employee Survey	10
Faculty Data Review & Program Changes	10

Introduction

The Central Michigan University (CMU) Counseling Program presents this annual report that provides data on how we are meeting the mission of our program. The Central Michigan University Counseling Program's mission is "to provide high quality training that inspires emerging counselors to develop a strong professional identity and a lifelong passion for knowledge, wisdom and creativity. Through the implementation of our core program and specialized tracks, we encourage our students to be advocates for wellness and social justice and we help them develop the clinical skill necessary to meet the mental health, educational and career needs of an increasingly diverse society." Our vision is that the CMU Counseling Program will become the pre-eminent training program in Mid-Michigan and surrounding areas for training, professional leadership, counseling skill development, knowledge, and research in clinical mental health counseling and school counseling and will continue to expand its national reputation and prominence.

We based this mission and vision on the following values:

- Human diversity, respect for the individual, and freedom of expression.
- Student-centered programs that integrate learning, discovery, engagement tailored to the unique experience of both traditional and non-traditional student success.
- Excellence in our progression through mentorship of students, innovative learning opportunities, visionary programming, research contributions to the professional knowledge base, professional leadership, and active partnerships with community schools, agencies, and healthcare providers.

Data is presented in specific categories; Mission Outcomes provide data on how the CMU Program is meeting the Program's mission; including addressing diversity, student retention, completion and graduation rates; Student Learning Objectives/Program Evaluation provides data on how the CMU Counseling Program is meeting the academic needs of our students; and Stakeholder data, that evaluates how our students, site supervisors and graduate employers view the success of the program. When possible, data is disaggregated by campus and concentration. listed in either table format or in narrative, or both depending on the available data. Areas where data is not available is noted in that section. The CMU Counseling Program will report information on the 60 credit School Counseling (SC), Clinical Mental Health Counseling, (CMHC) and Addiction Counseling (AC) Programs. Data is presented by concentration and campus when available.

CMU Counseling Program Annual Report

Mission Outcomes

Applicant and Admitted Student Demographics

Benchmarks: (1) The CMU Counseling program will admit a diverse student body by gender, age, ethnicity, and race. Ten percent (10%) of admitted students will be diverse by ethnicity/race; Ten percent (10%) of admitted students will be diverse by age; Ten percent (10%) of admitted students will be diverse by gender. The CMU Counseling program admitted students into a Dearborn cohort in Fall of 2019; and to the Mt. Pleasant campus in Fall 2019 and Spring 2020. Ninety percent (90%) of admitted applicants into the CMU Counseling Program will meet the GPA criteria for admission.

Results: For the 2019-2020 Academic Year, the CMU Counseling Program did meet its admitted student diversity goals, as 16% of admitted identified as an ethnic minority. Goals for gender were met (22% Male) and for age diversity (24% of admitted students were age 30 or over). All admitted applicants met GPA requirements for admittance. Acceptance rates were 70% overall; 76% of admitted students matriculated into the program. The following charts provide detail based on the overall program, by concentration, by campus site; and by campus and concentration.

Applicant Data Summaries - Fall 2019-Spring 2020																										
	N	Concentration			Ethnicity									Gender		Age			UG GPA			GRE			Acceptance Rate	
		CMHC	AC	School	White	African American	AA/White	Hispanic/ White	Asian	Hispanic/ Native Am	Native American/ White	Native American/ Alaskan	Not reported/ Other	Male	Female	Range	Mean	SD	Range	Mean	SD	Range	Mean	SD		
Total Program	71	49.00	8.00	14.00	47.00	6.00	2.00	5.00	1.00	1.00	1.00	1.00	7.00	21.00	50.00	20-52	30.60	10.00	2.3-3.9	3.20	0.40	271-330	300.00	14.00	70%	
Concentration																										
CMHC	49				32.00	4.00	2.00	4.00	1.00	1.00	0.00	0.00	4.00	14.00	35.00	20-51	26.00	6.60	2.3-3.92	3.22	0.45	272-330	297.00	12.50	70%	
AC	8				5.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	4.00	4.00	24-51	34.00	10.00	2.85-3.11	2.99	0.13	306-313	309.50	5.00	50%	
SC	14				10.00	1.00	0.00	1.00	0.00	0.00	0.00	1.00	1.00	3.00	11.00	20-52	30.70	9.60	2.87-3.4	3.07	0.22	275-301	292.00	7.50	79%	
Campus																										
Dearborn*	15	9.00	2.00	4.00	10.00	4.00	0.00	0.00	0.00	1.00	0.00	0.00	0.00	3.00	12.00	22-52	33.70	10.20	2.8-3.3	3.00	0.23	275-313	295.00	10.70	93%	
Mt. Pleasant	56	40.00	6.00	10.00	37.00	2.00	2.00	5.00	1.00	0.00	1.00	1.00	7.00	19.00	37.00	20-51	26.30	6.80	2.3-3.92	3.20	0.42	272-330	297.00	12.00	63%	

CMU Counseling Program Annual Report

Admitted Student Data Summaries - Fall 2019-2020																												
	N	Concentration			Ethnicity									Gender		Age			UG GPA			GRE			# Registered	Matriculation rate		
		CMHC	AC	School	White	African American	AA/White	Hispanic/ White	Asian	Hispanic/ Native Am	Native American/ White	Native American/ Alaskan	Not reported/ Other	Male	Female	Range	Mean	SD	Range	Mean	SD	Range	Mean	SD				
Total Program	49	34.00	4.00	11.00	37.00	5.00	1.00	2.00	0.00	0.00	0.00	0.00	4.00	11.00	38.00	20-52	29.80	10.00	2.7-3.9	3.30	1.58	271-330	295.00	20.30	37.00	76%		
Concentration																												
CMHC	34				25.00	4.00	1.00	1.00	0.00	0.00	2.00	0.00	3.00	8.00	26.00	20-51	26.00	6.80	2.7-3.9	3.30	0.38	272-330	298.00	12.00	25.00	74%		
AC	4				3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	2.00	2.00	28-51	41.00	9.50	3.10	3.10	0.00	306.00	313.00	5.00	3.00	75%		
SC	11				9.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00	10.00	20-52	31.40	10.70	2.8-3.4	3.10	0.22	275-301	292.00	7.50	9.00	82%		
Campus																												
Mt. Pleasant	35	26.00	2.00	7.00	27.00	1.00	1.00	0.00	0.00	0.00	2.00	0.00	4.00	9.00	26.00	22-52	34.00	10.40	3.07-3.26	3.17	0.13	275-313	295.00	10.70	12.00	86%		
Dearborn	14	8.00	2.00	4.00	10.00	4.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	11.00	20-51	26.00	7.30	2.7-3.9	3.30	0.37	272-330	298.00	11.80	26.00	74%		

Current Student Demographic by Campus and Concentration – Academic Year 2019-2020

Benchmarks: The CMU Counseling program will retain 80% of students from Fall to Spring semester and per Academic Year.

The data below includes concentration, ethnicity, gender and age demographic information by entire program, concentration and campus. Retention rates are also listed below and indicate a 99% retention rate. The CMU Counseling Program met this benchmark for all sites.

CMU Counseling Program Annual Report

Current Student Demographic Data - 2019-2020 Academic Year															
	N					Ethnicity					Gender		Age		
		CMHC	AC	School	White	African American	Blk-Asn-White	Hsp & White	Native Am & White	Not reported /Other	Male	Female	Range	Mean	SD
Totals	125	94	8	23	94	19	1	4	1	6	31	94	21-65	32	9
Concentration															
CMHC	94				69	17	0	3	1	4	24	70	21-65	32	10
Addiction	8				8	0	0	0	0	0	3	5	24-52	40	10
School	23				17	2	1	1	0	2	4	19	21-40	29	6
Campus															
Mt. Pleasant	93	72	5	16	73	9	1	4	1	5	25	68	21-65	30	10
Dearborn	12	6	2	4	10	1	0	0	0	1	3	9	23-52	36	9
Southfield	10	8	0	2	3	7	0	0	0	0	1	9	24-52	37	9
Grand Rapids	10	8	1	1	8	1	0	0	0	1	2	8	25-51	37	9

Retention Rates : The Central Michigan University Counseling Program achieved a 99% retention rate for the overall program. We met the 80% benchmark but had lower retention in the Clinical Mental Health Concentration and among white female students. One student in the Grand Rapids cohort left the program to pursue another discipline.

Demographic	*Retention Rates (in the program)	Demographic	*Retention Rates (in the program)
Addiction Concentration	100%	Male	100%
Clinical Mental Health concentration	97%	Female	98%
School Concentration	100%	White	98%
Grand Rapids Site	90%	African American	100%
Southfield Site	100%	AA, Asian/White	100%
Dearborn Site	100%	Hispanic/White	100%
Mt. Pleasant Site	98%	Native American/White	100%
Total	99%	Total	99%

*Retention rates; Fall 2019 to Spring 2020 enrolled or graduated in Dec 2019

CMU Counseling Program Annual Report

Graduation & Completion Rates by Concentration – Graduation information is listed below. Academic Year 2018-2019 and 2019-2020 are posted as well since rates were not reported on the last annual report. Graduation rates are based on students who entered the program three years prior and are only reported for students in the 60 credit concentrations for 2019-2020. Southfield and Grand Rapids students plan to graduate in Fall of 2020 or Spring of 2021.

Benchmark: The CMU Counseling Program will achieve an 80% graduation rate and a completion rate average of 3.5 years.

Graduates 2019 - 2020 Academic Year					
Campus	Totals	Clinical Mental Health	Addiction	School	
<i>Mt. Pleasant</i>	25	22	0	3	

Graduation Rates: 80% of students who began the program in 2015-2016 graduated. 83% of students who began the program in academic year 2016-2017 graduated. The CMU Counseling program transitioned to a 3 year program in 2017-2018, graduation rates for students who entered during that time will be reported next year. The 80% benchmark is currently being met. Because the CMU program did not transition to the 60 credit program until 2017-2018, data disaggregated by concentration is not available at this time.

Completion Rates for 2019-2020: 2.8 years. The Counseling Program is meeting this benchmark.

Student Learning Objective Outcomes

The Central Michigan University Counseling Program redeveloped a comprehensive program evaluation program for all 60 credit concentrations and fully implemented the plan in Academic Year 2019-2020. Southfield and Grand Rapids cohort students (60 credit school, clinical mental health and addiction concentrations) completed six courses between Fall 2019 and Summer 2020 and took most courses as one cohort; data from other courses throughout the program evaluation will be missing. Once cohorts complete an entire program cycle, complete assignment data will be reported. Due to changes in the program development, not all data is available. The data indicates that the benchmarks were not met for the career counseling standard in all three concentrations. That course is already in revision. Benchmarks were also not met for the Counseling Theory, Lifespan Development standard and Multicultural standard in all three concentrations; however, this data may not reflect accurate performance as the faculty member who entered the data reported the same score for each student. All other benchmarks were met, with practicum students demonstrating total final evaluation averages of 3.5 or higher and internship students demonstrating a 3.9 average on final evaluations. There was minimal discernable difference between school and clinical mental health students. Internship data on Grand Rapids and Southfield will be reported next year. Each chart provides data program wide and by campus. The charts are linked here.

CMU Counseling Program Annual Report

Professional Disposition Summary

Benchmark: Seventy-Five (75%) of students will achieve a rating of 2.0 (Progressing satisfactorily) or better on the Professional Dispositions Form.

The faculty reviewed all current matriculating students on student dispositions throughout the academic year. The faculty review student dispositions yearly. Most students were either progressing satisfactorily or exceeding expectations in the program; only 2% of students demonstrated difficulty with one or more of the professional dispositions and/or need academic remediation. In order to protect student privacy, this data is not presented by cohort. The CMU Counseling Program met the benchmark for this academic year. The data is linked here.

Stakeholder Outcomes

This section will provide data on the results of the Counselor Preparation Comprehensive Exam, the Michigan Test of Teaching Certification for School Counselors, National Counselor Examination Rates, and survey results from the Internship Exit Interview, Site Supervisor Feedback Survey, Employer Survey and Alumni Survey.

Counselor Preparation Comprehensive Examination

Benchmark: Seventy-Five percent (75%) of students will pass the CPCE exam.

All students in the CMU Counseling Program are required to take the CPCE as a comprehensive examination prior to graduation. Students are allowed two attempts before requiring a specific remediation plan. Students only took the exam in the Fall of 2019. Due to the COVID-19 pandemic, students were unable to take the test and the faculty offered an alternative comprehensive exam of 160 questions that does not provide data by core area. 100% of the students who took the alternative exam in the Spring of 2019 passed the exam.

Michigan Test of Teaching Certification for School Counselors (MTTC)

Benchmark: Seventy-Five percent (75%) of graduates will pass the NCE, MTTC, IC/RC or other credentialing exam within 2 years of graduation.

Five (5) students took the MTTC during the 2019-2020 Academic Year. Due to the COVID-19 pandemic, several school students were unable to take the exam. All students passed the test. Due to the low N, this data is not disaggregated by campus to protect student privacy.

CMU Counseling Program Annual Report

National Counselor Examination

The NCE is required for full Michigan Licensure, however Central Michigan University is not a host site for the NCE and therefore can only track passing rates based on alumni report. Eight alumni who completed the Alumni Survey indicated that they had taken and passed the NCE. Those alumni graduated between 2008 and 2017. We will continue to survey our alumni to update this report.

Internship Exit Interview Survey

Twenty-Four (24) interns completed the internship exit interview, the average age was 31.56 and most students indicated they continue live in Michigan. Please click this link for a detailed report.

Overall feedback demonstrated students responding to the changes in curriculum as the program moved toward implementing CACREP standards. Students expressed frustration with the frequent changes as the program moved toward accreditation alignment. The data suggests a need to evaluate the Research in Counseling course and the Assessment in Counseling course; however, all feedback indicates an overall favorable impression of the program. The exit interview survey indicated that students would appreciate more assistance with job placement, prefer faculty who are more active in scholarly pursuits, and viewed the program as not cost effective. Please be aware that the scoring is skewed due to the N/A column reading as 1 in the data. This error in the survey build is mostly likely the reason for lower numbers in the addition and school counseling courses. The survey has been revised to address this issue and students will no longer rate a course they did not take.

Students reported appreciating the role-playing aspects of the program.

Job Placement Rates

Several of the interns had not graduated yet, however six interns who did graduated reported full-time employment. Many students graduated after the pandemic began and struggled to locate employment due to the State of Michigan shutdown.

Alumni Survey

Forty Alumni complete the survey. Respondents graduated between 2000 and 2020. Fifteen respondents graduated between 2000 and 2010, 14 graduated between 2011 and 2016 and 11 graduated between 2017 and 2020. Ninety percent of alumni indicated they are working in the counseling field in a variety of jobs and 68% reported passing the National Counselor Examination. The complete report is linked here.

Site Supervisor Survey

Twenty-seven (27) supervisors completed the survey to evaluate both the interns and the CMU Counseling Program. Results are posted below and link here in a more detailed report.

CMU Counseling Program Annual Report

Narrative Feedback	Narrative Feedback
The intern was observed to struggle with identifying theory and theory-based intervention strategies. She also was not accustomed to accepting critical feedback on her skills	I was unable to answer most of the questions regarding the educational preparation of my supervisee so I left the items blank. He seems well prepared for the internship, however I do not know specifics. I recommend prior to seeking internships, the program offer additional discussion about the internship search process, communication with prospective sites, entering a new system in a professional manner, etc.
My intern was extremely well prepared, confident, dependable and independent.	The one area that has consistently been lacking is the ability to follow the strict schedules in a school setting. It could also be noted that this intern was hired by the school and has a contract to follow with very specific guidelines. This intern has struggled knowing the contract guidelines and following them. For example, clocking in at the expected time, not following the schedule, preparation time etc.
I feel the CMU Counseling Program professionals were very available to me at all points in my work with my intern. I very much appreciate that.	Our intern was an excellent addition to our staff this semester.
We are pleased to have such a well-prepared, engaged, and motivated student in our office this year!	You need a better evaluation tool than Task Stream. Interns should sign a contract agreement before starting the internship that outlines the exact days/times with a clear start date and end date of their internship. This is a binding contract that should not be broken. Interns should also detail out days they would like off prior to starting the internship. I found it very disheartening that my intern dropped a full day at my site suddenly and is then ending way earlier than what we discussed. In the beginning she said she would be with me all school year for 2 days a week. Now it's one day a week and she's ending 3 months early.
The intern tended to focus on external concerns with her clients, rather than focus on client-centered therapy.	

Employee Survey

Only two employers responded to the updated survey and neither completed the survey. The CMU Counseling Program will institute a plan to obtain employer data more frequently and seek out feedback on a bi-annual basis. The plan will include capturing employer information from alumni at multiple times throughout the year and contacting employers when data is collected. The survey was sent again to employers identified by alumni on November 8, 2020.

Faculty Data Review & Program Changes

Faculty first met with our Advisory Council on October 22, 2020 to obtain feedback on the annual report. The advisory council members applauded the decision to remove the GRE from the application process and to move toward an online program. The council members asked the

CMU Counseling Program Annual Report

program to ensure faculty infuse courses with recovery friendly language. Other recommendations including instituting a mentorship program for incoming graduate students and creating a bridge program for students in Mid Michigan College to eventually enter the Counseling Program. Council members noted that lack of services available to clients in the upper lower Michigan peninsula and wanted the CMU Counseling Program to become more engaged in providing services. One member addressed professionalism issues with interns leaving sites before the agreed upon time frame.

Faculty met on 10-28-2020 to review the Council feedback and the Annual Report and made the following recommendations based on a review of Annual Report and in response to COVID-19. The minutes of this meeting that provide detail on the faculty review are [linked here](#).