



## **Counseling Program**

**Annual Report**

**Academic Year 2020-2021**

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## 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. The CMU Counseling Program transitioned from collecting data with Taskstream by Watermark to Tevera in January of 2021. Data on program assessment and student dispositions are reported for Fall 2020 in Taskstream; and for Spring and Summer of 2021 in Tevera.

## 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. Twelve-point five percent (12.5%) of admitted students will be diverse by ethnicity/race; Twelve-point five percent (12.5%) of admitted students will be diverse by age; Twelvepoint five percent (12.5%) of admitted students will be diverse by gender. The CMU Counseling program admitted students into a Saginaw and Grand Rapids cohort in Fall of 2020, and to the Mt. Pleasant campus in Fall 2020 and Spring 2021. Ninety percent (90%) of admitted applicants into the CMU Counseling Program will meet the GPA criteria for admission.

**Results:** For the 2020-2021 Academic Year, the CMU Counseling Program did not meet its admitted student diversity goals in all areas. Only 10% of admitted student identified as nonwhite. Goals for gender were met (14% Male) and for age diversity with 46% of admitted students age 30 or older. Twenty-Seven percent (27%) of admitted students did not meet the 2.7 required GPA. Acceptance rates were 77% overall; 91% 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 - Academic Year 2020-2021																						
	N	Concentration			Ethnicity									Gender		Age			UG GPA			Acceptance Rate
		CMHC	AC	School	White	African American	AA/White	Hispanic/White	Asian	AA/Native American	Native American/White	Native American/Alaskan	Not reported/Other	Male	Female	Range	Mean	SD	Range	Mean	SD	
<b>Total Program</b>	98	63	5	30	78	10	1	1	1	2	2	2	1	12	86	21-62	31	9.90	2.19-4.0	3.18	0.53	76%
<b>Concentration</b>																						
<b>CMHC</b>	63				46	9	1	1	1	1	2	1	6	57	21-57	32.00	9.50	2.25-4.0	3.17	0.52	68%	
<b>AC</b>	5				5								2	3	24-62	33.60	9.80	2.44-3.63	3.01	0.36	80%	
<b>SC</b>	30				27	1				1	1		4	26	22-44	28.50	9.10	2.19-3.93	3.20	0.52	90%	
<b>Campus</b>																						
<b>Saginaw</b>	35	21	2	12	28	6							2	34	22-62	35.00	10.00	2.24-4.0	3.27	0.50	80%	
<b>Grand Rapids</b>	20	15	1	4	15	1		1	1	1			6	14	23-56	33.15	9.00	2.19-3.97	3.01	0.53	85%	
<b>Mt. Pleasant</b>	43	27	2	14	35	3	1			1	1	2	5	38	21-54	26.80	9.24	2.34-3.93	3.21	0.46	67%	

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Admitted Student Data Summaries - Academic Year 2020-2021																							
	N	Concentration			Ethnicity									Gender		Age			UG GPA			# Registered	Matriculation rate
		CMHC	AC	School	White	African American	AA/White	Hispanic/White	Asian	AA/Native American	Native American/White	Native American/Alaskan	Not reported/Other	Male	Female	Range	Mean	SD	Range	Mean	SD		
<b>Total Program</b>	74	43	4	27	60	6		1	1	2	2	2		9	65	21-63	31.71	9.7	2.19-4.0	3.18	0.54	67	91%
<b>Concentration</b>																							
CMHC	43				31	6		1	1	1	1	2		3	40	21-56	33	9	2.24-4.0	3.2	0.53	36	84%
AC	4				4									2	2	24-63	34.75	9.6	2.7-3.33	2.95	0.2	4	100%
SC	27				25					1	1			4	23	22-45	29	6.8	2.19-3.97	3.16	0.54	27	100%
<b>Campus</b>																							
Saginaw	28	15	1	12	24	4								1	27	22-51	32.7	8.2	2.24-4.0	3.32	0.53	24	86%
Grand Rapids	17	12	1	4	12	1		1	1	1				5	12	22-42	28.6	5.6	2.19-3.97	2.9	0.54	16	94%
Mt. Pleasant	29	16	2	11	24	1				1	1	2		3	26	21-63	32.6	9.7	2.56-3.89	3.22	0.45	27	93%

### Current Student Demographic by Campus and Concentration – Academic Year 2020-2021

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. Program wide statistics indicate 23% of students identified as having a diverse ethnic background, and 43% of students were over age 30. Retention rates are also listed below and indicate a 99% retention rate. The CMU Counseling Program met this benchmark for all sites.

Active Student Data Academic Year 2020-2021																			
	N	Concentration			Ethnicity									Gender		Age			
		CMHC	AC	School	White	African American	Hispanic/Latino	Hispanic/White	Asian	AA/Native American	Native American/White	Native American/Alaskan	Not reported/Other	Male	Female	Range	Mean	SD	
<b>Total Program</b>	167	111	13	43	129	19	1	3	2	3	3	1	6	34	133	22-63	31.6	8.80	
<b>Concentration</b>																			
CMHC	111				80	17	1	3	2	1	2	1	4	23	88	22-63	31.30	8.80	
AC	13				12	1								4	9	24-53	38.50	7.80	
SC	43				37	1		1		1	1		2	7	36	22-57	30.50	8.50	
<b>Campus</b>																			
Saginaw	25	14	0	11	21	4								1	24	23-63	33.90	8.80	
Grand Rapids	25	17	2	6	18	2		1	1	1	1		1	7	18	23-57	34.10	8.50	
Southfield	9	8	0	1	3	6								1	8	25-53	39.50	7.50	
Dearborn	15	8	3	4	11	4								4	11	24-53	37.00	7.90	
Mt. Pleasant	93	64	8	21	76	3	1	3	1	1	2	1	5	21	72	22-55	28.70	8.30	

## CMU Counseling Program Annual Report

**Retention Rates** : The Central Michigan University Counseling Program achieved a 99% retention rate for the overall program. We met the 80% benchmark; only two students who registered in Fall 2020 did not register in Spring 2021.

<b>Demographic</b>	<b>*Retention Rates (in the program)</b>	<b>Demographic</b>	<b>*Retention Rates (in the program)</b>
Addiction Concentration	100%	Male	99%
Clinical Mental Health concentration	99%	Female	99%
School Concentration	99%	White	99%
Grand Rapids Site	100%	African American	99%
Southfield Site	100%	AA, Asian/White	100%
Dearborn Site	100%	Hispanic/White	100%
Mt. Pleasant Site	99%	Native American/White	100%
<b>Total</b>	<b>99%</b>	<b>Total</b>	<b>99%</b>
*Retention rates; Fall 2020 to Spring 2021			

## CMU Counseling Program Annual Report

**Graduation & Completion Rates by Concentration**

**Benchmark:** The CMU Counseling Program will achieve an 80% graduation rate over a 3-year period and a mean completion rate of 3.5 years.

<b>Graduates 2020-2021 Academic Year by Campus</b>						
<b>Campus</b>	<b>Total # of Graduates</b>	<b>Clinical Mental Health</b>	<b>Addiction</b>	<b>School</b>	<b>Mean Completion rates</b>	<b>Graduation Rates</b>
<i>Program Wide</i>	50	40	4	6	2.5 years	69%
<i>Mt. Pleasant</i>	33	26	3	4	2.3 years	75%
<i>Southfield</i>	9	7	0	1	2.9 years	56%
<i>Grand Rapids</i>	8	6	1	1	2.7 years	81%

<b>Graduates 2020-2021 Academic Year by Concentration</b>				
<b>Concentration</b>	<b>Total # of Graduates</b>	<b>Graduation Rates</b>	<b>Mean Completion Rates</b>	<b>Graduation Rates</b>
<i>Addiction</i>	4	100%	2.25 years	100%
<i>Clinical Mental Health</i>	40	73%	2.45 years	73%
<i>School Counseling</i>	6	56%	2.3 years	56%

**Graduation Rates:** Sixty-Nine Percent (69%) of students who began the program in 2017-2018 graduated. The 80% benchmark was not met. Seventy-Five Percent (75%) of students who matriculated at the Mt. Pleasant site graduated; 81% of students who matriculated at the Grand Rapids site have graduated and 56% of students who matriculated at the Southfield site have graduated.

Fifty-Six percent (56%) of school counseling students who began the program in 2017-2018 graduated, 73% of Clinical Mental Health Students who began the program in 2017-2018 completed the program and 100% of Addiction Concentration students who began the program in 2017-2018 graduated. Five students who began the program in 2017-2018 are still working on completing their degree.

**Analysis:** The academic year 2017-2018 is when the CMU Counseling Program moved from a 48-degree credit program to a 60-credit program and began actively pursuing CACREP accreditation. The graduate rates appear to demonstrate that significant attrition occurred while making the transition, causing a loss of students in Southfield, Mt. Pleasant and Grand Rapids.

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**Completion Rates for 2020-2021:** 2.5 years. Completion rates for all campuses are within the 3.5-year benchmark. Students matriculating at the Southfield and Grand Rapids attended as part time students while Mt. Pleasant students mostly attended as full-time students. The Counseling Program is meeting this benchmark.

### **Student Learning Objective Outcomes**

The Central Michigan University Counseling Program moved from data collection via Taskstream by Watermark to Tevera in January of 2021. Data is presented for Fall 2020 data in Taskstream and Spring/Summer 2021 data in Tevera. Changes to CED 610: Career Counseling assignments went into effect in Summer 2021 and the CITI training was removed as a key assignment from CED 695: Research in Counseling in Fall of 2021. The SLO report indicates that the CMU Counseling Program met all benchmarks except on the mini research proposal in CED 695: Research in Counseling. The Counseling Program is aware of the need to update this online asynchronous course and assignments and will make part of our review to begin that process immediately.

Addiction Counseling

Clinical Mental Health Counseling

School Counseling

### **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.

**Outcomes:** The faculty reviewed all current matriculating students on student dispositions throughout the academic year. Data is presented for Fall 2020 through Taskstream and for Spring 2021 in Tevera. The faculty review student dispositions yearly. In order to protect student privacy, this data is not presented by cohort and is presented by program through Tevera. The CMU Counseling Program met the benchmark for this academic year. The data is linked below:

Taskstream Data

Tevera Data – Clinical Mental Health, School Counseling, Addiction Counseling

## 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. Due to the pandemic, students were unable to take the CPCE because testing sites closed and Pearson Vue became unresponsive to requests for information regarding their plan to administer the test during the pandemic. Therefore, students were offered an alternative comprehensive exam of 160 questions that does not provide data by core area. Ninety-Eight Percent (98%) of students passed this alternative exam. The CMU Counseling Program removed the CPCE as an ongoing graduation requirement for all students entering in Fall 2021 and beyond. The faculty will continue to offer the alternative exam to students who entered the program before Fall 2021.

### **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.

Seven (7) students took the MTTC during the 2020-2021 Academic Year. All students passed the test. Due to the low N, this data is not disaggregated by campus to protect student privacy.

### **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. Twenty-Two percent (22%) of alumni who responded to the alumni survey indicated that they had taken and passed the NCE. The CMU Counseling Program has applied to be part of the NBCC's program to allow students to take the NCE before graduation, which should increase our access to pass rate data. We will continue to survey our alumni to update this report.

### **Internship Exit Interview Survey**

Fifty-Nine (59) interns completed the internship exit interview. Please click this link for a detailed report.

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Overall feedback demonstrated students responding to the changes in curriculum as the program moved toward implementing CACREP standards. Data indicated lower means around faculty research productivity and access to research opportunities as well as the cost of the program. Data also indicated that students expressed a desire for more education related to research, statistics, and licensing or credentialing protocols. Means related to core courses are not accurate due to issues with the survey data collection. Students who did not take the courses put N/A and the data was counted as a 0 response. The survey has been revised to ensure that students who do not take specific courses not respond to those questions.

### **Job Placement Rates**

Fifty Six Percent (56%) of graduating interns indicated they had already secured employment at graduation based on the exit interview survey. One Hundred percent (100%) of Addiction Concentration graduates reported they had secured employment, 56% of Clinical Mental Health graduates reported they had secured employment and 50% of school counseling graduates reported they had secured employment at the time of graduation.

### **Alumni Survey**

Thirty-two (32) alumni completed the survey. Respondents graduated between 2019 and 2021 and 86% of respondents reported working in a counseling related profession. Twenty-Eight percent (28%) of respondents reported providing counseling for children and teens and the other 72% reported working with an adult population. Like the feedback from the internship exit interview, respondents expressed dissatisfaction with faculty research productivity, access to research resources, their readiness to conduct research and employment support. The complete report is linked here.

### **Site Supervisor Survey**

Fifty-Two (52) supervisors completed the survey to evaluate both the interns and the CMU Counseling Program. Results are linked here. Internship and practicum site supervisor ratings were mostly positive, and comments focused on the strength of the counseling program. Critical feedback included needing more training on assessment.

### **Employer Survey**

Seven (7) employers responded to the survey despite repeated attempts to reach out to employers and alumni. The CMU Counseling Program will continue to engage alumni to request that their employers complete this survey. The results are linked here.

### **Faculty Data Review & Program Changes**