



COLLEGE OF EDUCATION &
HUMAN SERVICES

**COUNSELING,
EDUCATIONAL LEADERSHIP
& HIGHER EDUCATION**

CENTRAL MICHIGAN UNIVERSITY

Counseling Program

Annual Report

Academic Year 2021-2022

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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 addiction counseling, 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.

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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 (over age 30); Twelve-point five percent (12.5%) of admitted students will be diverse by gender. Ninety percent (90%) of admitted applicants into the CMU Counseling Program will meet the GPA criteria for admission. The CMU Counseling program admitted students into a Southfield cohort in Fall 2021 and to the Mt. Pleasant campus in Fall 2021 and Spring 2022.

Results: For the 2021-2022 Academic Year, the CMU Counseling Program met its admitted student diversity goals in all areas. Twenty-Seven percent (27%) of applicants identified as a minority. Goals for gender were met (13% Male) and for age diversity with 32% of admitted students age 30 or older. Ten percent (10%) of admitted students did not meet the 2.8 required GPA. Acceptance rates were 80% overall; 68% 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. Please note that CMU does not offer more than two choices for gender; the Counseling Program will advocate for the gender identification date to be more encompassing moving forward.

Applicant Data Summaries - Academic Year 2021-2022																							
	N	Concentration			Ethnicity										Gender		Age			UG GPA			Acceptance Rate
		CMHC	AC	School	White	African American	AA/White	Hispanic	Hispanic/White	Asian	AA/Native American	Native American/White	Native American/Alaskan	Not reported/Other	Male	Female	Range	Mean	SD	Range	Mean	SD	
Total Program	122	92	8	22	79	26	2	3	3	0	0	3	1	5	18	104	20-63	29.9	10.00	2.02-3.98	3.20	0.43	80%
Concentration																							
CMHC	92				59	19	2	2	3	0	0	2	1	4	13	79	20-63	29.70	10.50	2.02-3.97	3.20	0.44	80%
AC	8				5	3									7	1	22-55	33.00	11.00	2.57-3.86	3.05	0.50	88%
SC	22				15	4		1			1			1	18	4	21-49	29.00	9.00	2.52-3.98	3.30	4.00	73%
Campus																							
Southfield	52	35	4	13	26	19		1	3			1		2	45	7	21-63	34.00	11.00	2.02-3.98	3.16	0.44	80%
Mt. Pleasant	69	56	4	9	53	6	2	2				2	1	3	58	11	20-59	27.00	9.00	2.47-3.97	3.25	0.40	83%

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Admitted Student Data Summaries - Academic Year 2021-2022																								
	N	Concentration			Ethnicity									Gender		Age			UG GPA			# Registered	Matriculation rate	
		CMHC	AC	School	White	African American	AA/White	Hispanic	Hispanic/White	Asian	AA/Native American	Native American/White	Native American/Alaskan	Not reported/Other	Male	Female	Range	Mean	SD	Range	Mean			SD
Total Program	97	74	7	16	66	19	0	2	2			3	1	4	13	84	20-63	29.5	10.5	2.47-3.98	3.25	0.38	66	68%
Concentration																								
CMHC	74				50	13		2	2			2	1	4	9	65	20-63	29	10.7	2.47-3.96	3.25	0.4	50	68%
AC	7				5	2									1	6	22-55	33	12	2.57-3.86	3.1	0.5	5	83%
SC	16				11	4						1			3	13	21-49	30.3	10	2.78-3.98	3.32	0.4	11	73%
Campus																								
Southfield	40	26	3	11	21	13		1	1			1		2	6	34	21-63	34	11	2.60-3.98	3.24	0.4	26	66%
Mt. Pleasant	57	48	4	5	45	6		1				2	1	2	7	50	20-59	27	9	2.47-3.94	3.26	0.4	40	70%

Current Student Demographic by Campus and Concentration – Academic Year 2021-2022

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 22% of students identified as having a diverse ethnic background, and 37% of students were over age 30. Retention rates are also listed below and indicate a 95% retention rate. The CMU Counseling Program met this benchmark for all sites.

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Current Student Demographic Data Academic Year 2021-2022																			
	N	Concentration			Ethnicity										Gender		Age		
		CMHC	AC	School	White	African American	Hispanic/Latino	AA/White	Hispanic/White	Asian	AA/Native American	Native American/White	Native American/Alaskan	Not reported/Other	Male	Female	Range	Mean	SD
Total Program	167	117	12	38	126	17	3	1	5	2	2	5	1	5	32	135	21-63	31	10.00
Concentration																			
CMHC	117				84	14	2	1	4	2	1	3	1	5	24	93	21-63	31.00	10.00
AC	12				10	2									2	10	22-55	37.00	8.40
SC	38				32	1	1		1		1	2			6	32	21-46	30.00	6.00
Campus																			
Saginaw	20	11	2	7	18	2									1	19	23-63	34.30	10.00
Grand Rapids	15	10	0	5	11	1			1	1	1				4	11	24-47	33.00	6.50
Southfield	27	20	2	5	14	6	1		1	1		2		2	3	24	22-63	35.00	9.50
Dearborn	13	6	4	3	10	3									5	8	25-57	38.00	9.00
Mt. Pleasant	92	70	4	18	73	5	2	1	3		1	3	1	3	19	73	21-58	28.00	9.00

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Retention Rates : The Central Michigan University Counseling Program achieved a 95% retention rate for the overall program. The chart below provides retention rates by campus, concentration, and demographic data. The benchmark was met for concentrations, gender, race/ethnicity, and campus. This benchmark has been met.

Retention Rates -Fall 2021-Spring 2022					
Gender					
Male	Female				
99%	92%				
Concentration					
Addiction	Clinical Mental Health	School			
84%	94%	95%			
Campus					
Mt. Pleasant	Grand Rapids	Saginaw	Dearborn	Southfield	
98%	100%	90%	92%	85%	
Race/Ethnicity					
White	AA	Hispanic	Native American	Asian	2 or more
96%	82%	100%	100%	100%	100%

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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.

Completion Rates: Twenty-Four students graduated in academic year 2021-2022. The mean completion rate was 2.68 years with a standard deviation of 1.25. This benchmark has been met.

Graduation Rates: Graduation rates are calculated based number of students who began the program in Academic Year 2018-2019 or 2019-2020 and did not graduate and are no longer in the program.

Program wide 95% of students who began the program since 2018 have either graduated or are still matriculating. This benchmark has been achieved. The chart below provides graduate rates disaggregated by gender, concentration, campus and race/ethnicity. All benchmarks have been met.

Graduation Rates -Academic Year 2018-2021					
Gender			Program Wide		
Male	Female		95%		
100%	93%				
Concentration					
Addiction	Clinical Mental Health	School			
100%	95%	92%			
Campus					
Mt. Pleasant	Grand Rapids	Saginaw	Dearborn	Southfield	
95%	N/A	N/A	N/A	N/A	
Race/Ethnicity					
White	AA	Hispanic	Native American	Asian	2 or more
94%	100%	100%	100%	N/A	N/A

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Student Learning Objective Outcomes

The Central Michigan University Counseling Program tracks assignment/assessment data across the program by campus and concentration. CED 695: Research in Counseling was revised for the Summer II 2022 semester. That data will not be reported in this cycle. The SLO report indicates that the CMU Counseling Program met all benchmarks except in CED 679: Crisis and Trauma counseling. This course will be revised to provide more support to students throughout the course to develop crisis management skills. The counseling program has and/or plans to develop extensive digital course content to support student learning in our digital synchronous and face to face courses:

Course	Status
CED 665: Personal and Professional Development Across the lifespan	Completed
CED 677: Counseling Theories	Completed
CED 699: Diagnosis and Treatment Planning	In process – Fall 2022
CED 650: Theories and Techniques of Group Counseling	In process – Fall 2022
CED 660: Counseling Techniques	In Process – Spring 2023
CED 620: Intro to Multicultural Counseling	In process – Fall 2022
CED 690: Counseling Practicum	In Process Spring/Summer 2023
CED 691: Internship in Counseling	In Process Summer 2023

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. The faculty review student dispositions yearly. To protect student privacy due to small cohorts, this data is not presented by cohort/campus but is present by concentration. The CMU Counseling Program met the benchmark for this academic year. The data is linked below:

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 – Program Requirement-

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. One hundred percent (100%) 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.

National Examinations for Licensure

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

Michigan Test of Teaching Certification for School Counselors (MTTC-NT)

The Michigan Test of Teaching Certification for School Counselors (MTTC-NT) is required to obtain either a School Counselor License (SCL) or a school counseling endorsement on an applicant's teaching certificate to work as a school counselor in Michigan. Students can take this test prior to graduation. The CMU Counseling program achieved a 100% pass rate for this academic year. This benchmark was met.

National Counselor Examination

The NCE is required for full Michigan Licensure. Central Michigan University's counseling program became a host site in academic year 2021-2022 and can report a 100% pass rate.

Stakeholder Feedback

Internship Exit Interview Survey

Thirty (30) interns completed the internship exit interview. Please click this link for a detailed report.

Overall feedback regarding the program was positive, with critical feedback focusing on cost, the impact of the pandemic on matriculation and online courses. Graduating interns expressed concern about the cost of the program, obtaining for assistance with locating employment and concerns about learning assessment and diagnosis throughout the program. Since the CMU program now uses Tevera, which has a job placement site options, student can access this resource.

Job Placement Rates

Seventy-Six (76%) of graduating interns indicated they had already secured employment or are working in the mental health field at graduation based on the exit interview survey. One Hundred percent (100%) of Addiction Concentration graduates reported they had secured employment, 75% of Clinical Mental Health graduates reported they had secured employment and 100% of school counseling graduates reported they had secured employment at the time of graduation.

Alumni Survey

Forty-Four (44) alumni completed the survey. Respondents graduated between 2012 and 2022; and 86% of respondents reported working in a counseling related profession. Respondents expressed relief over CACREP accreditation and request more assistance in licensing. School counseling graduates mentioned wanting core courses more geared to their concentration and alumni expressed a desire for a stronger focus on research. Please click to find the detailed report.

Site Supervisor Survey

Forty-four (44) site supervisors completed the survey to evaluate practicum students, 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 the need for the Counseling Program to improve how we train students in trauma counseling and the ability to locate referrals.

Employer Survey

Eleven (11) 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.

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Faculty Data Review & Program Changes

Please see the attached minutes that outline the faculty review of this report and planned revisions to the program assessment and recruitment plan for the next academic year.

Minutes of Annual Report Review