



Counseling Program

Annual Report

Academic Year 2022-2023

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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.

Please note two significant program changes that occurred in Academic Year 2022-2023. The Saginaw cohort was moved to the Grand Rapids cohort due to the relocation of the Saginaw Center. Data will be reported for all students in both cohorts under Grand Rapids. The CMU Counseling Program launched a part time online program in Fall 2022 and accepted part time online students in Fall 2022 and Spring 2023.

Annual Report Summary

The Central Michigan University Program appears to have successfully transitioned to an online and hybrid CACREP accredited program. The program recruited a diverse student body by ethnicity and age. Retention rates were high; 96% from Fall 2022 to Fall 2023 and graduation rates remained steady at 86%. Graduation rates for African American students fell below the benchmarks and will require amelioration. All concentrations met benchmarks on dispositions and the program assessment indicated that most students are successfully meeting benchmarks on student learning objectives for each concentration. The efforts to improve CED 695: Research in Counseling and CED 679: Crisis and Trauma Counseling have demonstrated increased performances on the assessments tied to those courses. Pass rates on national and state exams remain high with 99% of school counseling students passing the MTTC-NT and 100% of students who took the NCE passing the test. The stakeholder feedback remains positive, with both recent graduates and site supervisors indicating strength in the program. Feedback recommended continued focus on updating online courses and increasing a multicultural focus on gender identity.

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 sunset the satellite program and moved to a part time online program while also admitting students to the Mt. Pleasant Hybrid program. The CMU Counseling Program admitted two part time online cohorts and one Mt. Pleasant cohorts in the Fall of 2022 and two part time cohorts in the Spring of 2023.

Results: For the 2022-2023 Academic Year, the CMU Counseling Program met its admitted student diversity benchmark for total program (18%), Mt. Pleasant (20.5%) and online (19%). The gender percentage for total program were 10% male and 1% gender nonconforming, 26% male and 1% gender nonconforming for Mt. Pleasant, and 18% male and 1% gender nonconforming for the online program. Forty-five percent (45%) of admitted students were over the age of 30 for total program, 50% of admitted online students were over age 30 and 15% of admitted Mt. Pleasant students were over the age of 30. Eighty-nine percent (89%) of admitted students in the total program met the GPA criteria for admission, 88% of admitted students met the GPA criteria for Mount Pleasant and 89% of admitted students met the GPA criteria for the online program. The program met benchmarks for diversity, gender, and age, but not for GPA criteria.

The CMU Counseling Program had an overall acceptance rate of 69% for the total program, 64% for Mt. Pleasant and 72% for the online program. The enrollment rate was 85% for the total program, 71% for Mt. Pleasant and 89% for the online program. The acceptance rate for the Clinical

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Mental concentration was 69% total program, 55% Mt. Pleasant and 73% online. The acceptance rate for the Addiction concentration was 83% total program, 100% Mt. Pleasant and 67% online. The acceptance rate for the School concentration was 71% total program, 86% Mt. Pleasant and 69% online.

The linked charts provide detailed demographic information for applicants and admitted students by total program, the Mt. Pleasant Program, and the Online Program. Data is reported by concentration, gender, and ethnicity.

Applicant/Admitted Data Total Program

Applicant/Admitted Data Mt. Pleasant

Applicant/Admitted Data Online Program

Current Student Demographic by Campus and Concentration – Academic Year 2022-2023

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

The CMU Counseling Program matriculated 254 students during the last academic year. Twenty percent (20%) identified as Black, Indigenous or People of Color (BIPOC). Clinical Mental Health was the largest concentration, and the program was primarily female with a mean age of 33. The Mt. Pleasant program's mean age was 29, while all off-site programs had a mean age of 34 or older. The chart below provides detailed demographic data by concentration, ethnicity, gender, and campus.

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Current Student Demographic Data Academic Year 2022-2023																				
	N	Concentration			Ethnicity											Gender		Age		
		CMHC	AC	School	White	African American	Hispanic/Latino	Hispanic/AA	AA/White	Hispanic/White	Asian	Native American	Native American/White	Native American/AA	Not reported/Other	Male	Female	Range	Mean	SD
Total Program	254	177	18	59	196	26	3	1	2	8	2	2	5	2	7	43	211	22-65	33	9.50
Concentration																				
CMHC	177				132	19	2	1	2	7	2	2	3	1	6	26	151	22-65	33	9.50
AC	18				16	2										6	12	25-57	37.5	8.00
SC	59				48	5		1		1			2	1	1	11	48	23-51	31	7.75
Gender																				
Male	43	25	6	12	30	5	1			2		1	1	1	3			24-65	35	9.40
Female	211	152	12	47	166	21	2	1	2	6	2	1	4	1	4			22-65	33	9.30
Campus																				
Dearborn	10	3	4	3	8	2										2	8	26-56	38	8.00
Grand Rapids	34	20	2	12	29	2				1	1			1		5	29	25-65	36	9.30
Southfield	22	16	2	4	12	3	1			1	1		2		2	1	21	24-65	36	9.00
Online	102	79	4	19	77	15		1	1	3			1		4	19	83	22-61	34	9.00
Mt. Pleasant	86	59	6	21	70	4	2		1	3		1	3	1	1	16	70	23-60	29	8.70

Retention Rates: The Central Michigan University Counseling Program achieved a 97% retention rate for the overall program from Fall 2022 to Spring 2023 and 96% from Fall 2022 to Fall 2023. 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 2022—Fall 2023						
Gender						
Male	Female					
98%	96%					
Concentration						
Addiction	Clinical Mental Health		School			
100%	96%		99%			
Campus						
Mt. Pleasant	Grand Rapids/Saginaw		Dearborn	Southfield	Online	
98%	98%		All students graduated	96%	95%	
Race/Ethnicity						
White	AA		Hispanic	Native American	Asian	N/A
97%	90%		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: The CMU Counseling program offers full and part time programs, so completion rates vary by full time or part time students. Thirty-two students graduated in the academic year 2022-2023. Four addiction concentration students graduated, 19 Clinical Mental Health students graduated, and 9 school concentration students graduated. The mean completion rate was 2.6 years with a standard deviation of .76. This benchmark has been met.

Graduation Rates: Graduation rates are calculated based on the number of students who began the program in Academic Year 2019-2020 (part time program) or 2020-2021 (full time program). These academic sessions are identified from the mean completion rate listed above. The rates indicate students who have either graduated or continue to matriculate.

Program wide 86% of students who began the program in 2019-2020 or 2020-2021 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. The CMU Counseling is not meeting the graduation rate benchmark for African American students.

Graduation Rates -Academic Year 2019-2020 & 2020-2021					
Gender			Program Wide		
Male	Female		86%		
85%	86%				
Concentration					
Addiction	Clinical Mental Health		School		
100%	84%		87.5%		
Campus					
Mt. Pleasant	Grand Rapids		Saginaw	Dearborn	Southfield
95%	N/A		N/A	83%	N/A
Race/Ethnicity					
White	AA		Hispanic	Native American	Asian
87.5	62.5%		100%	100%	100%
					2 or more
					100%

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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. Please click the links below for complete program assessment data. The CMU Counseling met all benchmarks in each concentration. All student learning objectives were met. The counseling program has and/or plans to develop extensive digital course content to support student learning in the following digital synchronous and face to face courses in 2023-2024. All other courses in the program have been developed with extensive content.

Course	Status
CEC 660: Counseling Techniques	In Process – Fall 2023
CEC 691: Internship in Counseling	In Process Summer 2023

Addiction Counseling Program Evaluation

Clinical Mental Health Counseling Program Evaluation

School Counseling Program Evaluation

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:

Clinical Mental Health, School Counseling, Addiction Counseling

Stakeholder Outcomes

This section will provide data on the results of 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.

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)

99% of students who took the MTTC in 2022-2023 passed the exam. This benchmark has been 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 for academic year 2022-2023.

Stakeholder Feedback

Internship Exit Interview Survey

Thirty-Nine (39) interns completed the internship exit interview. Please click this link for a detailed report.

Overall feedback regarding the program was positive. All ratings were in the 4-to-5-point range except for faculty research and cost of program. The only course to fall below 4.0 was CED 644: Addiction Oriented Systems and Methods of Care at 3.92. Comments noted the strength and availability of the faculty and support staff, the focus on multicultural awareness, the commitment to students. Areas of growth included revising online courses, better training for affiliate faculty and ensuring faculty are well versed in technology.

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Job Placement Rates

Seventy-Nine percent (79%) 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. Eighty-Five percent (85%) of clinical mental health counseling students reported having employment at graduation, 100% of addiction counseling students reported having employment at graduation and 62% of school counseling students reported having employment at graduation.

Alumni Survey

The Alumni survey had a low response rate of seven (7) respondents despite efforts to distribute the survey via email and social media. Due to the low response rate and full report will not be submitted. All respondents reported working as professional counselors with a limited or full license. Most had successfully completed the National Counselor Examination but did not report taking the IC/RC. Feedback on the program was generally positive with lower ratings for cost effectiveness of the program and assistance locating employment.

Site Supervisor Survey

One hundred and sixteen supervisors completed the survey, although this number suggests duplicate evaluations. The feedback from site supervisors was overwhelmingly positive with no score falling below 5. Comments included the need to increase students' knowledge of LGBTQA+ individuals to provide better treatment. The entire report is linked here.

Employer Survey

Despite ongoing efforts, we are unable to obtain employer feedback. The Counseling Program requested employer feedback by reaching out to over 150 alumni via email and social media with no results.

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Faculty Data Review & Program Changes

Faculty met with the Advisory Council on October 19, 2023. Minutes are linked here. Faculty reviewed the Annual Report on October 26, 2023 and made the following plans to continue quality improvement. The minutes are linked here:

- Faculty will ensure we have data on survey of students regarding inclusion to address low graduation rate for African American students and will implement a plan to increase support.
- Faculty addressed issues with grade inflation on the program assessment and decided to review all rubrics associated with Key assessments to determine if rubrics are adequately addressing areas of the assignment.
- Dr. Russell agreed to work on increasing alumni access to employers to improve data gathering.
- Faculty removed Group role play from program assessment and added a discussion board from CED 665 that specifically requires students to engage in an exercise that applies issues of oppression and social justice to a client. The community impact project was moved to “reinforced”.
- Faculty reviewed advisory council recommendations and will implement a partnership with Ten16 to offer paid internships for Addiction students
- Faculty will work to engage alumni and to increase student feedback throughout the program.