# University of Texas at Tyler Clinical Mental Health Counseling Program Outcomes and Annual Report 2021

## **Selected Program Updates:**

- Tevera has been adopted an implemented as the CMHC Program's new platform for organizing, housing, and tracking all practicum and internship information
- The CMHC Program chartered its first Chi Sigma Iota Chapter Upsilon Tau Theta. Thanks to Dr. Ramona Grad for all of her work in this area and taking on the role of Chapter Faculty Advisor
- CMHC Program was granted a one year extension to its CACREP accreditation due to the COVID-19 Pandemic. The reaccreditation self-study is now due in July 2022.
- CMHC Program began using community-based clinical sites for practicum (in addition to the on campus training clinic) to help students gain required clinical hours
- CMHC Program implemented requirement of audio recorded sessions at all practicum and internship sites to better assess students' clinical skills
- CMHC Program faculty have revised the Student Handbook and Practicum & Internship Manual
- CMHC Program faculty have developed an organized and predictable schedule of course offerings
- CMHC Faculty revised the program assessment plan to better align with program curriculum updates and changing CACREP standards (learning outcomes and key performance indicators are included with assessment results below)
- CMHC Faculty continue to monitor the impacts of adding in more course prerequisites throughout the program on program assessment results. Faculty acknowledge it may take a few years for students impacted by these positive changes to matriculate through the program and as such it may take a few years to see impacts on these changes in assessment plan results.

### **2021 Student Enrollment**

Total Student Enrollment: 80

| merican<br>ndian/Native | sian | lack or<br>frican<br>merican | lispanic or<br>atino | Vhite | fulti Racial | ther/<br>/ndisclosed | otal Female |
|-------------------------|------|------------------------------|----------------------|-------|--------------|----------------------|-------------|
| A II                    | A    | B]<br>A:<br>A:               | H                    | ≱     | M            | O<br>U               | T           |

| Female Demographics | 0                         | 0     | 9                               | 15                    | 42    | 6            | 0                     | 72         |
|---------------------|---------------------------|-------|---------------------------------|-----------------------|-------|--------------|-----------------------|------------|
|                     |                           |       | 1                               |                       |       |              |                       |            |
|                     | American<br>Indian/Native | Asian | Black or<br>African<br>American | Hispanic or<br>Latino | White | Multi Racial | Other/<br>Undisclosed | Total Male |
| Male Demographics   | 0                         | 1     | 0                               | 0                     | 6     | 0            | 1                     | 8          |

#### **Graduation Data**

|      | Number of Graduates | Credentialing Pass Rates | Full Time Student<br>Completion Rate | Part Time Student<br>Completion Rate | % of Graduates who report working as a licensed counselor within 1 year of graduation |
|------|---------------------|--------------------------|--------------------------------------|--------------------------------------|---|
| СМНС | 28                  | 90% NCE<br>90% CPCE      | 60.29%                               | 42.86%                               | 80%   |

#### **Program Assessment Results:**

Included below are the revised CMHC Program Objectives and Key Performance Indicators followed by the 2020-2021 CMHC Program Assessment Results

## **CMHC Program Objectives**

CMHC student learning objectives reflect current professional counseling knowledge and projected needs concerning counseling in a multicultural and pluralistic society. They cover the eight CACREP common core curricula areas and the entry-level specialty area of Clinical Mental Health Counseling.

- 1.0 Professional Counseling Orientation & Ethical Practice
  Students will demonstrate an understanding of professional counselor identity and utilize counselor ethical codes and ethical decision making skills to practice in an ethical manner.
- 2.0 Social & Cultural Diversity
  Students will demonstrate an understanding of how to work with and advocate for different client populations including clients from diverse racial, ethnic, gender, and socioeconomic backgrounds.

- 3.0 Human Growth & Development
  - Students will demonstrate knowledge and skills necessary to conceptualize and counsel clients from a developmental perspective.
- 4.0 Career Development
  - Students will demonstrate knowledge of career counseling theories and skills/strategies for implementing career counseling with diverse populations
- 5.0 Counseling & Helping Relationships
  - Students will demonstrate knowledge and understanding of evidence-based counseling skills and the ability to apply these skills prevent and treat clients with mental health diagnoses in an ethical and culturally relevant manner.
- 6.0 Counseling & Helping Relationships
  - Students will demonstrate knowledge and understanding of evidence-based counseling skills and the ability to apply these skills prevent and treat clients with mental health diagnoses in an ethical and culturally relevant manner.
- 7.0 Group Counseling & Group Work
  - Students will demonstrate knowledge of culturally and ethically relevant approaches to group counseling and the ability to apply group counseling skills in different settings
- 8.0 Assessment and Testing
  - Students will demonstrate knowledge and skills to competently apply the use of assessment in counseling including the diagnosis of mental and emotional disorders
- 9.0 Research & Program Evaluation
  - Students will demonstrate knowledge of research methods and apply these research skills to critically appraise mental health research, and assess client care.
- 10.0 Clinical Mental Health Counseling
  - Students will demonstrate the knowledge and skills necessary to address wellness and mental health in a variety of clinical mental health counseling settings

#### **Key Performance Indicators**

According to CACREP (2016) Key Performance Indicators (KPIs) are "student learning outcomes that are connected to the required curriculum and that program faculty have chosen to represent student knowledge and skills related to program objectives." Overall, KPI's are the guiding force behind student learning outcomes, the program's mission and objectives, and areas that the faculty have found to be critical in training future counselors. The following KPIs have been developed by the CMHC core faculty and are used and the primary construct to evaluate the programs.

1.a. Students will apply appropriate ethical decision making through analyzing ethical cases and applying ethical codes

- 2.a. Students will be able to evaluate the impact of diversity on mental health and help seeking behaviors
- 2.b. Students will apply multicultural competencies to conceptualize and work with clients in counseling settings
- 3.a. Students will analyze clinical issues from a developmental perspective and plan appropriate care based on developmental needs
- 4.a. Students will apply knowledge of career counseling to formulate counseling plans that are congruent with clients' goals
- 5.a. Students will combine a variety of counseling skills to benefit the counseling process
- 6.a. Students will construct group counseling experiences with effective, ethical, and culturally relevant skills
- 7.a. Students will combine assessment and clinical skills to render appropriate client diagnosis and treatment
- 8.a. Students will utilize research skills to critically assess counseling research and client care
- 9.a. Students will determine and implement ethical clinical skills to address client mental health concerns across a variety of clinical mental health settings

CMHC Program assessment results below reflect data from the 2020-2021 academic year. This was a year of transition where we implemented new KPIs, assessment methods, and criterion and discontinued old KPIs, assessment methods, and criterion. This is reflected in the table below.

| KPI                           | Assessment Method  | Result   |
|-------------------------------|--|--|
| (1) Professional Counseling   | Course Embedded Assessment - Internship I and/or COUN 5397: Internship II, a   | Criterion Met                                  |
| Orientation and Ethical       | faculty evaluation of students' knowledge and skills in "Ethical and Professional  |  |
| Practice (CACREP 2016         | Skills and Dispositions" will be conducted based on their experiences with the   |  |
| Standard 1) - Effective 2021- | student, using the Counselor Competencies Scale Revised form (CCS-R).  |  |
| 2022: Students will utilize   | <b>Criterion:</b> 90% of students will earn an average score of 4 (Meets Expectations) or  |  |
| appropriate ethical decision  | better on items 2.A2.K. of the Counselor Competencies Scale Revised form   |  |
| making through analyzing      | (CCS-R) in COUN 5396: Internship and/or COUN 5397: Internship II.  |  |
| ethical cases and applying    |  | Criterion Not Met 78% students                 |
| ethical codes.                | Standardized Exams – External - Score on Counselor Preparation   | scored at or above 1/2 S.D. below              |
|                               | Comprehensive Exam (CPCE) Orientation and Ethics subscale  | the national mean on the                       |
|                               | <b>Criterion</b> : 90% of students will score above 1 S.D. below the national mean on the  | "Professional Orientation and                  |
|                               | Orientation and Ethics Subscale of the CPCE exam.  | Ethics" subscale.                              |
|                               | <b>Surveys -</b> CMHC graduates will be asked to complete an alumni survey addressing their competence of CMHC program and the extent to which CMHC program effectively prepared them to practice. <b>Criterion:</b> Effective 2020-2021: 90% of the students will rate the preparation in "Professional Orientation and Ethics" as agree (4) or better. | Criterion Met (criterion will be discontinued) |

|   | Surveys - Employers will be asked to complete a survey addressing the competence of CMHC program graduates and the extent to which CMHC program effectively prepared the graduates to practice.  Criterion: From the survey sample, 90% of those responding will report that CMHC graduates agree (4) or strongly agree (5) on the "Professional Orientation and Ethics" item.   | Criterion Met (criterion will be discontinued)  |
|---|--|---|
|   | Course Embedded Assessment - In COUN 5328: Foundations and Ethics of Clinical Mental Health Counseling, students will demonstrate appropriate ethical decision making through analyzing ethical cases and applying ethical codes in the Ethics Case Study Assignment.  Criterion: 90% or students will earn a score of 80% or above on the Ethics Case Study Assignment in COUN 5328: Foundations and Ethics of Clinical Mental Health Counseling.   | Data not available<br>(this is a new criterion, data<br>currently being collected)  |
|   | Course Embedded Assessment - In COUN 5393: Practicum, a faculty evaluation of students' knowledge and skills in "Ethical and Professional Skills and Dispositions" will be conducted based on their experiences with the student, using the Counselor Competencies Scale Revised form (CCS-R).  Criterion: 90% of students will earn an average score of 3.5 or better on items 2.A2.K. of the Counselor Competencies Scale Revised form (CCS-R) in COUN 5393: Practicum.  | Data not available (this is a new criterion, data currently being collected)  |
| (2) Social and Cultural Diversity (CACREP 2016 Standard 2) - Effective 2021- 2022: Students will be able to evaluate the impact of diversity on mental health and help seeking behaviors and will apply multicultural competencies to conceptualize and work with clients in counseling settings. | Course Embedded Assessment - In COUN 5396: Internship I and/or COUN 5397: Internship II, a faculty evaluation of students' knowledge and skills in "Social and Cultural Diversity" will be conducted based on their experiences with the student, using the Counselor Competencies Scale Revised form (CCS-R).  Criterion: 90% of students will earn an average score of 4 (Meets Expectations) or better on items 2.F. of the Counselor Competencies Scale Revised form (CCS-R) in COUN 5396: Internship I and/or COUN 5397: Internship II. | Criterion Partially Met The data comes from the Summer 2020 and Fall 2020 semesters. The Clinical Mental Health Counseling faculty began piloting a new system, Tevera, to collect student results during the Spring 2021 semester. 86.25% achieved an average rating of 3 (Meets Expectations) or higher on the Collaborative Student- Supervisor Evaluation "Sensitivity to Diversity" item set with no rating lower than 2 (Not Yet Meeting Expectations). |
|   | Standardized Exams – External - Score on Counselor Preparation Comprehensive Exam (CPCE) Social and Cultural Foundations subscale.   |   |

|  | <b>Criterion:</b> 90% of students will score above 1 S.D. below the national mean on the Social and Cultural Foundations Subscale of the CPCE exam.  | Criterion Not Met 68% of students scored at or above 1/2 S.D. below the national mean on the "Social and Cultural Diversity" subscale.                  |
|--|--|---|
|  | Surveys - CMHC graduates will be asked to complete an alumni survey addressing their competence of CMHC program and the extent to which CMHC program effectively prepared them to practice.  Criterion:: 90% of the students will rate the preparation in "Social/Cultural Diversity" as agree (4) or better.  Surveys - Employers will be asked to complete a survey addressing the competence of CMHC program graduates and the extent to which CMHC program | Criterion Not Met Of the respondents, 88% rated the preparation in "Social/Cultural Diversity" as agree (4) or better. (Criterion will be discontinued) |
|  | effectively prepared the graduates to practice.  Criterion: From the survey sample, 90% of those responding will report that CMHC graduates agree (4) or strongly agree (5) on the "Social/Cultural Diversity" item.   | Criterion Met (criterion will be discontinued)  |
|  | Course Embedded Assessment - In COUN 5393: Practicum, a faculty evaluation of students' knowledge and skills in "Social and Cultural Diversity" will be conducted based on their experiences with the student, using the Evaluation of Student Part II form.  Criterion: 90% of students will earn an average score of 3.5 or better on items 3.A3.B. of the Evaluation of Student Part II form in COUN 5393: Practicum.                                       | Data not available<br>(this is a new criterion, data<br>currently being collected)  |
|  | Course Embedded Assessment - In COUN 5324: Cultural Diversity and Advocacy, students will be assessed using the Cultural Diversity and Advocacy Essay Assignment.  Criterion: 90% of students will earn a score of 80% or above on the Cultural Diversity and Advocacy Essay Assignment in COUN 5324: Cultural Diversity and Advocacy.   | Data not available<br>(this is a new criterion, data<br>currently being collected)  |
| (3) Human Growth and Development (CACREP 2016 Standard 3) - Effective 2021- 2022: Students will analyze clinical issues from a | Course Embedded Assessment Students will be assessed on the Human Growth and Development Application Presentation in PSYC 5320: Advanced Human Growth and Development.  Criterion: 90% of student sill earn a score of 80% or above on the Human Growth and Development Application Presentation in PSYC 5320.   | Criterion Partially Met There were two separate exam styles given during this assessment year. During the Summer and Fall 2020 semesters,               |

developmental perspective and plan appropriate care based on developmental needs.

**Standardized Exams – External** Score on Counselor Preparation Comprehensive Exam (CPCE) Human Development subscale.

**Criterion:** 90% of students will score above 1 S.D. below the national mean on Human Growth & Development subscale of the CPCE exam.

**Surveys -** Employers will be asked to complete a survey addressing the competence of CMHC program graduates and the extent to which CMHC program effectively prepared the graduates to practice.

**Criterion:** Effectively 2020-2021: From the survey sample, 90% of those responding will report that CMHC graduates agree (4) or strongly agree (5) on the "Human Growth and Development" item.

**Surveys -** CMHC graduates will be asked to complete an alumni survey addressing their competence of CMHC program and the extent to which CMHC program effectively prepared them to practice. "Human Growth and Development" outcome on alumni Survey

**Criterion:** Effective 2020-2021: 90% of the students will rate the preparation in "Human Growth and Development" as agree (4) or better

**Course Embedded Assessment -** In COUN 5393: Practicum, a faculty evaluation of students' knowledge and skills in "Human Growth and Development" will be conducted based on their experiences with the student, using the Evaluation of Student Part II Form.

**Criterion:** 90% of students will earn an average score of 3.5 or better on items 3.F.-3.G. of the Evaluation of Student Part II form in COUN 5393: Practicum.

**Course Embedded Assessment -** In COUN 5396: Internship I and/or COUN 5397: Internship II, a faculty evaluation of students' knowledge and skills in "Human Growth and Development" will be conducted based on their experiences with the student, using the Evaluation of

the multiple choice midterm and final exam were given. During Spring 2021 a new exam utilizing essay and short answer was administered. Summer/Fall Not Met and Spring Met the criterion.

Criterion Not Met 65% of students assessed scored at or above 1/2 S.D. below the national mean on the "Human Development" subscale.

Criterion Met (criterion will be discontinued)

Criterion Met (criterion will be discontinued)

Data not available (this is a new criterion, data currently being collected)

Data not available (this is a new criterion, data currently being collected)

|  | Student Part II form. <b>Criterion:</b> 90% of students will earn an average score of 4 (Meets Expectations) or better on item 3.G. of the Evaluation of Student Part II form in COUN 5396: Internship I and/or COUN 5397: Internship II.  |  |
|--|--|--|
| (4) Career Development<br>(CACREP 2016 Standard 4) -<br>Effective 2021- 2022: Students<br>will apply knowledge of career<br>counseling to formulate                                | Standardized Exams – External - Effective 2021-2022: Score on Counselor Preparation Comprehensive Exam (CPCE) Career subscale.  Criterion: 90% of students will score above 1 S.D. below the national mean on the Career Subscale of the CPCE exam.  | Criterion Not Met 85% of students assessed scored at or above 1/2 S.D. below the national mean on the "Career Development" subscale. |
| counseling plans that are congruent with clients' goals.   | Course Embedded Assessment - In COUN 5335: Career Counseling, students will be assessed using the Career Counseling Sessions and Reflections Assignment.  Criterion: 90% of students will earn a score of 80% or above on the Career Counseling Sessions and Reflections Assignment in COUN 5335: Career Counseling.   | Data not available (this is a new criterion, data currently being collected)   |
|  | Course Embedded Assessment - In COUN 5396: Internship I and/or COUN 5397: Internship II, a faculty evaluation of students' knowledge and skills in "Career Development" will be conducted based on their experiences with the student, using the Evaluation of Student Part II form.  Criterion: 90% of students will earn an average score of 4 (Meets Expectations) or better on item 3.C. of the Evaluation of Student Part II form in COUN 5396: Internship I and/or COUN 5397: Internship II. | Data not available (this is a new criterion, data currently being collected)   |
| (5) Counseling Helping Relationship Skills (CACREP 2016 Standard 5) - Effective 2021-2022: Students will combine a variety of counseling skills to benefit the counseling process. | Course Embedded Assessment - In COUN 5393: Practicum, a faculty evaluation of students' knowledge and skills in "Counseling Helping Relationship Skills" will be conducted based on their experiences with the student, using the Counselor Competencies Scale Revised form (CCS-R).  Criterion: 90% of students will earn an average score of 3.5 or better on items 1.A 1.L. of the Counselor Competencies Scale Revised form (CCS-R) in COUN 5393: Practicum.                                   | Criterion Met  |
|  | <b>Internships -</b> Effective 2021-2022: In COUN 5396: Internship I and/or COUN 5397: Internship II, a faculty evaluation of students' knowledge and skills in "Counseling Helping Relationship Skills" will be conducted based on their experiences with the student, using the Counselor Competencies Scale Revised form (CCS-R).   | Criterion Met  |

|  | Criterion: 90% of students will earn an average of 4 (Meets Expectations) or better on items 1.A1.L. of the Counselor Competencies Scale Revised form (CCS-R) in COUN 5396: Internship I and/or COUN 5397: Internship II.  Standardized Exams – External - Score on Counselor Preparation Comprehensive Exam (CPCE) Helping Relationship subscale.  Criterion: Effective 2021-2022: 90% of students will score above 1 S.D. below the  | Criterion Not Met 68 % of students assessed students scored at or above 1/2 S.D. below the national mean on the "Helping Relationship" |
|--|--|--|
|  | national mean on the Helping Relationships subscale of the CPCE exam. <b>Surveys -</b> CMHC graduates will be asked to complete an alumni survey addressing their competence of CMHC program and the extent to which CMHC program effectively prepared them to practice. <b>Criterion:</b> Effective 2020-2021: 90% of the students will rate the preparation in "Counseling Helping Relationship Skills" as agree (4) or better.  | subscale  Criterion Met (Criterion being discontinued)   |
|  | <b>Surveys</b> - Employers will be asked to complete a survey addressing the competence of CMHC program graduates and the extent to which CMHC program effectively prepared the graduates to practice. <b>Criterion:</b> Effective 2020-2021: From the survey sample, 90% of those responding will report that CMHC graduates agree (4) or strongly agree (5) on the "Helping Relationship Skills" item  | Criterion Met (Criterion being discontinued)   |
|  | Course Embedded Assessment - In COUN 5391: Basic Counseling Skills, students will be assessed using the Final Skills Tape Assignment.  Criterion: 90% of students will earn a score of 80% or above on the Final Skills Tape Assignment in COUN 5391: Basic Counseling Skills.   | Data not available (this is a new criterion, data currently being collected)   |
| (6) Group Counseling and<br>Group Work Skills (CACREP<br>2016 Standard 6) - Effective<br>2021-2022: Students will<br>construct group counseling<br>experiences with effective, | <b>Direct Observation/Performance Audit/Project</b> - In COUN 5396: Internship I and/or COUN 5397: Internship II, a faculty evaluation of students' knowledge and skills in "Group Counseling and Group Work Skills" will be conducted based on their experiences with the student, using the Evaluation of Student Part II form. <b>Criterion:</b> Effective 2021-2022: 90% of students will earn an average score of 4 (Meets Expectations) or better on item 3.E of the Evaluation of Student Part II form. | Criterion Met  |
| ethical, and culturally relevant skills  | Standardized Exams – External Score on Counselor Preparation Comprehensive Exam (CPCE) Group Counseling subscale.  Criterion: Effective 2021-2022: 90% of students will score above 1 S.D. below the national mean on the Group Counseling Subscale of the CPCE Exam   | Criterion Not Met Of the students assessed, 22 (54%) students scored at or above 1/2 S.D. below the national mean                      |

|  | <b>Surveys -</b> CMHC graduates will be asked to complete an alumni survey addressing their competence of CMHC program and the extent to which CMHC program effectively prepared them to practice. <b>Criterion:</b> Effective 2020-2021: 90% of the students will rate the preparation in "Group Counseling Skills" as agree (4) or better.   | on the "Group Counseling" subscale.  Criterion Not Met Of the respondents, 7 (88%) rated the preparation in "Group Counseling Skills" as agree (4) or |
|--|--|---|
|  | Surveys - Employers will be asked to complete a survey addressing the competence of CMHC program graduates and the extent to which CMHC program effectively prepared the graduates to practice.  Criterion: Effective 2020-2021: From the survey sample, 90% of those responding will report that CMHC graduates agree (4) or strongly agree (5) on the "Group Counseling Skills" item.  | better. (Criterion being discontinued)  Criterion Met (Criterion being discontinued)  |
|  | Course Embedded Assessment - In COUN 5345: Group Counseling - Theory and Practice, students will be assessed using the Group Proposal Assignment.  Criterion: 90% of students will earna score of 80% or above on the Group Proposal Assignment in COUN 5345: Group Counseling: Theory and Practice.   | Data not available<br>(this is a new criterion, data<br>currently being collected)  |
| (7) Assessment and Testing (CACREP 2016 Standard 7) - Effective 2021- 2022: Students will combine assessment and clinical skills to render appropriate client diagnosis and treatment. | Course Embedded Assessment: In COUN 5396: Internship I and/or COUN 5397: Internship II, a faculty evaluation of students' knowledge and skills in "Assessment and Testing" will be conducted based on their experiences with the student, using the Evaluation of Student Part II form.  Criterion: Effective 2021-2022: 90% of students will earn an average score of 4 (Meets Expectations) or better on item 3.I. of the Evaluation of Student Part II form in COUN 5396: Internship I and/or COUN 5397: Internship II. | Criterion Met   |
|  | Standardized Exams – External: Score on Counselor Preparation Comprehensive Exam (CPCE) Assessment and Testing subscale  Criterion: Effective 2021-2022: 90% of students will score above 1/2 S.D. below the national mean on the Assessment and Testing subscale of the CPCE exam.  | Criterion Not Met 83% students scored at or above 1/2 S.D. below the national mean on the "Appraisal and Assessment Subscale."                        |
|  |  | Criterion Not Met<br>63% of respondents rated the<br>preparation in "Appraisal and  |

|  | <b>Surveys -</b> CMHC graduates will be asked to complete an alumni survey addressing their competence of CMHC program and the extent to which CMHC program effectively prepared them to practice. <b>Criterion:</b> Effective 2020-2021: 90% of the students will rate the preparation in  | Assessment" as agree (4) or better. (Criterion being discontinued)  |
|--|---|---|
|  | "Appraisal and Assessment" as agree (4) or better.  | Criterion Met (Criterion being discontinued)  |
|  | Surveys - Employers will be asked to complete a survey addressing the competence of CMHC program graduates and the extent to which CMHC program effectively prepared the graduates to practice.  Criterion: Effective 2020-2021: From the survey sample, 90% of those responding will report that CMHC graduates agree (4) or strongly agree (5) on the "Appraisal and Assessment" item.  Course Embedded Assessment - In COUN 5368: Assessment Techniques in Counseling, students will be assessed using the Comprehensive Assessment Report.  Criterion: 90% of students will score an 80% or above on the Comprehensive Assessment Report in COUN 5368: Assessment Techniques in Counseling. | Data not available (this is a new criterion, data currently being collected)  |
| (8) Research and Program Evaluation (CACREP 2016 Standard 8) - Effective 2021- 2022: Students will utilize research skills to critically assess counseling research and client | Standardized Exams – External: Score on Counselor Preparation Comprehensive Exam (CPCE) Research and Evaluation Subscale.  Criterion: 90% of students will score above 1 S.D. below the national mean on the Research and Evaluation Subscale of the CPCE exam.   | Criterion Not Met 66% students scored at or above 1/2 S.D. below the national mean on the "Research and Evaluation" subscale. |
| care   | <b>Surveys -</b> CMHC graduates will be asked to complete an alumni survey addressing their competence of CMHC program and the extent to which CMHC program effectively prepared them to practice. <b>Criterion:</b> Effective 2020-2021: 90% of the students will rate the preparation in "Research and Evaluation" as agree (4) or better   | Criterion Met<br>(Criterion being discontinued)   |
|  | <b>Surveys</b> - Employers will be asked to complete a survey addressing the competence of CMHC program graduates and the extent to which CMHC program effectively prepared the graduates to practice. <b>Criterion:</b> Effective 2020-2021: From the survey sample, 90% of those responding will report that CMHC graduates agree (4) or strongly agree (5) on the "Research and Evaluation" item.  | Criterion Met<br>(Criterion being discontinued)   |
|  |   | Data not available  |

|   | Course Embedded Assessment - In COUN 5340: Research and Program Evaluation, students will be assessed using the Final Article Critique Assignment. Criterion: 90% of students will earn a score of 80% or above on the Final Article Critique Assignment in COUN 5340: Research and Program Evaluation.   | (this is a new criterion, data currently being collected)                    |
|---|---|--|
|   | Course Embedded Assessment - In COUN 5396: Internship I and/or COUN 5397: Internship II, a faculty evaluation of students' knowledge and skills in "Research and Program Evaluation" will be conducted based on their experiences with the student, using the Evaluation of Student Part II form.  Criterion: 90% of students will each an average score of 4 (Meets Expectations) or better on items 3.K3.L. of the Evaluation of Student Part II form in COUN 5396: Internship I and/or COUN 5397: Internship II.   | Data not available (this is a new criterion, data currently being collected) |
| (9) Clinical Mental Health Counseling CACREP Subspecialty area Students will determine and implement ethical clinical skills to address client mental health concerns across a variety of clinical mental health settings | Course Embedded Assessment - In COUN 5396: Internship I and/or COUN 5397: Internship II, a faculty evaluation of students' knowledge and skills will be conducted based on their experiences with the student, using the Counselor Competencies Scale Revised form (CCS-R) and the Evaluation of Student Part II form.  Criterion: 90% of students will earn an average overall score of 4 or better on their final skill evaluation using the Counselor Competencies Scale Revised form (CCS-R) and the Evaluation of Student Part II form in COUN 5396: Internship I and/or COUN 5397: Internship II. | Data not available (this is a new criterion, data currently being collected) |
|   | Standardized Exams - External - Score on Counselor Preparation Comprehensive Exam (CPCE) overall score  Criterion: 90% of students will earn a score better than 1/2 SD below the mean on their overall CPCE score.   | Criterion Met  |