

FHU Clinical Mental Health Counseling Program

Annual Assessment Report: 2023

The Clinical Mental Health Counseling (CMHC) program at Freed-Hardeman University (FHU) utilizes data from many sources in order to evaluate the effectiveness and quality of the program. After data is collected and analyzed, proposals are made to determine ways to improve the quality of the program. This report is a summary of the findings of this review process, and the modifications and substantial changes planned for the CMHC program in response to the data.

Summary of Program Analysis Data Collected

Applicant and Accepted Students

The CMHC program recognizes that diversity in a student body and faculty is beneficial to the program. The program faculty seek to attract, admit, retain, and graduate a diverse student body. The data below analyzes the applicants to the FHU clinical mental health counseling programs during 2023, as well as those accepted into a program, those in the student body, and those who graduated from a program in the 2023 semesters. Based upon demographic characteristics, the FHU CMHC program boasts diversity in the applicants, student body, and graduates of the programs.

Category	2023 Applicants ¹	CMHC Accepted ²	Certificate Accepted ³	2023 Student Body ⁴	2023 CMHC Graduates ⁵
Total Count	73	20	8	78	13
Campus					
Henderson	27%	65%	38%	59%	38%
Memphis	19%	35%	38%	41%	62%
Unknown	53%	--	25%	--	--
Gender					
Female	73%	75%	88%	72%	38%
Male	18%	25%	13%	28%	62%
No Response	10%	--	--	--	--
Race/Ethnicity					
Black or African American	32%	25%	63%	38%	38%
White	48%	65%	38%	59%	54%
American Indian or Alaskan Native	--	--	--	1%	--
East Indian	--	--	--	--	--
Asian	--	--	--	1%	--
Other or Multiracial	7%	5%	--	1%	--
Hispanic	--	--	--	4%	--
No Response	14%	5%	--	--	8%
Age					
20-29	42%	35%	13%	42%	38%
30-39	18%	15%	25%	17%	31%
40-49	25%	20%	50%	26%	15%
50-59	15%	30%	13%	12%	--
60-69	--	--	--	3%	--
Unknown	--	--	--	1%	8%

Identified Home State					
Tennessee	67%	90%	50%	82%	100%
Alabama	1%			1%	--
Arkansas	1%	5%		3%	--
Colorado	1%				
Connecticut	1%				
Florida	1%			1%	--
Georgia	1%				
Kentucky	3%			1%	--
Louisiana	3%				
Maryland	1%				
Mississippi	11%	5%	38%	9%	--
Missouri	1%				--
Nebraska	1%				
New Jersey	1%				
Ohio	--			1%	--
South Carolina	--			1%	
Texas	3%		13%	1%	--

Student Learning Outcomes

The CMHC program has identified 14 specific coursework assessments utilized to assess the progression of individual students and the overall performance of the program. In the 2023 calendar year, each of these assessment items were utilized in courses, and 80% of students met or exceeded the expectations of the program on all 14 coursework standards. This demonstrates great growth over the past few years. Consistency in faculty in many of these courses seems to have led to growth in student performance as the faculty are able to know the content better, be more adept at presenting the material, and assisting students in growing in each area.

Student Professional Dispositions Assessment

The faculty of the CMHC program assess students in the areas of professional identity, relationship building, and ethical performance. Each student is rated by their instructor in each of the 3 areas of professional dispositions on a scale of 1-3 with 3 showing competence. In 2023 89.65% of ratings in the area of Professional Identity were 3 (competent); 95.37% of the ratings in the area of Relationship Building were 3 (competent); and 98.37% of the ratings in the area of Ethical Performance were 3 (competent). These areas have all grown in recent years, reflecting the impact of faculty focusing upon professional dispositions in helping students develop in ways that go beyond graded performance.

Counselor Preparation Comprehensive Exam Outcomes

Students must pass the Counselor Preparation Comprehensive Exam (CPCE) in order to become candidates within the CMHC program. Between August 2021 and May 2024, 47 different students have taken the CPCE exam as CMHC students at FHU. Of these 47 students, 45 (96%) have achieved a passing score on the CPCE exam, with 41 (87%) passing the exam on their first attempt.

Academic Year	Students Completing CPCE ⁶	Passed CPCE	Passed First Attempt ⁷
2021-2022	16	94%	88%
2022-2023	13	92%	92%
2023-2024	18	100%	83%
2021-2024 Total	47	96%	87%

Degree Completion Analysis

Students are allowed up to 6 years to complete the Master of Science in Clinical Mental Health Counseling degree. The following demonstrates how many students graduated with the MS in Clinical Mental Health Counseling degree of the degree-seeking students who began the program 6 years prior to the academic year in question.

Semester Program Began	Degree Completion Deadline	Began and Completed Degree	Completion Rate ⁸
Summer 2017	May 2023	2 / 6	33%
Fall 2017	August 2023	6 / 11	55%
Spring 2018	December 2023	7 / 7	100%
2017-2018	2023	15 / 24	63%

Recent Graduate Survey

Of the 13 graduates from the 2023 academic year, 3 students responded to the alumni survey.

Calendar Year	Graduates	Completed Survey	Passed NCE ⁹	Job Placement Rates ¹⁰
2023	13	7	100%	100%

- 100% of 2023 graduate respondents felt **prepared or very prepared** to pursue employment in counseling by completing the CMHC program at FHU.
- 100% of 2023 graduate respondents felt **prepared or very prepared** to pursue licensure in counseling by completing the CMHC program at FHU.
- 100% of 2023 graduate respondents felt **satisfied or very satisfied** with the CMHC program at FHU.

Employer and Site Supervisor Survey

Employers of CMHC graduates, as well as practicum and internship students' site supervisors, are surveyed to inquire into the FHU CMHC program's successfulness in meeting program objectives. The most recent survey results are reported below.

Program Objective	Employers Agreed or Strongly Agreed	Site Supervisors Agreed or Strongly Agreed
Students will demonstrate knowledge of the counseling field, process of counseling, and methods of helping others.	100%	100%
Students will demonstrate the ability to apply the licensure and credentialing process to become professional helpers in the area of clinical mental health counseling.	100%	100%
Students will uphold a professional counseling identity with a focus on clinical mental health counseling.	100%	100%
Students will establish working relationships that are centered on sensitivity, multicultural awareness, and acceptance of others.	100%	100%
Students will adhere to ethical and professional performance.	100%	100%
Total Respondents	1	9

FHU CMHC Program - Aggregated Student Performance

Year in Review 2023

Students who Started in 2023 45

Students who Graduated in 2023 13

Aggregate Performance on Professional Dispositions

Course Name	Semester	#	Assessment of Professional Dispositions		
			Professional Identity	Relationship Building	Ethical Performance
COU500A CMHCounseling Foundations	Spring	5	3.00	3.00	3.00
COU500A CMHCounseling Foundations	Fall	11	2.88	2.94	3.00
COU501 Clinical Intervention I	Fall	30	3.00	3.00	3.00
COU502 Clinical Intervention II	Spring	17	3.00	3.00	2.94
COU505 Life-Cycle Development	Fall	24	2.92	3.00	3.00
COU510 Theories of Counseling & Psychotherapy	Spring	19	2.74	2.89	3.00
COU514 Psychopathology I	Fall	10	3.00	3.00	3.00
COU514 Psychopathology I	Summer	12	3.00	3.00	3.00
COU515 Psychopathology II	Spring	11	2.64	3.00	3.00
COU515 Psychopathology II	Fall	11	2.91	3.00	3.00
COU520 Assessment in Counseling	Fall	33	2.91	3.00	3.00
COU525 Marriage & Family Counseling	Summer	15	2.93	3.00	3.00
COU530 Group Counseling	Summer	14	3.00	3.00	3.00
COU535 Ethical Issues in Counseling	Summer	16	3.00	3.00	3.00
COU540 Research Methods in Counseling	Spring	26	2.96	3.00	3.00
COU545A CMHC Practicum	Spring	7	3.00	3.00	3.00
COU545A CMHC Practicum	Summer	8	2.63	3.00	3.00
COU545A CMHC Practicum	Fall	3	3.00	3.00	3.00
COU550 Career Counseling	Spring	22	2.95	3.00	3.00
COU560 Counseling Diverse Populations	Summer	19	3.00	3.00	3.00
COU565 Addictions Counseling	Fall	17	3.00	3.00	3.00
COU599B Diagnosis and Treatment Planning	Spring	6	2.83	2.67	2.83
COU599B Diagnosis and Treatment Planning	Summer	10	2.70	2.70	2.70
COU605A CMHC Internship	Spring	5	2.80	3.00	3.00
COU605A CMHC Internship	Summer	9	3.00	3.00	3.00
COU605A CMHC Internship	Fall	7	2.71	2.71	2.71
Overall Performance - Average Score		367	2.92	2.98	2.98
Overall Performance - Percent of Ratings at 3			89.65%	95.37%	98.37%

Year in Review

2023

Aggregate Performance on Knowledge and Skills

Course ID and Assessment Item	CACREP Standard	Average Score	Over 80%	Over 80% Excluding Zeros
500 Ethics in Film	2.F.1.i.	94.9%	100.0%	100.0%
535 Ethical Autobiography	2.F.1.i.	94.9%	100.0%	100.0%
510 Personal Theory of Counseling	2.F.2.h. 2.F.3.i.	86.5%	89.5%	100.0%
560 Community Paper	2.F.2.h.	91.4%	84.2%	88.9%
505 Developmental Interview	2.F.3.i.	87.1%	95.8%	100.0%
500 Advocacy Project	2.F.4.j.	97.1%	100.0%	100.0%
550 Shadowing Paper	2.F.4.j.	81.0%	81.8%	90.0%
502 Assessment & Planning	2.F.5.g. 2.F.8.g.	96.8%	100.0%	100.0%
599B Treatment Plan Case Study	2.F.5.c. 5.C.3.a.	85.0%	85.7%	92.3%
525 Group Dynamics DB	2.F.6.h.	96.0%	93.3%	93.3%
530 Group Participation Paper	2.F.6.h.	97.3%	100.0%	100.0%
515 Second Case Study Assignment	2.F.7.b.	85.0%	90.9%	100.0%
520 Intake Assessment	2.F.7.b. 5.C.3.a.	87.9%	84.8%	87.5%
540 Mini Research Proposal	2.F.8.g.	89.2%	80.8%	80.8%

Assessment from Comprehensive Exam	CACREP Section	Average Score	PASS Section>=9 Overall>=70	At 50th Percentile	Within 1 SD of Mean
CPCE Area 1 - Professional Orientation & Ethical...	2.F.1.	11.25	100.0%	91.7%	100.0%
CPCE Area 2 - Social & Cultural Diversity	2.F.2.	10.83	75.0%	75.0%	100.0%
CPCE Area 3 - Human Growth and Development	2.F.3.	8.75	91.7%	66.7%	91.7%
CPCE Area 4 - Career Development	2.F.4.	11.33	66.7%	66.7%	75.0%
CPCE Area 5 - Helping Relationships	2.F.5.	9.42	41.7%	41.7%	91.7%
CPCE Area 6 - Group Work	2.F.6.	8.92	91.7%	75.0%	91.7%
CPCE Area 7 - Assessment	2.F.7.	10.17	50.0%	58.3%	100.0%
CPCE Area 8 - Research & Program Evaluation	2.F.8.	12.25	58.3%	50.0%	100.0%
CPCE Combined Total Score (out of 136; pass requires 70)		82.92	66.7%	58.3%	83.3%

Total Attempts at CPCE in 2023: 12

Current Status Related to CMHC Program Objectives

CMHC Program Objectives

1. Students will demonstrate knowledge of the counseling field, process of counseling, and methods of helping others.
2. Students will demonstrate the ability to apply the licensure and credentialing process to become professional helpers in the area of clinical mental health counseling.
3. Students will uphold a professional counseling identity with a focus on clinical mental health counseling.
4. Students will establish working relationships that are centered on sensitivity, multicultural awareness, and acceptance of others.
5. Students will adhere to ethical and professional performance.
6. Graduates will obtain employment in the counseling field, obtain licensure and/or certification in the profession, and/or being accepted into doctoral programs in behavioral science.

Summary of Findings

Surveys from employers, site supervisors, and students all indicate strongly that the program is largely meeting program objectives 1-5. Objective 6 is analyzed based upon data reflected in alumni surveys, which also indicates the objective is being met. Furthermore, aggregate student data indicates students performing strong across skill and knowledge areas, and within the professional dispositions. All of this data leads CMHC faculty to conclude that the program objectives are being met as of the 2023 review.

Modifications and Substantial Changes Proposed for the CMHC Program

The strong pass rates on the Counselor Preparation Comprehensive Exam (CPCE) and National Counselor Exam (NCE) used for licensure purposes, the high job placement rates, and the results of surveys all indicate that the CMHC program is academically strong. The scores on individual knowledge and skills indicators indicate that students are excelling in the academic requirements of the programs. The strong scores on the CPCE connect to these academic scores to reflect that they are doing a sufficient job of measuring progress along the way.

Based upon the data gathered in 2023, no major programmatic changes are currently indicated. However, one metric that stands out as concerning is the percentage of students who scored at or above the 50th percentile in the Helping Relationships subtest. In 2021, 50% or more of the FHU CMHC students scored above the 50th percentile on 4 of the 8 subtests. Helping Relationships was one of the subtests on which they performed below this mark. In 2022, 50% or more of the FHU CMHC students scored above the 50th percentile on all 8 subtests, with 70.6% scoring above the 50th percentile on the Helping Relationships subtest. In 2023, 50% or more of the FHU CMHC students scored above the 50th percentile on 7 of the 8 subtests. Only 41.7% of the FHU CMHC students scored above the 50th percentile on the Helping Relationships subtest. It is clear that there is some fluctuation on students scores in the different areas of the test. While this is to be expected, it is somewhat surprising for this to be an area that students do not perform as strongly, given that the FHU CMHC program includes two semesters of Clinical Intervention coursework. However, some students do not take the second semester of Clinical Intervention until after they take the CPCE. Since the Clinical Intervention courses have been modified to be conducted in a distance format during the 2023-2024 academic year, faculty should monitor ongoing student scores in the Helping Relationships area to determine if modifications need to be made to increase student understanding of knowledge along with skill development.

Furthermore, individual course modifications should continue to be considered to strengthen and maintain student success. These modifications will be included in the FHU Educational Program Assessment for the CMHC program at the end of the 2023-2024 academic year.

Explanatory Notes

¹ Applicant count includes students who have applied to any clinical counseling degree or certificate program (Master of Science in Clinical Mental Health Counseling; Graduate Certificate in Professional Counseling; Graduate Certificate in Advanced Counseling; and Graduate Certificate in Counseling for Church Leaders). Numbers may not add up to 100% due to rounding.

² CMHC Accepted numbers includes the students accepted into the M.S. in Clinical Mental Health Counseling degree program within the calendar year. Numbers may not add up to 100% due to rounding.

³ Certificate Accepted numbers include students accepted into one of the certificate programs overseen by the Clinical Mental Health Counseling Program within the calendar year (Graduate Certificate in Professional Counseling; Graduate Certificate in Advanced Counseling; and Graduate Certificate in Counseling for Church Leaders). Numbers may not add up to 100% due to rounding.

⁴ Student body includes students actively enrolled in any clinical counseling degree or certificate program (Master of Science in Clinical Mental Health Counseling; Graduate Certificate in Professional Counseling; Graduate Certificate in Advanced Counseling; and Graduate Certificate in Counseling for Church Leaders). Numbers may not add up to 100% due to rounding. Numbers are as of the Fall 2023 Semester.

⁵ Graduates count includes only the students graduating from the M.S. in Clinical Mental Health Counseling degree program. Students who complete a certificate are not included.

⁶ Students who have taken the comprehensive exam more than once are counted within the academic year within which they first attempted the Comprehensive Exam. Pass rates are evaluated based upon the most recent administration for each student. The academic year includes administrations during the Fall, Spring, and Summer semester of each academic calendar, as defined by Freed-Hardeman University.

⁷ Passed first attempt statistic considers how many students attempted the CPCE during the identified academic year who passed the CPCE on their first attempt.

⁸ Students are allowed up to 6 calendar years to complete the CMHC program (see FHU Academic Catalog; additional time is sometimes granted through academic petitions). This percentage is calculated based upon the number of CMHC Degree Seeking students who were accepted and began the CMHC program, who would have had their 6-year period end in the academic year being assessed. For example, students beginning in the Spring 2012 semester must graduate by December 2017, students beginning in the Summer 2012 semester must graduate by May 2018, students beginning in the Fall 2012 semester must graduate by August 2018, and so forth. Students who transferred out of the CMHC program by choice in order to pursue another degree program are excluded from the calculation.

⁹ Data gathered from surveys of graduates; percentage shown is the percentage of respondents which report having taken the NCE who have passed the NCE. Not all respondents had taken the NCE at the time of the survey.

¹⁰ Data gathered from surveys of graduates; percentage shown is based on the percentage of respondents who are employed in the counseling field, or who are employed in another field who report not currently desiring employment in the counseling field. Graduates who are currently enrolled in further graduate studies are excluded from this calculation.