



**University of the Southwest
M.S. in Clinical Mental Health Counseling**

**AY 2021-2022
Annual Report**

CLINICAL MENTAL HEALTH COUNSELING

ANNUAL REPORT

FALL 2021- SUMMER 2022

At the end of each year, program faculty are required to complete an annual review of the Clinical Mental Health Counseling (CMHC) program in fulfillment with University of the Southwest (USW) policy and the Council for the Accreditation of Counseling and Related Educational Program (CACREP) Standards for Program Evaluation guidelines.

This document reports a comprehensive review of this program with faculty promise that this will continue to be done annually for appropriate program monitoring and evaluation. This report will describe the data collected and the action steps planned by the program faculty.

Information included in this report include:

- Program Demographic Information for Faculty and Students
- Graduation Rates for 21-22 AY
- Completion Rates for the last four years
- Licensure examination pass rates
- Job placement rates
- Program Learning Objective (PLO) data
- Student Learning Outcomes (SLO) data
- University Operational Assessment

Suggestions for program modification and improvement are embedded throughout the report.

Modifications were determined by:

- 1) themes that emerged from course, student, and program data;
- 2) annual program evaluation results and student evaluation
- 3) decisions made at strategic planning meetings with the core faculty, graduate advisor, and the CMHC CACREP advisory committee.

Program Overview

The Master of Science in CMHC at USW is part of the College of Arts and Sciences (CAS). The program is 60 credit hours and the program's degree plan can be found on the CMHC webpage in the College of Arts and Sciences at <https://www.usw.edu/Academics/College-of-Arts-Sciences/Graduate-Programs/MS-in-Clinical-Mental-Health>.

USW's Clinical Mental Health Counseling Program is designed to meet, and in some instances exceed, professional licensing requirements in many states. USW's program meets all standards and regulations for professional licensure in the state of New Mexico. Upon graduation, an individual meets the requirements for the New Mexico Licensed Mental Health Counselor (LMHC) license that allows the graduate to practice (under professional supervision) for the required 3000 hours of practice before application for licensure as a Licensed Professional Clinical Counselor (LPCC) in New Mexico.

The Master of Science in Clinical Mental Health Counseling at University of the Southwest offers a 60 hour program, which fully prepares students to achieve licensure and work in a variety of human service settings. USW's CMHC program faculty is passionate about training professional counselors. The online environment provides learning opportunities for traditional and non-traditional students through a rigorous program of study that stresses education, skill development, research, and service to others.

Program Mission

CMHC MISSION STATEMENT: The faculty of the Clinical Mental Health Counseling (CMHC) graduate program at University of the Southwest (USW) is committed to the education and training of professional, competent mental health counselors who are dedicated to the ideals of servant leadership, diversity, and social justice.

VISION: The CMHC program prepares professional mental health counselors for future work in a broad range of treatment settings through structured academic and practical experiences in accordance with state and national counseling standards.

CMHC Faculty and Staff

Christine McNichols PhD, NCC, LPC-S

Associate Professor/CMHC Program Chair

Office: 575.318.4246

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Interests and Expertise

Creativity in counseling, counselor training, and supervision; Postmodern approaches to counseling and supervision rural counseling supervision, Use of poetry in counseling and supervision, ethical decision making

Alan Lobaugh, PhD, MDiv, LPC-S, RPT-S

Assistant Professor/ Practicum and Internship Coordinator

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Interests and Expertise

Play therapy, group counseling, couples counseling, support groups: grief, divorce, and addiction

Sara Cantu, PhD, LPC-S, LMFT-S, RPT-S, CEDS-S

Assistant Professor

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Interests and Expertise

Play therapy, eating disorder, linguistic analysis, and supervision

Carol Brennan Ph.D., LPCC, NCC, RPT/S

Professor of Counseling (retired Summer 2022)

Interests and Expertise

Child counseling, play therapy, bonding and attachment, filial therapy, human development, ethics, and assessment clinical mental health counseling.

Lauren “Kitty” Keim, MFA, MLitt

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Program Statistics 2021-2022 AY

Students Enrolled	127
Students Graduated	17
Student Completion Rate	44%
Licensure Pass Rate on the NCE/ NCMHCE	100%
Job Placement Rate	66%

During the 2021-2022 academic year the CMHC program had 127 enrolled students. This is a significant increase from the previous academic year where the program had an average of 58 students across each academic term. The program also graduated 17 students during the 21-22 AY. The completion rate for the program is calculated based on the number of students who have graduated as of Summer B 2022 that entered the program in Fall 2018. The program intends to use a four year window to determine completion rates; however, student data before Fall 2018 is no longer available so this number will become more accurate in the coming years. Of the 9 students who self-reported that they took either the NCE or the NCMHCE during the 21-22 AY, 100% passed. Of the three students who responded to the graduate/alumni survey 2 out of 3 were hired by their internship site and 1 checked not applicable. However, self-report by students during their exit interviews in internship suggests that a majority of graduates are hired full time by their practicum/internship sites.

Faculty and Student Demographics

Faculty Demographics (2021-2022 AY)

	Male	Female	Non-Binary/Gender Fluid
White	1	2	0
Hispanic	0	1	0
Veteran	0	0	0
With a Disability	0	1	0

Student Demographics (2021-2022 AY)

	Male	Female	Non-Binary/Gender Fluid
American Indian or Native Alaskan	0	3	N/R
Asian	0	3	N/R
Black	4	18	N/R
Native Hawaiian or Pacific Islander	0	0	N/R
Hispanic	10	22	N/R
Two or More	0	2	N/R
Unknown/Other	1	2	N/R
White	22	66	N/R
Veteran	N/R	N/R	N/R
With a Disability	N/R	N/R	N/R

The current student application to USW graduate programs does not include a question seeking information about Non-Binary/Gender Fluid, Veteran, or Disability status therefore this data has not been collected during the 2021-2022 AY. This is indicated in the chart by Not Recorded (N/R). The CMHC program plans to gather this data in the coming years.

Student Learning Outcomes

Students share in the responsibility for a successful university educational experience. Upon completion of their degree and regardless of disciplinary major, students are expected to demonstrate ability in five essential areas: *Communication, Knowledge, Critical Thinking, Servant Leadership, and Academic & Professional Integrity.*

University of the Southwest maintains five Student Learning Outcome categories upon which programs are evaluated. These outcomes are consistent with the mission and vision USW has for its' graduates. Annual evaluation of these SLO's ensure academic programming remains effective. Graduates of the CMHC program will demonstrate the following at the conclusion of their academic preparation and practical training:

SLO 1. Knowledge

- a. Knowledge of counseling theories, professional competencies, and research-informed best practices in diverse professional counseling settings.
- b. Knowledge of the counseling profession including professional roles, identity, and functions.
- c. Knowledge and understanding of the requirements of professional licensure in students' respective states.

SLO 2. Critical Thinking

- a. Critical thinking to apply and analyze information from core curriculum areas to conceptualize the needs of a wide range of counseling populations.
- b. Critical thinking in diagnosis, intervention, and treatment planning in order to serve the counseling needs of a wide range of populations.

SLO 3. Servant Leadership

- a. Serving and advocating for diverse populations with awareness and compassion through

appropriate skills and techniques.

b. Serving clients through teaching and modeling of self-care.

SLO 4. Communication

a. Communicate, engage, and interact effectively with peers, instructors, and supervisors.

b. Communicate with clients in ways that show empathy, acceptance, and cultural sensitivity.

SLO 5. Academic and Professional Integrity

a. Understand, follow, and apply ethical and legal guidelines in the counseling of diverse populations.

b. Discern quality research to implement scientifically-informed best practices in mental health counseling practices.

Program Learning Outcomes

PROGRAM LEARNING OBJECTIVES: In addition to University-level objectives, students are expected to grow in goals and objectives identified within specific academic programs and majors. Program objectives for the major with which this course identifies include the following:

CMHC PROGRAM LEARNING OBJECTIVES:

PLO 1: Counseling Orientation and Professional Practice

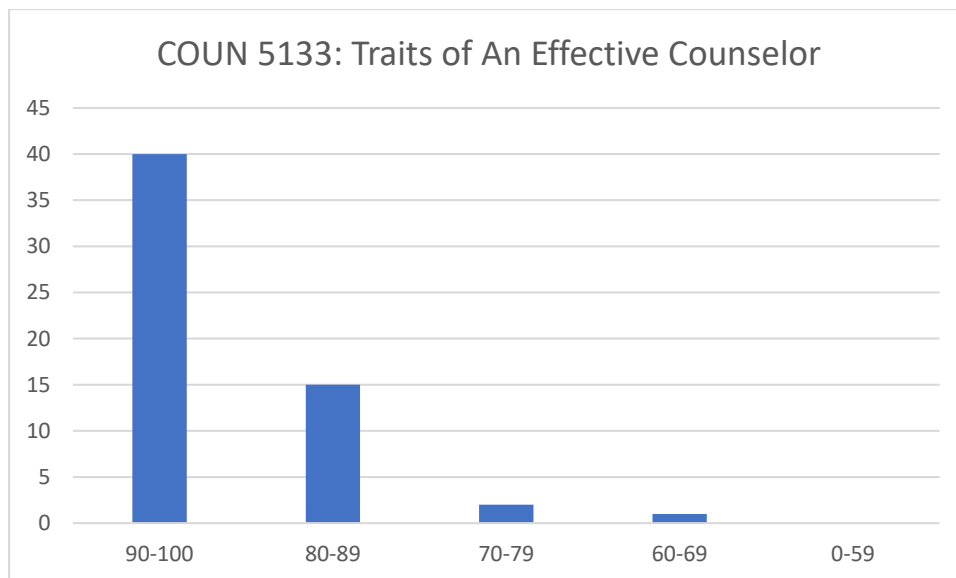
Understand the history, philosophy, and ethics of the counseling profession and become active members in professional counseling organizations.

Measure: COUN 5133: CMHC Foundations and Ethics, Traits of an Effective Counselor written assignment.

Goal: At least 85% of students will score a B or better on the assignment.

SLOs – Knowledge and Critical Thinking

Result: Met; 95% of students made a "B" or better during the 2021-2022 AY. No changes will be made to this measure at this time. Faculty will monitor progress during the 2022-2023 AY.



<i>COUN 5133</i>	
Mean	91.57895
Standard Error	1.139116
Median	92
Mode	92
Standard Deviation	8.60014
Sample Variance	73.96241
Kurtosis	16.44594
Skewness	-3.32344
Range	56
Minimum	44
Maximum	100
Sum	5220
Count	57
Confidence Level(95.0%)	2.281924

PLO 2: Social and Cultural Diversity

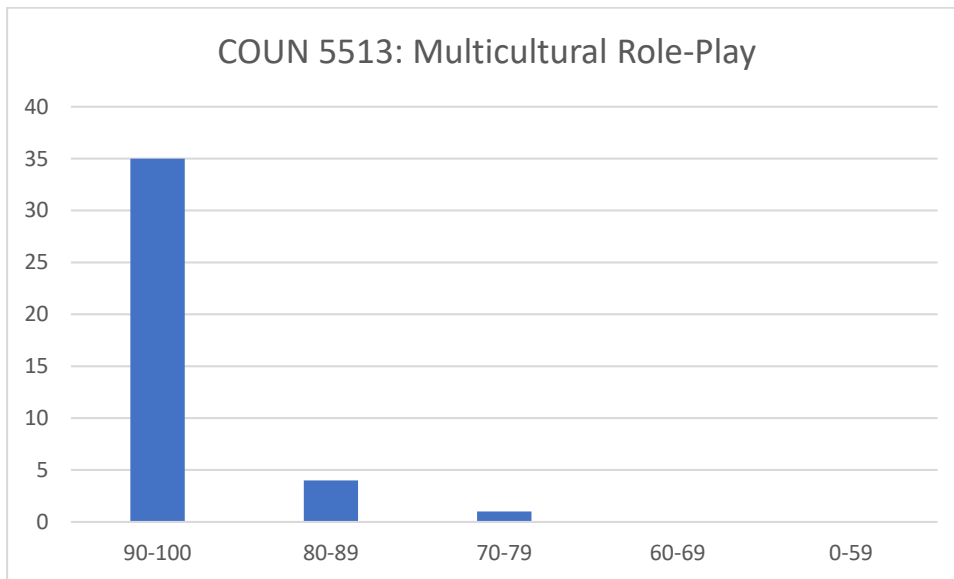
Apply and demonstrate the knowledge, skills, and practices to counsel and advocate for individuals, families, and groups through culturally appropriate practice promoting social justice, equity, and access.

Measure: COUN 5513: Multicultural Counseling, Multicultural Video Role Play

Goal: At least 85% of students will score a B or better on the assignment.

SLO's: Academic and Professional Integrity; Servant Leadership

Result: Met; 98% of students made a "B" or better during the 2021-2022 AY. No changes will be made to this measure at this time. Faculty will monitor progress during the 2022-2023 AY.



<i>COUN 5513</i>	
Mean	94.76923
Standard Error	1.095606
Median	98
Mode	100
Standard Deviation	6.842059
Sample Variance	46.81377
Kurtosis	2.831325
Skewness	-1.4877
Range	30
Minimum	70
Maximum	100
Sum	3696
Count	39
Confidence Level(95.0%)	2.217939

PLO 3: Human Growth and Development

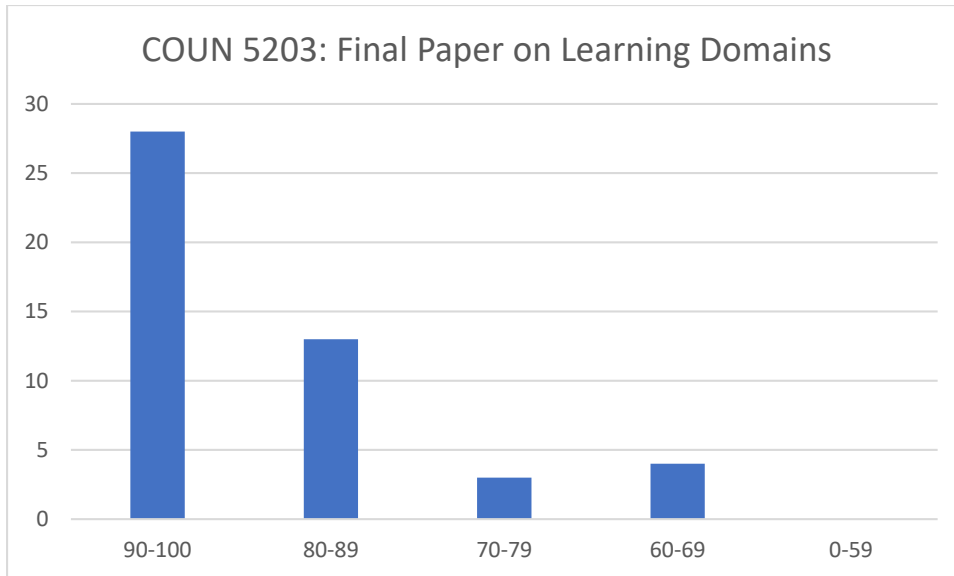
Understand the importance of individual and family development across the lifespan and how this affects functioning and behavior.

Measure: COUN 5203: Learning and Human Development, paper on Learning Domains.

Goal: At least 85% of students will receive a score of B or better on this written assignment.

SLO: Knowledge

Result: Met; 87% of students made a "B" or better during the 2021-2022 AY. No changes will be made to this measure at this time. Faculty will monitor progress during the 2022-2023 AY.



<i>COUN 5203</i>	
Mean	88.14894
Standard Error	1.79731
Median	92
Mode	100
Standard Deviation	12.32174
Sample Variance	151.8252
Kurtosis	7.799715
Skewness	-2.31217
Range	67
Minimum	33
Maximum	100
Sum	4143
Count	47
Confidence Level(95.0%)	3.617797

PLO 4: Career Development

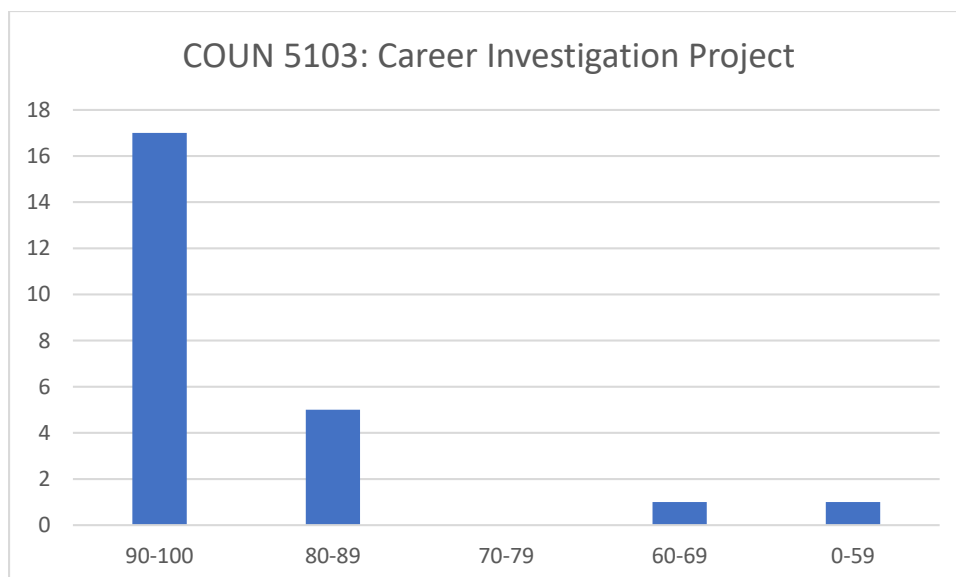
Understand the interrelationship between work and mental well-being and strategies for individual career development.

Measure: COUN 5103: Career Development and Transitions Planning, Career Investigation Project Parts I and II.

Goal: At least 85% of students will earn a “B” or better on this assignment

SLO: Communication

Result: Met; 92% of students earned a "B" or better during the 2021-2022. No changes will be made to this measure at this time. Faculty will monitor progress during the 2022-2023 AY.



<i>COUN 5103</i>	
Mean	89.173913
Standard Error	2.48684458
Median	91
Mode	100
Standard Deviation	11.9264876
Sample Variance	142.241107
Kurtosis	5.34687189
Skewness	-2.1825405
Range	50
Minimum	50
Maximum	100
Sum	2051
Count	23
Confidence Level(95.0%)	5.15739999

PLO 5: Counseling and Helping Relationships

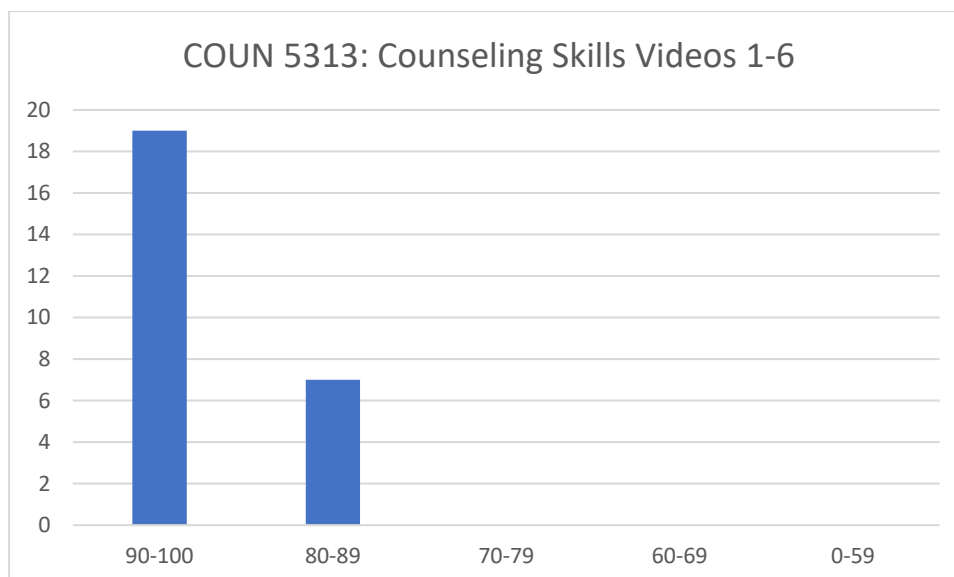
Employ culturally appropriate practice in the education, prevention, evaluation, and treatment of mental and emotional disorders.

Measure: COUN 5313: Counseling Skills & Techniques, Counseling Skills Videos 1-6

Goal: At least 85% of students will earn a “B” or better on this assignment.

SLO: Knowledge, Communication

Result: Met; 100% of students made a "B" or better during the 2021-2022 AY. No changes will be made to this measure at this time. Faculty will monitor progress during the 2022-2023 AY.



<i>COUN 5313</i>	
Mean	91.76
Standard Error	1.11994
Median	93
Mode	96
Standard Deviation	5.599702
Sample Variance	31.35667
Kurtosis	-1.04529
Skewness	-0.52717
Range	18
Minimum	82
Maximum	100
Sum	2294
Count	25
Confidence Level(95.0%)	2.311444

PLO 6: Group Counseling and Group Work

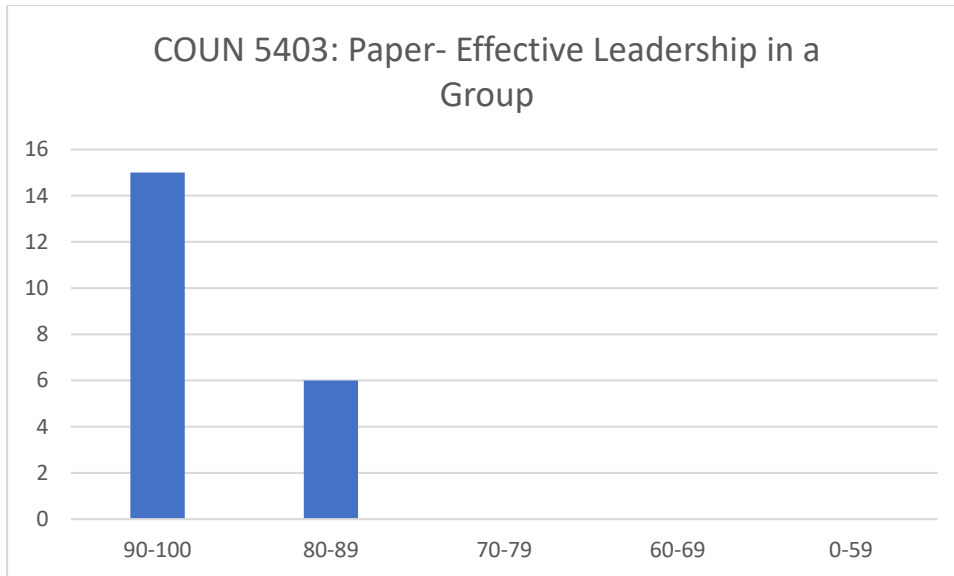
Understand the foundations, approaches, and strategies to working effectively with clients in groups.

Measure: COUN 5403: Group Counseling, paper on Effective Leadership in a Group

Goal: At least 85% of students will earn a “B” or better on this assignment.

SLO: Critical Thinking, Servant Leadership

Result: Met; 100% of students made a "B" or better during the 2021-2022 AY. No changes will be made to this measure at this time. Faculty will monitor progress during the 2022-2023 AY.



<i>COUN 5403</i>	
Mean	92.8
Standard Error	1.348684
Median	94
Mode	100
Standard Deviation	6.031496
Sample Variance	36.37895
Kurtosis	-0.79767
Skewness	-0.46138
Range	20
Minimum	80
Maximum	100
Sum	1856
Count	20
Confidence Level(95.0%)	2.822827

PLO 7: Assessment and Testing

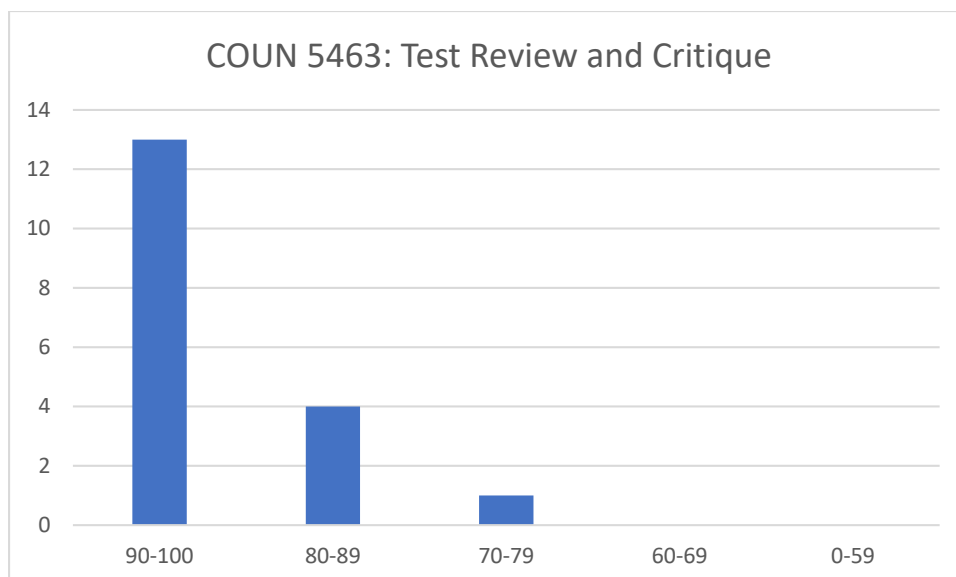
Identify and implement appropriate and holistic clinical evaluation and assessment of normal and abnormal development and behavior, including the treatment of trauma and addictions.

Measure: COUN 5463: Testing and Assessment in Counseling, Test Review and Critique Assignment

Goal: At least 85% of students will earn a “B” or better on this assignment.

SLO: Critical Thinking

Result: Met; 94% of students made a "B" or better during the 2021-2022 AY. No changes will be made to this measure at this time. Faculty will monitor progress during the 2022-2023 AY.



<i>COUN 5463</i>	
Mean	93.47059
Standard Error	1.361546
Median	96
Mode	96
Standard Deviation	5.613796
Sample Variance	31.51471
Kurtosis	2.238875
Skewness	-1.38035
Range	22
Minimum	78
Maximum	100
Sum	1589
Count	17
Confidence Level(95.0%)	2.886348

PLO 8: Research and Program Evaluation

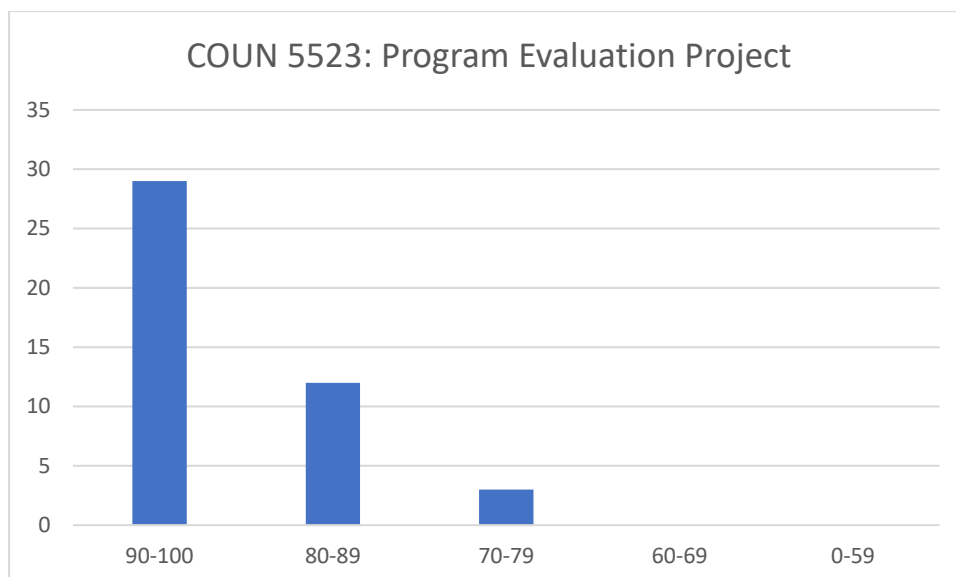
Utilize mental health research and evidenced-based treatments and apply models of program process and outcome evaluation to professional practice.

Measure: COUN 5523: Research and Program Evaluation, Program Evaluation Project

Goal: At least 85% of students will earn a “B” or better on this assignment.

SLO: Knowledge

Result: Met; 93% of students made a "B" or better during the 2021-2022 AY. No changes will be made to this measure at this time. Faculty will monitor progress during the 2022-2023 AY.



<i>COUN 5523</i>	
Mean	91.23256
Standard Error	1.127938
Median	92
Mode	98
Standard Deviation	7.396387
Sample Variance	54.70653
Kurtosis	0.502651
Skewness	-0.89629
Range	30
Minimum	70
Maximum	100
Sum	3923
Count	43
Confidence Level(95.0%)	2.276272

PLO 9: Clinical Mental Health Counseling

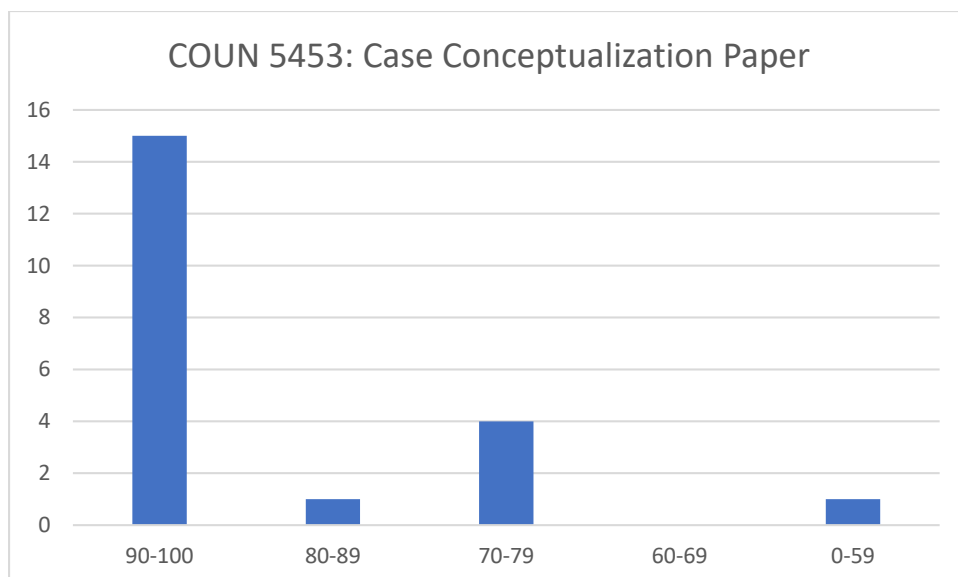
Demonstrate the knowledge and skills necessary to address a wide variety of circumstances within clinical mental health counseling.

Measure: COUN 5453: Psychopathology, Case Conceptualization Paper

Goal: At least 85% of students will earn a “B” or better on this assignment.

SLO: Critical Thinking, Academic and Professional Integrity

Result: Not Met; 76% of students made a "B" or better during the 2021-2022 AY. The assignment has been edited to increase clarity. Faculty will monitor progress across the 2022-2023 AY.



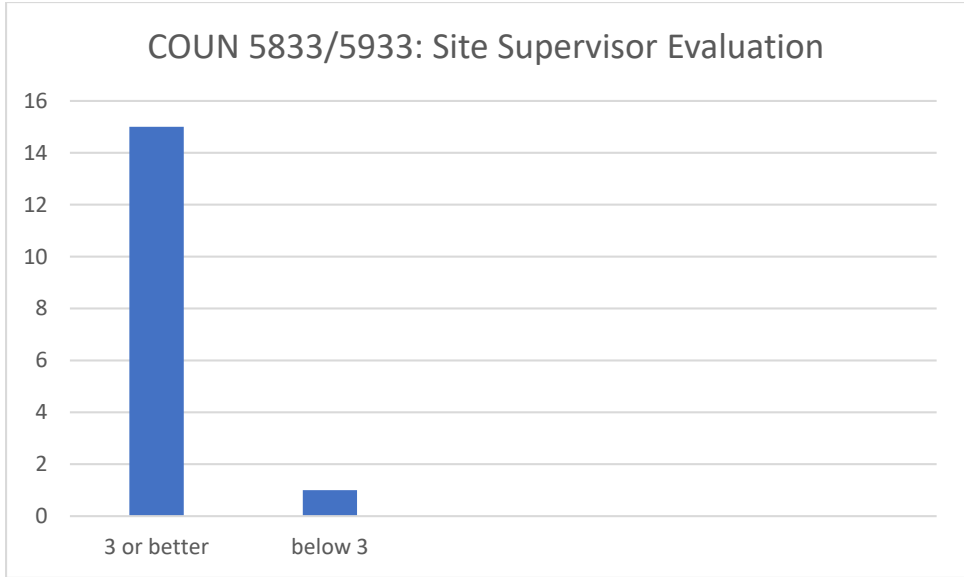
<i>COUN 5453</i>	
Mean	88
Standard Error	2.85804497
Median	92
Mode	90
Standard Deviation	12.78156567
Sample Variance	163.3684211
Kurtosis	2.802898449
Skewness	-1.61550048
Range	50
Minimum	50
Maximum	100
Sum	1760
Count	20
Confidence Level(95.0%)	5.981956872

Section II: Co-Curricular Assessment

Measure: COUN 5833/5933 Practicum I and Practicum II

Goal: At least 85% of practicum students will receive a score of 3 or better on all categories of the Site Supervisor FINAL evaluations of students.

Result: Met; 94% of practicum students scored a 3 or better on all categories of the Site Supervisor Final Evaluation of Students. No action will be taken on this item at this time. Progress will continue to be monitored during the 2022-2023 AY.

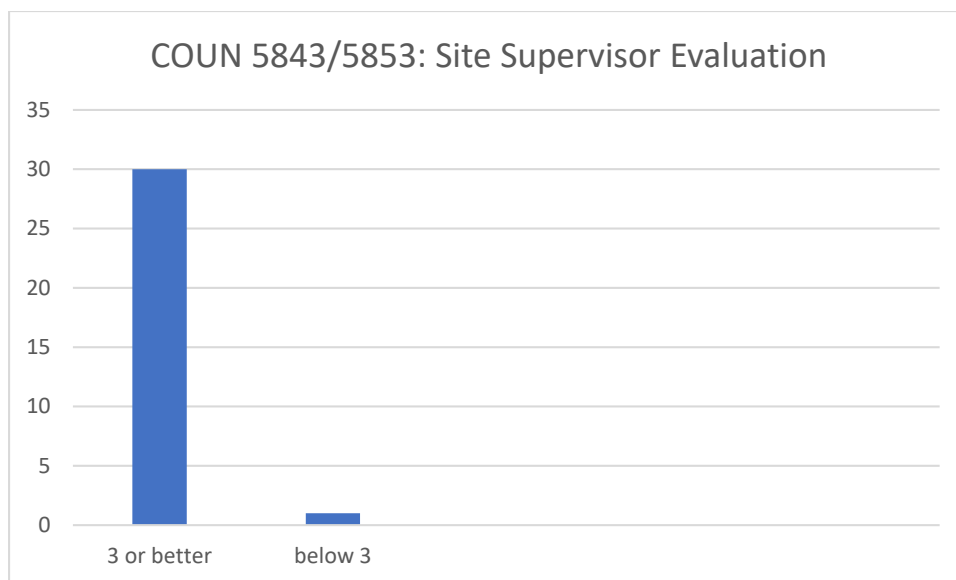


<i>COUN 5833/5933</i>	
Mean	3.866666667
Standard Error	0.236374736
Median	4
Mode	4
Standard Deviation	0.915475416
Sample Variance	0.838095238
Kurtosis	-0.48394787
Skewness	-0.351378438
Range	3
Minimum	2
Maximum	5
Sum	58
Count	15
Confidence Level(95.0%)	0.506973387

Measure: COUN 5843/ 5853 Internship I and Internship II

Goal: At least 85% of internship students will receive a score of 3 or better on all categories of the Site Supervisor FINAL evaluations of students.

Result: Met; 97% of internship students scored a 3 or better on all categories of the Site Supervisor Final Evaluation of Students. No action will be taken on this item at this time. Progress will continue to be monitored during the 2022-2023 AY.



<i>COUN 5843/5853</i>	
Mean	3.83871
Standard Error	0.167825
Median	4
Mode	4
Standard Deviation	0.934408
Sample Variance	0.873118
Kurtosis	-0.96492
Skewness	-0.18324
Range	3
Minimum	2
Maximum	5
Sum	119
Count	31
Confidence Level(95.0%)	0.342744

CMHC Program Activity 2021-2022

During the 2021-2022 academic year, the CMHC program saw rapid growth in student enrollment. This is partly due to the attainment of CACREP accreditation in the beginning of the 2021 calendar year. The program received a two-year accreditation to give the program a chance to address two of the standards that were not met during the CACREP site visit. The CMHC program successfully met 176 of the 178 CACREP accreditation standards and has worked this year to sufficiently address the standards that were not met. A report detailing the meeting of the two unmet standards was submitted to CACREP in September 2022 for the January 2023 board meeting. If it is determined that the two remaining standards have been met, the Board will grant the remaining six years of the eight-year accreditation cycle.

Because of this growth and to remain within CACREP faculty to student ratios, the program was approved for a fourth core faculty member and additional adjunct faculty during the 21-22 AY.

Advisory Board

The CMHC Advisory Board met in October 2021 and again in March 2022. An agenda as well as the prior years' annual report was shared during the October meeting with the members of the Advisory Board. Updates on the program's enrollment growth were given and advisory members shared ideas and feedback on how the program to strengthen elements of the counseling program.

NCE/NCMHCE Offerings

Since the program is accredited by CACREP, an application was submitted to NBCC to allow students to take the NCE and NCMHCE board exams before graduation during their Internship I or Internship II classes. The application was approved and the first group of students signed up for this offering during Spring 2022. This offering benefits students by helping them get an early start on the state licensure process and obtaining the NCC credential.

Program Evaluation

The CMHC program's evaluation plan is guided by Key Performance Indicators (KPI) that align with the CACREP core areas and the Clinical Mental Health specialty area. Each KPI consists of two measures spaced throughout the curriculum. The assessment plan includes

- Specific assignments/measures
- Site supervisor evaluations of Practicum and Internship students
- Graduate/ Alumni Survey
- Capstone Portfolio - completed during last semester of internship
- Counseling Skills Assessments (CSA) completed by the students as a self-reflective tool
- Evaluation of Students- completed annually by core faculty

Data collected for the 20212022 AY indicated that 4 items of 42 in the program evaluation were not met. Faculty met to view the results of our program evaluation and develop action plans for each item that was not met. Action items included providing extra writing support to students, editing and clarifying assignments, including more content and information about the material being assessed in the assignment, and monitoring grading consistency across core and adjunct faculty.

The Graduate Alumni Survey is a CMHC tool that is sent out once per year to students who have completed the program within the past year. It gathers information about whether or not the student has taken the national licensing exams and passed, student employment in the mental health field, and employer contact information. On the survey for the current AY, none of the students who responded had taken the national exams. The exam data that has been collected for 21-22 AY was solely from self-report.

The survey also solicits information regarding graduates' satisfaction with their degree program. As of the end of the 2021-22 AY only 3 responses had been received from CMHC graduates. Results of this survey showed that of the graduates who responded, all responded that they were "likely" or "very likely" to recommend the CMHC program to relatives or friends. All respondents stated that they were "very satisfied" with their CMHC instructors. All agreed that the program met their expectations "well" or "very well."

University Operational Assessment

Indirect Student Learning Outcomes
<p>1. <i>Operational Goal 1</i> – Supportive Learning Environment</p> <ul style="list-style-type: none"> • On the Graduate Alumni Survey 85% of students will rate the Blackboard LMS as user friendly and easy to master • on EOC surveys 80% of students will agree or completely agree that each faculty member provided timely and helpful feedback on assignments.
<p>2. <i>Operational Goal 2</i> – Student Success</p> <ul style="list-style-type: none"> • On the Graduate Alumni Survey 90% of students report that they would likely or very likely recommend the program to a friend or relative. • On the Graduate Alumni Survey 90% of students will report having passed a national counseling exam.
<p>3. <i>Operational Goal 3</i> – Program Effectiveness</p> <ul style="list-style-type: none"> • CMHC program effectiveness shall be measured financially by the dean in conjunction with the university's chief academic officer and chief financial officer to ensure it is making a valuable contribution margin to the university. • CMHC program evaluation shall be measured by its admissions process by 2 - 4% growth in 21-22 AY. • CMHC Program effectiveness shall be measured by its maintaining a retention rate at 75% or higher for the 21-22 AY.

Operational Goal 1: Supportive Learning Environment

Measure 1: Graduate Alumni Survey

Goal: On the Graduate Alumni Survey 85% of students will rate the Blackboard LMS as user friendly and easy to master

Result: Not met; 67% of survey respondents felt the LMS was user friendly and 67% of survey respondents felt it was easy to master

Measure 2: COUN-5543 Crisis and Trauma Intervention end of course surveys

Goal: 80% of students will agree or completely agree that each faculty member provided timely and helpful feedback on assignments

Result: Met; 13 of 13 students, 100%, indicated they agree or completely agree on the EOC survey question “My instructor provides timely feedback during this course”

Operational Goal 2: Student Success

Measure 1: Graduate Alumni Survey

Goal: On the Graduate Alumni Survey 90% of students would “likely” or “very likely” recommend the program to a friend or relative.

Result: Met; 100% of survey responders said that they would either “likely” or “very likely” recommend the program to a friend or relative.

Measure 2: Graduate Alumni Survey

Goal: On the Graduate Alumni Survey 90% of students will report having passed a national exam on their first attempt.

Result: Results unknown; None of the survey respondents had taken either of the counseling licensure exams at the time of the survey

Operational Goal 3: Program Effectiveness

Measure 1: Financial contribution to the university

Goal: CMHC program effectiveness shall be measured financially by the dean in conjunction with the university’s chief academic officer and chief financial officer to ensure it is making a valuable contribution margin to the university.

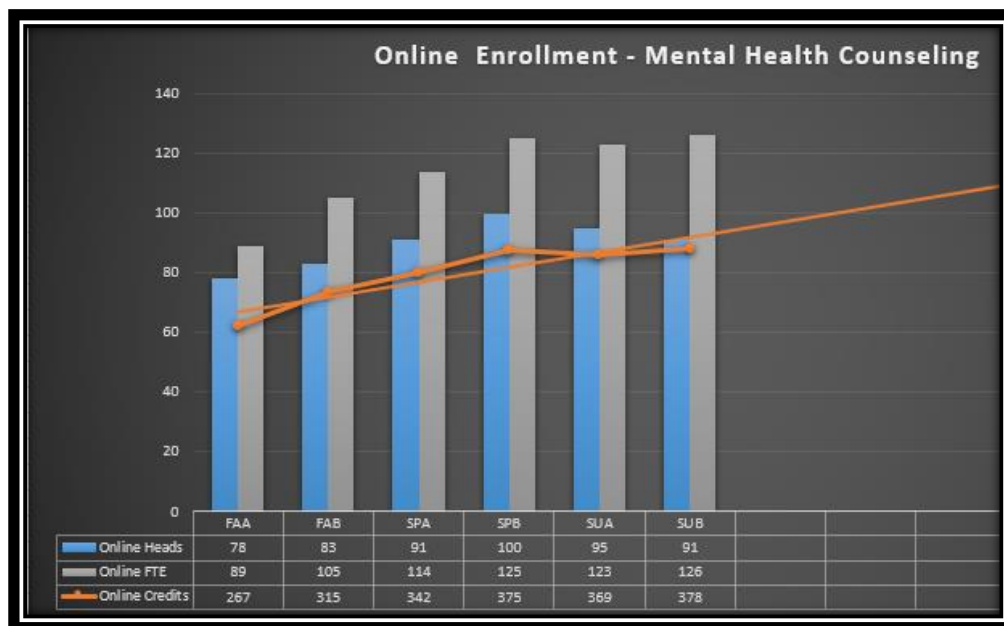
Result: Met; The Clinical Mental Health Counseling program generated an estimated \$1.2 million in revenue for the 2021-2022 academic year.

Measure 2: Program Growth

Goal: CMHC program evaluation shall be measured by its admissions process by 2 - 4% growth in 21-22 AY.

Result: Met; For the academic year, the program admitted an estimated 108 new students into the program, a significant growth from prior years. The enrollment model for the program

predicts an upward trend line for the upcoming academic year. The program graduated 17 students in the 2021-2020 academic year.



Measure 3: Program Retention Rate

Goal: CMHC Program effectiveness shall be measured by its maintaining a retention rate at 75% or higher for the 21-22 AY.

Result: Met; The CMHC program had an 80% retention rate for the 2021-2022 academic year. A significant number of students that were withdrawn from the program was due to students sitting out of the program for over a year, causing them to be withdrawn from the university. The program expects to increase retention in the upcoming academic year through increased retention and outreach efforts.