

Official Report
Clinical Mental Health Counseling

MEMO TO: Current CMHC Students, CMHC Program Faculty, Administrators, Personnel in Cooperating Agencies and the Public

FROM: Lee Baruth

DATE: April 4, 2012

SUBJECT: CMHC Official Report

This Official Report of the Clinical Mental Health Counseling Program (CMHC) is being distributed in compliance with CACREP Standard I.AA.6. The CMHC Program has fully implemented a Comprehensive Assessment Plan (CAP). The CAP details both the continuous systematic CMHC Program Evaluation as well as the assessment of student learning outcome processes.

The continuous systematic program evaluation collects data from follow-up studies of CMHC graduates, CMHC employers and site supervisors. Also, results from the Counselor Preparation Comprehensive Examination (CPCE) are analyzed. TracDat is utilized in monitoring measurable CMHC program goals and objectives.

The assessment of student learning involves collecting data on each individual student and includes the learning demonstrated in each course, scores on the comprehensive examination and learning assessed in Internship where the knowledge/skills needed to become a clinical mental health counselor are evaluated using the Internship Checklist.

In the Fall of 2011 on the CPCE, all CMHC students received a passing score and the CMHC average score was above the national average in each category.

Based on the outcome of the systematic CMHC program evaluations, the following program modifications have been made:

- Added a DSM course geared specifically to CMHC students
- Offered more courses in expressive arts therapy
- Developed graduate certificate programs in both addiction counseling and expressive arts therapy
- Hosted regular meetings with practicum and internship site representatives and CMHC students

Results of the follow-up studies and the CPCE are attached to this Official Report. Additional information about the CMHC program can be found at <http://cmhc.appstate.edu>

HUMAN DEVELOPMENT AND PSYCHOLOGICAL COUNSELING
Clinical Mental Health Counseling Alumni Questionnaire

HPC is conducting a self-study and is very interested in obtaining your opinions. Please answer the following questions using the rating key given below.

Clinical Mental Health Counseling (22 of 124 graduates responded)

Circle one number for each statement.

- 1 = Strongly disagree
- 2 = Disagree with reservations
- 3 = Agree with reservations
- 4 = Agree strongly
- N/A = Not applicable

	Average
1. The academic demands upon students in my graduate program were appropriate.....	3.3
2. Students were allowed to express divergent points of view.....	3.6
3. I believe that I received fair and equitable grades in this department.....	3.9
4. If I could choose my graduate school again, I would choose ASU.	3.3
5. My graduate program provided me with good preparation for my professional work.....	3.0
6. HPC had a humanistic/holistic environment characterized by mutual respect and concern between students and faculty.....	3.7
7. I would advise a friend with similar interests to come into this program.....	3.4
8. My program offered an appropriate balance between theory and practice.....	3.0
9. I learned a great deal as a student in my program.....	3.3
10. My program provided sufficient opportunities for my personal growth and development.....	3.5
11. Faculty members generally were well prepared for their courses.....	3.6
12. My program provided stimulating and exciting study.....	3.4

- 13. My program provided an appropriate balance between experiential and academic learning..... 3.0
- 14. Faculty availability to students outside of class was adequate..... 3.6
- 15. Requirements for my degree were clearly stated..... 3.7

Please provide the following information regarding your employment:

16. The type of position I currently hold_____

- Clinical Counselor at High Point University
- Director of Client Services at small non-profit
- Adolescent SA counselor
- Interim In-Home Team Leader
- Instructor of Dance
- Licensed Clinical Counselor/Contract Counselor
- Clinical care manager
- Crisis Work
- Substance Abuse Counselor
- Counselor/Case Manager at State University
- Outpatient psychotherapist
- Doctoral Student (5th year)
- Part time-private
- Substance Abuse Clinician
- Child Protective Services
- Primary Therapist-Tx center-Addiction
- Intensive in Home
- Therapist in Bx Health
- LPC therapist/Team Leader

17. Which of the following statements best describes your satisfaction with your current position? (check only one):

- 11 I am pleased with this position and plan to remain in it for several years.
- 4 I am somewhat satisfied and will probably remain in this position for several years.
- 4 I am somewhat satisfied but will seek a better position in the near future.
- 1 I am completely dissatisfied and will leave this position as soon as possible.
- Other (specify):_____

Response #1: I am very pleased but will be moving due to husband work.

Response #2: Completed one position (p/t) to continue as contract counselor p/t for self-care & down time

18. Which of the following best describes your experience in seeking your first position after graduating from this program (check only one):

8 I was already in a position in the field or had one offered to me prior to graduation.

7 I found work closely related to my graduate training within six months after graduating from this program.

2 I did not find work closely related to my graduate training though I tried.

1 I might have found a position had I been willing to relocate.

I did not seek work compatible with my training.

Other comments:

Response #1: My internship site offered me employment prior to graduation (Insight Human Services in Winston-Salem, NC).

Response #2: My internship site offered a temporary position with I held for over a year.

Response # 3: It took me about 9 months to find a position in the field.

Response #4: If I can't find a job that pays over 120K upon graduation I will post doc in order to delay paying off my student loans.

Response #5: Taking time to create the right position and marketing myself in the community

Response #6: I found work but it was challenging and few choices were available due to mental health system changes for becoming an LPC.

Response #7: First position in NC as Voc Rehab Counselor at high school was not challenging/rewarding. I have been an addictions counselor for over two years.

Response #8: Took 8 months to obtain employment at my education level due to being unable to get associate license without employment but then unable to get employment without associate licensure.

19. Please comment on the one or two aspects that you consider the greatest strengths of your graduate program.

Response #1: One of the greatest strengths of the program was the emphasis on personal & professional growth.

Response #2: Faculty availability & accessibility added strength & verve to the program.

Response #3: The expressive arts therapy program was the best experience for me both personally and professionally. Practicum & internship meetings/manuals are always well organized although I think practicum should be more hours because one day/week is not really enough time to establish rapport/schedule appointments w/clients.

Response #4: Having professors that encouraged self-exploration, a key to being able to work so closely w/others. I liked having motivational interviewing with _____, it continues to be used.

Response #5: Knowledge and experience of the Faculty was great. Flexible schedule enabled me to pursue my degree & continue to work full time.

Response #6: Encouraging grad students to create a dedication to self within the field of helping others.

Response #7: 1. Provided opportunity for personal growth & professional development 2. Small cohorts increased time & attention between students & profs.

Response #8: 1. I enjoyed the opportunity we had to look at ourselves and become better people in the process of becoming better counselors. 2. I enjoyed the experiential aspects of the program.

Response #9: 1. Expressive arts concentration/certificate-fed me personally and professionally. 2. _____ is an amazing supervisor-learned so much.

Response #10: The people in the off-campus cohort became a closer unit because we were together for three plus years.

Response #11: 1. Professors widely available for assistance/guidance. 2. Students able to engage and disengage when appropriate for themselves-freedom to state own limits.

Response #12: 1. Fantastic holistic approach 2. The diversity of the psychopathology class in Psychology department

Response #13: The best part of this program was my internship at New River Behavioral Healthcare, they understood our program demands.

Response #14: 1. Knowledgeable faculty 2. Accessibility to faculty

Response #15: The Expressive Arts Therapy classes brought me exponential growth in my spiritual and emotional self.

Response #16: 1. Faculty members and office staff were student centered and made themselves available to help students. 2. The program offers a variety of concentrations and classes, including intensive learning institutes.

Response #17: 1. Strong hands-on facets of _____ courses. 2. The ability to get a very broad range of training (addictions, family, etc.) to have a more rounded view, and wider understand types of approaches. I have found my training has, overall, prepared me very well for my work.

Response #18: Self Exploration, supportive staff

Response #19: 1. Holistic View 2. Self Exploration

Response #20: _____ and other professors. _____ gave us great modeling for being present with others.

Response #21: Holistic approach and good variety of classes

20. Please comment on the one or two least satisfactory aspects of your graduate program.

Response #1: The least satisfactory aspect of the program was the Psychological & Educational Testing course. It was the least applicable for a new professional. Geared towards those as clinical psychologists.

Response #2: Not academically challenging, especially for second-career students. Counseling courses did not go into enough depth-especially regarding specific therapies for me to feel adequately prepared.

Response #3: More theories, time to develop/articulate my own theories would be helpful. I wish I had been required to take at least one course on family therapy/systems perspective. Also, I think it would be helpful for at least one faculty member to have a good understanding of NCBLPC 7 requirements for licensure. This was extremely confusing to navigate.

Response #4: Not focusing enough on proven, evidenced-based therapies & having adequate time to apply & practice them.

Response #5: Faculty were sometimes overloaded and it showed in their interactions and ability to be there for the students.

Response #6: I didn't feel completely ready to be w/clients. (Though I may not have ever felt "ready".)

Response #7: Could have used more time/experience w/clinical skills such as diagnostic training in classroom-one semester was not enough in my opinion-need at least two semesters?

Response #8: 1. During my program, professors quit, moved, or were let go which impacted my course of study. 2. There was too much focus on “knowing oneself” and far too little focus on theory and putting theory into practice.

Response #9: 1. Additional required courses in theory would help. 2. Better academic advising is needed-got most of the information I needed from other students.

Response #10: The schedule of the off-campus cohort did not allow for the same experience, i.e.: each class was started and over in about five weeks. Practically, it seemed efficient; however from the learning experience it did not allow for the same immersion into the topics necessary to feel confident.

Response #11: Occasionally noticed unethical behavior (both staff and students) that seemed not to be dealt with directly or at all. It was difficult as a student to reconcile classroom instruction, and actual happenings in the HPC community.

Response #12: Wish I had more clinical, analytical training and learned more about interventions and or approaches

Response #13: Currently I am in a research based psychology PhD program. ASU did not prepare me for research methods or Stats.

Response #14: Could have used more direct application to working with clients, especially in experiential expressive arts. Example: taking an activity and applying it to a variety of age, groups, disabilities, gender

Response #15: I wish we had a class on how to become or learn the process of documentation for LPC. This was frustrating to many completing graduation around 2006.

Response #16: 1. More time needs to be spent on motivational interviewing and CAFAS for anyone planning to work with children. 2. Many of the professors were rarely in their offices during posted office hours or had more students needing to see them that the posted time could accommodate.

Response #17: 1. The commute from Hickory 2. Negative secretary/administrative assistant 3. New River practicum-OMG!

Response #18. 1. More expressive art therapy techniques to use on clients not just ourselves as students

Response #19: Not enough practice and experiential application

Please add any other comments or suggestions regarding the following:

a. Faculty:

Response #1: For the most part, faculty was very supportive and helpful during my program. Only a couple seemed unprepared and disorganized.

Response #2: Supportive, especially _____

Response #3: Knowledge and experience is there, they just need the support to not be overloaded so they can do what they do best...help others.

Response #4: In most all cases nurturing and encouraging. Very knowledgeable and dedicated

Response #6: There were amazing professors in my program but there were also professors who were unethical and had inappropriate relationships with their own students. This may have been allowed in the code of conduct, but it created distractions and gossip among students.

Response #7: Good group-supportive and challenging-weaker members are leaving

Response #8: The faculty was great, however, they seemed to struggle with the schedule of the cohort.

Response #9: Enjoyed my faculty very much; sometimes I wish I had been given more direct feedback to know where I needed to grow more fully. (Then again, I never actually asked for it.)

Response #10: There were sometimes a blurring of boundaries between professor vs. therapist role. _____ and _____ were top notch

Response #11: Great

Response #12: Go after faculty that are qualified over trying to be multi-cultural first and quality second

Response #13: _____ is a blessing and mentors her students beautifully. I am thankful for her guidance. I appreciate _____ constant encouragement and support. _____ helped me professionally and I became more confident in my work.

Response #14: I enjoyed hearing my professors share their experiences working with clients sharing that information is helpful, but would rarely happen. Teachers need to share more about their professional work for students to learn from.

Response #15: _____ is a treasure. She has such a strong impact on students, but her time seems stretched. I also wish _____ had given/taught a class on Native approaches/views, especially balance/medicine wheels, as I think there is a lot we could have learned from him that didn't have a forum.

Response # 16: _____ could be tough at times but I learned a lot. _____ made it fun and was very supportive. _____ was great.

b. Curriculum:

Response #1: Students should be advised to take theories toward the end of their program. I also believe that counselors-in-training should have a comprehensive understanding of domestic violence and the potential dangers of counseling couples when there is DV.

Response #2: Would have liked more experiential assignments, like mock-sessions, using particular theory (ies) & techniques, not just reading about them.

Response #3: More play therapy courses would be great. I'd even be interested in a play therapy certificate post-graduate.

Response #4: Well done and also is growing in a positive way.

Response #5: More than adequate

Response #6: I did not feel there was enough focus on theory and practice and did not feel adequately prepared in my field.

Response #7: Should have more theory and required substance abuse classes, required class on trauma (or at least more of an emphasis in DSM class)

Response #8: I do not feel I got the same end result out of the curriculum because our schedule became problematic.

Response #9: Would have enjoyed the opportunity to learn to read and discuss research in a scholarly manner and or learn more about how to set up my own research and be able to comment on/understand evidence based research on a deeper level. Sometimes wished for a more rigorous/challenging curriculum, that the material present was good, I felt capable of completing more difficult assignments/tasks.

Response #10: Again, I wish it had more clinical interventions and analysis, but I love the holistic approach and emphasis on self-care!

Response #11: Fun and easy

Response #12: More application processes

Response #13: The classes challenged me to be honest, insightful and open with my professors and peers.

Response #14: 1. More emphasis on learning/applying theories and case conceptualizations. 2. More discussion about diagnosing and learning diagnosing

Response #15: FASD was hardly addressed, yet has been a huge part of my practice both at my previous and at my current agency. It's not just an issue with children; it seems to be frequently

overlooked as a factor in adults who have FASD-based behavior. Early childhood/pre-verbal trauma also needs to be better addressed, especially for those diagnosed with ADHD and ODD but who do not respond to ADHD/ODD treatments.

Response #16: Wish I would have had human relations classes as requirement as it is required for licensure in Florida.

Response #17: Trauma: approaches to Tx/EMDR/Trauma focused CBT; encourage more focus on clinical documentation; Tx notes, Tx plans, Letters, D/C summaries

c. Other comments:

Response #1: Overall, it was a great experience and I miss the support of the department!

Response #2: I would expect counselors to have rec'd or pursued personal growth opportunities & that self-awareness would be a basic pre-requisite for counselors to function in a professional way. This was not my observation of students in my cohort.

Response #3: I really enjoyed all of my EXA classes and incorporate this into my work more than any other subject from the program.

Response #4: I think my program had great potential but with the departure of multiple professors and other previously stated concerns, I did not feel I had access to the best education available.

Response #5: Psych and Ed testing/Life and Career are basically the same class-Combine them to make room for more theory/trauma/substance abuse.

Response #6: I made this comment to my spouse recently: "I do not know that I know what I am supposed to know to do my job successfully."

Response #7: Important to speak about the difficulties of the ever changing mental health field and licensure requirements

Response #8: I enjoyed my experience at ASU!

Response #9: HPC was a home for me with caring faculty and a solid curricular structure. Not too many departments at ASU have that quality.

Response #10: All of my classes gave me the opportunity to delve into myself and develop my unique ways of practicing counseling while taking care of self.

Response #11: Working frequently with school psychologists, the local FASD diagnostic clinic, etc., I have found I am almost always in diagnostic agreement with those who have PhD's and or psychology degrees, but not so often with other master's level clinicians. I've found that

interesting, that I tend to see this more in line with those who have more science based backgrounds.

Response #12: New River experience was abusive.

Response #13: Great! Thank you so much for all that you taught me! I am using it daily!

Response #14: Also may need to begin preparing students for in home work. Almost all state contracted agencies have moved to this model.

**SURVEY OF EMPLOYERS SUMMARY
CLINICAL MENTAL HEALTH COUNSELING**

At Appalachian State University we conduct periodic follow-up studies of program graduate employers that assess their perceptions and evaluations of major aspects of the program. Please take a few minutes and rate the employee who gave you this form and return it to the address provided at the end of the form. Your help with this follow-up study is greatly appreciated.

	Out-standing	Above Average	Average	Below Average	Poor	N/A
Family therapy skills	1	3				4
Individual therapy skills	3	4				1
Group therapy skills		3				5
Consulting skills	2	4				2
Insight into client's problems	3	5				
Concern for client's welfare	6	2				
Ethical conduct	6	2				
Appropriate level of diagnostic/ assessment skills	1	4	1			2
Record maintenance	5	3				
Ability to keep material confidential	5	3				
Appropriate referral making	3	4				1
Personal integrity	6	2				
Demonstrate professional boundaries	4	4				
Reliability (on time, follows through)	4	4				
Recognition of own limits	4	4				
Ability to relate to others	3	5				
Response to supervision	4	4				
Addictions counseling skills	1	3				4

(8 responses; frequency counts listed above)

How does your evaluation of our graduates compare with your evaluation of employees who graduated from other universities?

Response #1: HPC graduates seem to have excellent boundaries, ethics, and integrity.

Response #2: _____ could hold her own against any counselor in my opinion. Of course she is young and needs more “on the job” experience but she has a natural inclination for the field.

Response #3: Fairly the same.

Response #4: No answer

Response #5: _____ is overall just superb! She practices her skills, she reads to be informed, she is engaged in our program as an administrator, teacher and counselor. She is also very involved in university life-doing presentations, attending workshops.

Response #6: _____ is well rounded and mature. Her clinical skills compare very well to those employees from other university settings.

Response #7: It seems that your graduates have a passion for what they do!

Response #8: This is the 2nd ASU graduate I’ve supervised. Both were outstanding.

Is there any growth/room for improvement in our graduates that could be addressed in our courses?

Response #1: More addictions/family counseling could be required.

Response #2: I think all counselors could benefit from learning DBT skills. There is always room for growth and improvement but she was well prepared for her job.

Response #3: No thoughts at this time.

Response #4: No answer

Response #5: We have been very pleased with the graduate students from the HPC department. It is apparent that they are getting a good balance of counseling and administrative skills from the program.

Response #6: We see increasing needs in the following areas: short-term therapy, self-care, financial/business knowledge. If your program does not currently speak to these topics, it might be useful to do so.

Response #7: No answer

Response #8: Not sure if it's a program issue or personality issue but both grads seemed to be overly-responsible and wanted to take care of the client rather than encouraging client responsibility.

General comments:

Response #1: No answer

Response #2: _____ came into our Counseling Center mid-year in November and just started working hard! She saw 101 clients last month-she is bright, hard-working and has a positive attitude.

Response #3: No answer

Response #4: Since I am not a counselor, I don't really feel I can access the family therapy, group, etc. but I assume they are excellent since all else is going well.

Response #5: No answer

Response #6: No answer

Response #7: I am not seeing the number of graduates seeking employment in the substance abuse field as in the past.

Response #8: No answer

**SITE SUPERVISOR RATING FORM
CLINICAL MENTAL HEALTH COUNSELING**

At Appalachian State University we conduct periodic follow-up studies that assess site supervisor's perceptions and evaluations of major aspects of the program. Please take a few minutes and rate the HPC student(s) you have supervised and return this form to the address provided at the end of the form. If you have supervised several HPC students, think in terms of a composite of all your HPC supervisees when completing the form. Your help with this follow-up study is greatly appreciated.

	Out-standing	Above Average	Average	Below Average	Poor	N/A
Family therapy skills	2	3				4
Individual therapy skills	4	3	2			
Group therapy skills	1	4	3			1
Consulting skills	2	3	1			3
Insight into client's problems	2	5	2			
Concern for client's welfare	7	1	1			
Ethical conduct	5	3	1			
Appropriate level of diagnostic/ assessment skills		6	3			
Record maintenance	2	2	5			
Ability to keep material confidential	6	2	1			
Appropriate referral making	2	4	2			1
Personal integrity	5	3	1			
Demonstrate professional boundaries	1	7	1			
Reliability (on time, follows through)	4	4	1			
Recognition of own limits	3	4	2			
Ability to relate to others	5	3	1			
Response to supervision	5	2	2			
Addictions counseling skills		3	2			4

(9 responses; frequency counts listed above)

How does your evaluation of our graduates compare with your evaluation of employees who graduated from other universities?

Response #1: Equal outcomes

Response #2: Not much to compare it to here.

Response #3: _____ is not average. She is as capable and competent as my other interns from other universities and/or seminaries.

Response #4: I have not supervised employees from other university masters programs although I have found HPC students to be much more emotionally mature, motivated, independent and overall knowledgeable than student from the ASU MSW program.

Response #5: Substance abuse students are generally better trained and knowledgeable. Otherwise, students are equal or slightly above others. What I have observed, however, is that ASU staff are more involved with internships than with other universities.

Response #6: I have only had ASU students.

Response #7: N/A

Response #8: Comparable. _____ was more advanced as she had already completed all her coursework.

Response #9: N/A

Is there any growth/room for improvement in our graduates that could be addressed in our courses?

Response #1: No

Response #2: No answer

Response #3: Continue training graduates like _____. She will make a positive contribution to the mental health field.

Response #4: Before they start practicum, it might be helpful for them to have a better understanding of local resources in the community they will be working. Also, I've experienced a wide range of appropriate use of supervision. Some have been very prepared and seemed to have a good understanding of how to use supervision and others have come into my office with nothing to write on, no calendar etc. Maybe some preparation in this area would be helpful.

Response #5: Recommend an introduction to Electronic Medical Records and the impact on professionals, and the effects of current interviewing skills, dynamics. Interviewing techniques, eye contact, attending behaviors are just a partial list that is impacted by the use of E.M.R.

Response #6: Not to my knowledge.

Response #7: Most of the difficulties with students, especially in group therapy, are directly related to a lack of confidence/insecurity/fear of being “wrong”. I think this is the norm for most new counselors and I don’t know if trusting one’s gut can be taught in a class. If it can, ASU can do it.

Response #8: The strong focus on basic, person centered helping skills really helped build a strong foundation for techniques and theories that were introduced here.

Response #9: No answer

General comments:

Response #1: No on-site visits from ASU Personnel may hamper helping those interns that are inadequate. I was given no name or contact person at ASU.

Response #2: No answer

Response #3: _____ is an exceptional young woman. She related well to clients in the agency office as well as the incarcerated women in the county jail. She had good insight with the clients of all ages. _____ was eager to learn and was teachable. She interfaced with our staff positively. She was low maintenance, self directed and able to understand suggestions given in supervision.

Response #4: Our HPC interns found practicum to be challenging especially trying to work with client’s schedules only having one day/week in the office. If the student is only here on Mondays, for example, that limits the availability for potential counseling clients since counseling is not the only service our agency provides.

Response #5: No answer

Response #6: No answer

Response #7: Interns by far exceed my expectations almost without exception. I wish I’d been as intelligent, intuitive, and knowledgeable when I was an intern!

Response #8: _____ was fabulous! We will definitely miss her. I would hire her in an instant.

Response #9: No answer

Appalachian State University
Counselor Preparation Comprehensive Examination (CPCE)
10/08/2011
Version 100211

University Descriptive Statistics

Content Area	N	Minimum	Maximum	Mean	Std. Dev.
Human Growth and Development	21	10	16	13.29	1.78
Social & Cultural Foundations	21	6	15	11.19	2.13
Helping Relationships	21	6	17	13.38	2.15
Group Work	21	9	17	12.86	2.53
Career & Life Development	21	8	16	12.67	1.94
Appraisal	21	8	15	11.67	2.1
Research & Program Evaluation	21	8	16	13.05	2.26
Professional Orientation & Ethics	21	12	17	13.95	1.21
Total	21	83	120	102.05	10.48

Counselor Preparation Comprehensive Examination (CPCE)
National Descriptive Statistics
100211
Exit Exam and Non-Exit Exam Combined

National Descriptive Statistics

Content Area	N	Minimum	Maximum	Mean	Std. Dev.
Human Growth and Development	1398	3	17	12.06	2.6
Social & Cultural Foundations	1398	3	16	10.94	2.35
Helping Relationships	1398	3	17	11.93	2.49
Group Work	1398	2	17	11.73	2.7
Career & Life Development	1398	2	17	11.34	2.49
Appraisal	1398	2	17	10.3	2.32
Research & Program Evaluation	1398	2	17	11.61	2.73
Professional Orientation & Ethics	1398	2	17	12.37	2.45
Total	1398	38	124	92.29	14.83