



## UTC Counselor Education Program Annual Report 2017-2018

*It is important to acknowledge that since the last report was published the Counselor Education program has welcomed two new faculty members. Dr. Shekila Melchior joined the UTC Counselor Education faculty in Fall 2017 and Dr. Kevin Doyle joined the faculty in Fall 2018. Their fresh perspective and new ideas have invigorated the program and are much welcomed.*

### **Program Mission:**

The primary purpose of the UTC Counselor Education Program is to train knowledgeable, competent, skillful professional counselors to provide services in both clinical mental health and school settings. This program is based on a developmental process of personal and professional wellness, emphasizing skill acquisition at early stages, progressing toward a strong theoretical and ethical foundation, and cultural competence in order to work with a variety of individuals. (Revised October 1, 2018)

The purpose of this report is to inform students, the public and important community stakeholders about key findings, decisions, and modifications of the program in line with our program mission statement and objectives.

### ***Program Evaluation Results***

1. Enrollment Data and Faculty Changes: Program enrollment in both the Clinical Mental Health Counseling (CMHC) and School Counseling (SC) program have continued to increase in the last three years. The table below delineates the last four years of Fall enrollment:

*Clinical Mental Health Enrollment and FTE\**

Term	Full-Time	Part-Time	FTE
Fall 2015	18	9	18.0
Fall 2016	19	5	17.5
Fall 2017	29	3	25.5
Fall 2018	24	10	24.1



*School Counseling Enrollment and FTE\**

Term	Full-Time	Part-Time	FTE
Fall 2015	13	9	14.0
Fall 2016	13	9	14.3
Fall 2017	15	7	16.5
Fall 2018	12	10	14.0

\*FTE is defined as the total number of credit hours divided by 12.

- a. *Subsequent Program Modifications:* Because of the increases in enrollment, the Counselor Education program submitted a request for a new Clinical Coordinator position for the 2019-2020 budget cycle. Institutional administrators make decisions regarding the budget cycle in the spring 2019 semester.
2. Graduate Exam Passage, Program Completion and Employment Rates: UTC Counselor Education program graduates consistently achieve high scores on the Counselor Preparation Comprehensive Examination (CPCE), which is one part of the program’s exit exam process for program candidates. The pass rates for 2017-2018 graduates taking the CPCE for the first time was 100%. Pass rates for first time test takers for the PRAXIS II exam for school counseling students are also 100% for the last five years. This data is compiled by the College of Health, Education, and Professional Studies data specialist and is shown below:

*Table 1: Praxis II 0421/5421 First-Time Taker Pass Rates by Test Years*

Test Year	N of Passed	N of Takers	Pass Rates (%)
2012-2013	13	13	100.00
2013-2014	8	8	100.00
2014-2015	14	14	100.00
2015-2016	6	6	100.00
2016-2017	5	5	100.00



3. CACREP Self-Study & Curriculum Evaluation: The UTC Counselor Education CACREP accreditation expires March 1, 2020. At this time the program has submitted a request to the CACREP board for a one-year extension, allowing the new program faculty time to be trained in CACREP reviews, review the current program curriculum, and engage fully in the review process. The program faculty are in the process of reviewing and revising program courses and clinical training in light of the 2016 CACREP standards.
  - a. **Subsequent Program Modifications:** This systematic review is currently noticeable in revised student handbooks, revisions to signature assignments and assignment rubrics that are a part of the programmatic evaluation process.
  - b. **Subsequent Program Modifications:** In Fall 2018 the 60 hour School Counseling program went into effect with the new academic year. The new curriculum and curriculum proposal process was spearheaded by Dr. Shekila Melchior and was approved by the UTC Graduate Council in Spring 2018. The School Counseling program of study has expanded to include specific required core courses such as COUN 5750-Diagnosis and Treatment of Mental Disorders and COUN 5510: Crisis Counseling and Suicidology.
  - c. **Subsequent Program Modifications:** In addition to the aforementioned 60 hour School Counseling Program, Dr. Melchior created a curriculum change that met the state's requirement for non-licensed teachers seeking a school counselor endorsement to meet requirements within the auspices of the 60-hour degree program of study.
4. Surveys: Program surveys of alumni, employers and supervisors are conducted triennially, the last survey was conducted in 2016, and results from that survey cycle were reported in the 2016 program report.
  - a. **Subsequent Program Modifications:** The institution is moving to a new survey platform in 2019, which requires that the survey be moved to the new platform early in 2019. During this migration program faculty will also review the questions, format, and make modifications as needed. Please be on the lookout for your survey in late spring 2019!

***Other Substantial Program Changes:***

1. The UTC Counselor Education program's advisory board increased in size this year to include new professional members and student members from both the CMHC and SC programs. Conversation centered on orienting new board members to the CACREP process, reviewing the mission statement, and engaging in conversation regarding program functioning and improvements. One specific change that came out of this discussion is inviting site supervisors, board members, current students, and program stakeholders to the program's pinning ceremony that takes place the morning before



graduation. Making this change to the pinning ceremony allowed all of those involved in the graduate’s educational process to participate in a private celebration of their accomplishments.

2. Based on the 2016 CACREP Standards and in reviewing the Institution’s strategic plan, the Counselor Education program has begun work on creating a cohesive recruitment and retention plan. This work will continue through the 2018-2019 academic year and specific interventions will commence in Spring/Summer 2019.
  - a. Events for student retention will include “Coffee with the Faculty & Stakeholders,” two events that will be held in February and April of 2019. This is an opportunity for students to engage with current faculty and program stakeholders regarding the current state of counseling in Chattanooga and the region, as well as questions about how to build the community of counselors in our program. This endeavor is supported by the Dean’s office in the College of Health, Education and Professional Studies.
  - b. Faculty are also creating specific recruitment goals to increase diversity within our student body. Based on UTC Strategic Plan Goal 4: *Embrace diversity and inclusion as a path to excellence and societal change*, the program is deeply committed to increasing the representation of individuals who represent diversity. Initial goals will be based on data from Fall 2018 enrollment data on diversity that is currently collected by the Office of Planning, Evaluation, and Institutional Research, which is shown below:

*Fall 2018 Enrollment for Counselor Education by Concentration and Demographic Groups*

	<b>School Counseling</b>	<b>Clinical Mental Health</b>	<b>Percent of Total</b>	<b>Total N</b>
<b>Female</b>	19	26	80%	45
<b>Male</b>	3	8	20	11
<b>Black/African American</b>	1	4	9	5
<b>Hispanic/Latino</b>	0	3	5	3
<b>White</b>	19	25	79	44
<b>Two or More Races</b>	2	2	7	4
<b>24 or younger</b>	12	16	50	28
<b>25-29</b>	8	11	34	19
<b>30 or older</b>	2	7	16	9
<b>Total</b>	22	34	100	56



c. Goals for the Spring/Summer 2019 that will in place for recruitment and retention for the 2019-2020 academic year are:

- i. Increase Male enrollment from 20% to 25%
- ii. Increase Racial/Ethnic Minority enrollment from 21% to 25%
- iii. Increase enrollment of sexual and affectional minorities