



UNIVERSITY OF ST. THOMAS HOUSTON

CMHC Annual Assessment Report

The Clinical Mental Health Counseling (CMHC) program at the University of St Thomas - Houston utilizes data from many sources in order to evaluate the effectiveness and 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

Applicants 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 63 applicants to the UST CMHC program for the fall 2019 academic semester, current cohorts enrolled in coursework (Cohort E and F), and recent graduates. Of these students, 33 (46%) were accepted into the program. Based upon demographic characteristics identified by applicants when applying to the program, the CMHC program boasts diversity in the areas of gender, and race for both applicants and accepted students.

	Fall 2019 Applicants	2018-2019 Cohort E	2018-2019 Graduates	2019-2020 Cohort F
Total Count	63	25	22	33
Gender				
Male	13	5	4	9
Female	50	20	18	24
Race/Ethnicity				
Asian	4	0	4	0
Black or African American	2	2	1	2
White	28	7	8	16
Other or Multiracial	8	6	2	4
Hispanic	18	9	7	10

Student Learning Outcomes

The CMHC program has identified 18 specific coursework assessments utilized to assess the progression of individual students and the overall performance of the program. In the 2018-2019 academic year, 80% or more of students met or exceeded the expectations of the program on all 18 of these coursework standards.

Student Professional Dispositions Assessment

The faculty of the CMHC program assess students in the areas of professional competence, interpersonal fitness, integrity, maturity, and professional responsibility through the use of the Professional Performance Fitness Evaluation (PPFE) several times throughout the training program. Each student is rated by their instructor in each of the 5 areas of professional dispositions on a scale of 1-3 with 3 exceeding criteria for program level. Students are assessed using the PPFE during their Helping Relationships and Practicum 1-4 semesters. In 2018, 12 student PPFEs were collected and 100% of students scored a 2 (meets criteria for program level) or a 3 (exceeds criteria for program level). During the spring and summer of 2019, 48 PPFE forms were collected. Fifty six percent of the ratings for competency exceeded the program level and 42% meet the criteria for program level. Additionally, 69% of the ratings for interpersonal fitness exceeded the requirement for the program and 31% met the criteria for the program.

Counselor Preparation Comprehensive Exam Outcomes

Students must take the Counselor Preparation Comprehensive Exam (CPCE) in order to graduate from the CMHC program. Reviewing administrations from April 2018 through April 2019 revealed that a total of 42 students have taken the CPCE exam.

Academic Year	Students Taking the CPCE	Average Score	National Average
2018	18	12.13	10.89
2019	24	10.5	10.66

National Counselor Exam Outcomes

Students take the National Counselor Exam (NCE) during their final spring semester before graduation. The NCE is one of two allowable exams required to apply for professional counselor licensure in Texas.

Academic Term/Year	Students Taking the NCE	Passed NCE	Total Pass Rate
Fall 2017	18	18	100%
Spring 2018	17	15	88%
Spring 2019	22	21	95.5%

Degree Completion Analysis

Students enrolled full-time in the M.S. program complete their coursework in two calendar years (six consecutive semesters); students enrolled half-time complete their coursework in four calendar years (twelve consecutive semesters). A majority of students complete the program full-time.

Cohort	Degree Program Began	Degree Completion Deadline	Began and Completed Degree	Completion Rate
C	Fall 2016	August 2018	29/17	59%
D	Fall 2017	August 2019	34/24	71%
Total				65%

Recent Graduate Survey

Of the 77 graduate surveys distributed, 12 CMHC alumni provided feedback about the program. The low response rate was attributed to several factors. One factor was that the Texas licensure board was severely delayed in issuing LPC-Intern licenses over the past year. This caused licensure and employment delays. Additionally, surveys were sent out to alumni who graduated the program over two years ago. Below is some of the feedback provided by CMHC alumni.

100% reported feeling very well prepared to perform the necessary duties of a counselor.
 100% reported feeling very well prepared to provide competent conceptualization of clients
 80% reported well prepared to effectively integrate knowledge and theory into practice.
 100% reported feeling moderately to extremely satisfied with their knowledge and skill in counseling upon graduation.

100% of alumni respondents were working in a private practice or hospital/clinic setting and were hired as LPC-Interns or a Director of Operations.

Employer Survey

Employers of recent graduates as a group traditionally have the smallest return rate of all groups. This academic year was no exception with one employer providing feedback to the program. On a scale of 0 (disagree completely) to 4 (agree completely), this employer rated their employee, a CMHC graduate, highly competent in all core content areas (theory, ethical behavior, diversity, clinical skill, ability to conceptualize and use appropriate interventions, and build therapeutic rapport). The employer noted the graduate was hired for an LPC-Intern position within a private practice. This employer reported that they were extremely satisfied with the level of training and preparation provided by the program and the graduate's knowledge and skills related to counseling. The employer stated they were very likely to hire another University of St Thomas CMHC graduate in the future.

Modification and Substantial Changes to the CMHC Program

Program evaluation is a continual process for the University of St Thomas CMHC program. A review of student assessment data along with feedback from key CMHC stakeholders resulted in program modifications for the next academic year.

Individual Course Modifications to Improve Student Performance

Faculty strive to offer the best training and learning experience for all students in the CMHC program. In each course, faculty make ongoing modifications to improve student learning and skill development.

Students take four semesters of Practicum, beginning their first year in the program, to become well-trained and experienced in clinical mental health counseling settings. Faculty will now require all students to record at least one session during Practicum I and II for peer and faculty feedback. This is in addition to other skill recordings and feedback that are already integrated into the training curriculum. This ensures that all students are prepared with ongoing feedback and growth opportunities as they enter their last year of training.

Candidacy Modifications

Changes were made to the candidacy requirements for all incoming students to help improve student outcomes on the Counselor Preparation and Comprehensive Exam (CPCE) and National Counselor Exam (NCE) exams. In previous years, students were required to take the CPCE during their last year in the program. A minimum passing score was not required. All incoming students will now be required to complete the CPCE and score within 1 SD of the national average in order to graduate from the program. Students will be allowed to take the exam up to three times before being required to take 3-6 hours of additional coursework in their lowest scored areas. This change was designed to improve student performance on the CPCE and the subsequent NCE, decrease the number of students who have to take the CPCE more than once, and increase student performance relative to the national average.