

University of Nebraska at Kearney

Clinical Mental Health Counseling Academic Year 2021-22

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Mission

1 **Goal** Effective Clinical Mental Health Counselors

The UNK Clinical Mental Health Counseling program prepares professional clinical mental health counselors to meet the highest CACREP standards for delivering counseling in a wide variety of community and agency settings. Students in Clinical Mental Health Counseling are eligible to obtain the appropriate national certification (e.g., NCC) and Nebraska state licensure (LMHP/LPC/LIMHP). • Possess knowledge of the development of the mental health counseling movement. • Understand the general roles, duties, and expectations of the mental health counselor. • Know the specialized legal and ethical responsibilities and functions of the mental health counselor. • Possess an understanding of cultural diversity as it relates to mental health counseling. 41 • Possess an understanding of the relationship of mental health counseling to other health and human services. • Be familiar with the factors related to the management of mental health services. • Be familiar with the treatment procedures of mental and emotional disorders. • Know specific models for assessing psychopathological behavior and be familiar with the DSM diagnostic categories. • Be knowledgeable about the effects and side effects of the commonly used psychotropic drugs. • Be familiar with case management procedures and the steps for developing a treatment plan. • Be familiar with procedures for referral and possess consultation skills for use with other mental health professionals. • Understand factors related to client advocacy and patients' rights. • Be familiar with several approaches to individual, group, marital, couple, and family counseling.

1.1 **Outcome** Knowledge, Skills, & Dispositions

Counseling Discipline: Graduates will demonstrate knowledge of the CACREP core and clinical mental health counseling program areas including: • Counseling culturally diverse populations and multicultural competencies • Human development theories, the impact of atypical development resilience/wellness factors, crisis/trauma, and neurobiological behavior including the role of psychopharmacological medications • Theories of addiction and addictive behaviors • Career development, theories, and assessments • Major individual, group, couple, and family counseling theories and their use in the conceptualization of client concerns • Statistical concepts related to assessment and research Clinical Competence: Graduates will gain the

ability to perform a wide range of therapeutic services for diverse client populations in a variety of settings including:

- Theoretical concepts, skills, and strategies to counsel and/or advocate for culturally diverse clients
- Applies human development to develop differentiated interventions to treat various client populations
- Diagnostic process and role of psychopharmacological medications and applies that knowledge in the prevention and treatment of mental and/or emotional disorders
- Strategies for prevention, intervention and treatment of addiction
- Skills and strategies of career development in addressing client concerns
- Individual, couple, family, and group counseling theories, assessments, and interviewing skills to address client concerns
- Administering assessments including diagnostic interviews and mental status exams
- Differentiated interventions and evidence-based practices to treat various client populations

Professional Identity/Ethical Reasoning: Graduates will possess a strong counselor identity, professionalism and ethical practice including:

- Professional identities of counselors/clinical mental health providers, including professional issues, organizations, advocacy role, preparation standards and credentialing
- ACA ethical standards, including those specific to the practice of clinical mental health counseling; applies them in an exceptionally professional manner
- Professional strengths and limitations
- Collaboration with professional colleagues
- Communicates respectfully
- Commitment to professional growth and wellness

Professional Practice Graduates will demonstrate knowledge and skills related to the operation of mental health services and various professional counselor roles.

- Roles in various practice settings, including responsibilities in interdisciplinary treatment teams, expert witness status, and crisis management
- The use of consultation/clinical supervision in the counseling process
- The administrative/business aspects of public and private mental health agencies including program development and service delivery and clinical record keeping

Action Plan

Budget Source	Amount	Due	Status
	\$0.00		no due date set

Action Item 1	Created	Due	Status
	9/4/2019		

1.1.1 Measure/Source of Evidence Comprehensive Exams

All students are required to successfully complete comprehensive exams during the final

semester of their program. The comprehensive exam is based on the learning objectives. Faculty evaluators assess the student using the Clinical Mental Health Counseling Comprehensive Exam Evaluation Form.

1.1.1.1 Targets
See above

TARGET	Comprehensive Exam Scale The scale is Target = 2; Met = 1; Not Met = 0; The average score of all students who complete comps will be above .99.
RESULTS	Clinical Mental Health Counseling N=14 Grand Mean Range = 1.0-1.93 Grand Mean = 1.43 Areas Target by Semester = 15 Areas Met by Semester= 21 Areas Not by Semester = 0
ANALYSIS OF FINDINGS	Strength Areas All areas are indicated as strengths given 100% of students at Target or Met, and 0 Not Met's.
	Growth Areas: While all areas are at met or target, a score of 1.00 is in the area of “Applies Group Theory and Practice” emerges from the data across all three semesters during this review period.
IMPROVEMENT TYPE	Academic
IMPROVEMENT DESCRIPTION	Student Learning
IMPROVEMENT	Improvement Description - Implemented new instructional techniques Comprehensive exam rubrics have been added to the student handbook to provide CMHC students access to study guides and expectations at admission to the program. Further, Comprehensive Exams are now discussed in the new student orientation twice per year. Comprehensive exam questions have been revised as has the assessment process with an updated rubric. The Group class instructor(s) will begin to utilize case studies to help improve application of these concepts in Comprehensive Exams to demonstrate clear and direct integration of group theory and practice, goals, screening, dynamics, benefits, group developmental stages, and indications/contraindications. There are so few groups to refer to and not sure

Continue to monitor the data for needed changes next reporting period.

1.1.2 Measure/Source of Evidence Internship Evaluation

All students are required to successfully complete an internship experience which involves direct field experience in a specialized professional work setting under the supervision of a qualified professional and the Department internship coordinator. A program faculty member in consultation with the site supervisor assesses competence related to the learning objectives.

1.1.2.1 Targets See above

TARGET	The average score of all students' final evaluation from their supervisor(s) will be above a grand mean of .76. Internship Evaluation Scale Target=1.5-2.0 Met=.76-1.49 Not Met=0-.75
RESULTS	Clinical Mental Health Counseling N = 14 (21F=2, 22S=6, 22U=6) Grand Mean Average Range = 1.58- 1.70; Grand Mean of Student Scores by Semesters= 1.67; Target = 10, Met = 4, Not Met = 0
ANALYSIS OF FINDINGS	<p>A new Internship Evaluation assessment instrument was created and implemented in the Summer of 2021 as part of CACREP accreditation for the CMHC program. For the first time using this new instrument, we now report a year's worth of data.</p> <p>Strength Areas Overall: Results indicate that students were very strong (Target) in 11 of 12 performance areas assessed, and .05 away from target in all areas.</p> <p>Growth Areas Overall: Results indicate that program improvement may be needed around "Students will demonstrate knowledge and apply career counseling theory and practice with diverse clients. CACREP KPI 4" (1.45). That said, this was commonly indicated as an area of counseling practice not often sought by clients in the settings in which Interns worked. That said, this area only missed a "target" designation by .05 and more data is needed to determine if this area is in fact low, and if so, how best to improve it.</p>
IMPROVEMENT TYPE	Academic

IMPROVEMENT DESCRIPTION No Improvements Deemed Necessary

IMPROVEMENT If scores shows this is a trend next year, will work with internship site supervisors to discuss career related issues in clients despite it not being the primary reasons clients are seeking counseling.

1.1.3 Measure/Source of Evidence

Graduate Exit Survey

The Graduate Exit Survey is a graduation requirement for all clinical mental health counseling students. The survey is an evaluation of the program effectiveness related to student learning and professional preparation.

1.1.3.1 Targets See above

TARGET The average score of all students' exit surveys will be above a grand mean of .76.
Scale: 2=Target Exemplary in preparing counselors; 1=Met Adequately prepares counselors; 0=Not Met Fails to prepare

RESULTS Clinical Mental Health Counseling (CMHC) N= 19, Range = 1.52-2.0, Grand Mean =1.82.
See below for additional section breakdown.

ANALYSIS OF FINDINGS Qualitative Improvement Areas indicated all were positive and no additional changes were noted from students. Students indicated in their comments qualitative comments that the faculty's availability and commitment to students was most beneficial.

Program Goals and Learning Objective Domains:

Global Evaluation of Program:

Overall evaluations of the CMHC program were positive with an overall mean of 1.82 across the reporting period by the students. By key indicators within the CMHC program (General Evaluation = 1.85, CMHC Counseling Discipline = 1.79, CMHC Clinical Competence = 1.78, CMHC Professional Identity and Ethical Practice = 1.87, CMHC Professional Practice = 1.75)

Strength Areas:

General Evaluation:

“The UNK Faculty Supervisors for Internship Experiences” 2.0

CMHC Counseling Discipline:

“Group counseling theories and use in conceptualization of client concerns” 2.0.

CMHC Clinical Competency:

“Group counseling skills, assessments, and interventions to address client concerns”
1.95.

CMHC Professional Identity and Ethical Practice:

“Awareness of strengths and limitations” 2.0

“ACA ethical standards, including those specific to the practice of clinical mental health counseling; applies then in an exceptionally professional manner” 2.0

IMPROVEMENT
TYPE

Academic

IMPROVEMENT
DESCRIPTION

No Improvements Deemed Necessary

IMPROVEMENT

Growth Areas: All areas evaluated are at target. Continue to monitor data for trends that need addressed after implementation of new CACREP assessment plan. Will assess next cycle.

1.1.4

Measure/Source of Evidence

Employer/Site Supervisor Survey

The Employer/Site Supervisor Survey is an evaluation of the clinical mental health counseling program’s effectiveness related to student learning and professional preparation.

1.1.4.1

Targets

90% of employers/site supervisors will score student learning and professional preparation items at met or target.

TARGET

Scale: Not met =0-.74 Met=.75-1.49 Target= 1.5-2.0 Clinical Mental Health Counseling (CMHC) Employers/Site Supervisors

RESULTS	N= 8, Range=1.38 to 1.88, M= 1.67
ANALYSIS OF FINDINGS	<p>Qualitative Improvement included more specific education with assessment and ability to explore research based interventions.</p> <p>Program Goals and Learning Objective Domains</p> <p>General Evaluation of Program: Overall evaluations of the CMHC program were positive with an overall mean of 1.67 across the reporting period.</p> <p>Strength Areas: Selected highlighted strengths include “Clinical Mental Health Counseling Professional Identity and Ethical Practice - Graduates will possess a strong counselor identity, professionalism, and ethical/multicultural practice. ACA ethical standards, including those specific to the practice of clinical mental health counseling; applies them in an exceptionally professional manner” M=1.88.</p> <p>Growth Areas The lowest item: Growth areas in the CMHC program included “Roles in various practice setting, including responsibilities in interdisciplinary treatment teams, expert witness status, and crisis management.” M=1.38 across the reporting period.</p>
IMPROVEMENT TYPE	Academic Process Modifications
IMPROVEMENT DESCRIPTION	Action Plan implemented; will assess next cycle
IMPROVEMENT	Academic Process Modifications > The CMHC program implemented a new electronic health record into Advanced Practicum to increase student experience with clinical record keeping. CSP 862 Administration and Consultation added additional curriculum to address interdisciplinary treatment teams, expert witness status, and crisis management. Added training for Internship Supervisors to enhance their ability to evaluate supervisees. Continue to monitor the data for the potential of sites to be lacking in opportunities to provide growth in expert witness status. Perhaps this is a gap in the knowledge base in Nebraska to offer additional training in.

1.1.5 Measure/Source of Evidence National Counselor Exam (NCE)

National Counselor Examination (NCE) for Clinical Mental Health Counseling (CMHC) The NCE is a national exam required for professional counselor licensure and National Counseling Certification. It is a 200-item multiple-choice examination designed to assess knowledge, skills and abilities determined to be important for providing effective counseling services. The NCE is a requirement for counselor licensure in many states and for the National Certified Counselor (NCC) certification.

1.1.5.1 Targets National Counselor Examination (NCE) for Clinical Mental Health Counseling (CMHC)

TARGET	80% of our students will pass the NCE on the first attempt.
RESULTS	See Project Attachment Section for table and analysis section for narrative.
ANALYSIS OF FINDINGS	<p>Results from Fall 2021 indicated that 86% of UNK CMHC students passed the NCE (6 of 7 passed), while in Spring of 2022, 100% of UNK CMHC students passed the same exam. Fall 2021 NCE Number Tested = 7, Number Passed = 6 (86%), Number Failed = 1 (0%); Spring 2022 Number Tested = 7, Number Passed = 7 (100%), Number Failed = 0. For the reporting period, 93% passed the NCE on the first attempt, exceeding our goal of 80%.</p> <p>The results from Fall 2021 indicated that CMHC students were at the national average (or within one standard deviation) in all but four areas (Human Growth and Development (noted on two different administrations of the exam), Professional Counseling Orientation and Ethical Practice, Social and Cultural Diversity, Assessment and Testing, Professional Practice and Ethics, and Intake Assessment and Diagnosis (each showing only once on the different administration exam reports). The results from Spring 2022 indicated that CMHC students were at the national average (or within one standard deviation) in all areas.</p>
IMPROVEMENT TYPE	Academic Process Modifications
IMPROVEMENT DESCRIPTION	Action Plan implemented; will assess next cycle
IMPROVEMENT	Improvement - Although meeting our goal of “80% of our students will pass the NCE

on the first attempt” by 13% (80% goal and 93% actual), themes emerged from the data around “Professional Counseling Orientation and Ethical Practice/ Professional Practice and Ethics” and “Human Growth and Development”. The new assessment plan to comply with CACREP accreditation, highlights two key performance indicators (KPI 1 and KPI 3) to enhance student learning in these areas. Advisors and internships supervisors will also continue to make efforts to prepare students to better prepare for the NCE and encourage all to access study materials (e.g., Rosenthal, Encyclopedia of Counseling, etc.) available in the UNK Calvin T. Ryan Library.

Improvement Plan - Prepare students better for the NCE. Make students aware of the NCE Study resources that are available to them at UNK to prepare for their exam.

1.1.6 Measure/Source of Evidence

Key Professional Dispositions

The CMHC program underwent significant updating and enhancement preparing for accreditation. The former Student Progress Review (formerly reported here) is no longer completed. Assessment of student progress is now conducted at four strategic points 1) Intakes (entry), 2) CSP 855 Techniques of Counseling & Application for Candidacy (early on-going), 3) CSP 885 Practicum in Counseling (mid on-going), and 4) CSP 892 Internship (end and summative). Student progress is also conducted extensively throughout Internship in consultation with the Site Supervisor. These assessments of student progress on the Key Professional Dispositions are formative assessments where students are given feedback from program faculty with which they may monitor their own progress and make necessary improvements in their academic work, clinical skills, and dispositions.

1.1.6.1 Targets

KPD Mean Rating Scale; Average of score, based on the following rating scale: 0-.99 = Does Not Meet Expectations 1.0 - 1.49 = Meets Expectations 1.50 - 2.00 = Exceed Expectations

TARGET	If a student scores 0 in any area, at any time, conversation with student is mandatory. At Techniques average of 1.0-1.49 is expectation. At Practicum average of 1.50-2.0 is expectation.
RESULTS	Due to space requirements, see analysis section for discussion of results and analysis.
ANALYSIS OF FINDINGS	Results from Fall 2021 to Summer 2022 at 1) Intakes (entry), 2) CSP 855 Techniques of Counseling & Application for Candidacy (early on-going), 3) CSP 885 Practicum in

Counseling (mid on-going), and 4) CSP 892 Internship

-Intakes

F 21

N= 22

Range 1.0-2.0

Grand Mean = 1.64

Areas Exceed Expectations = 14

Areas Meets Expectations = 8

Areas Does not Meet Expectations = 0

S 22

N= 9

Range 2.0-2.0

Grand Mean = 2.0

Areas Exceed Expectations = 9

Areas Meets Expectations = 0

Areas Does not Meet Expectations = 0

U 22

N= 14

Range 1.0-2.0

Grand Mean = 1.79

Areas Exceed Expectations = 11

Areas Meets Expectations = 3

Areas Does not Meet Expectations = 0

855

F 21

N=19

Range 1.0-2.0

Grand Mean = 1.74

Areas Exceed Expectations = 14

Areas Meets Expectations = 5
Areas Does not Meet Expectations = 0

S 22
N=7
Range 1.0-2.0
Grand Mean = 1.57
Areas Exceed Expectations = 4
Areas Meets Expectations = 3
Areas Does not Meet Expectations = 0

U 22
N=2
Range 1.0-2.0
Grand Mean = 1.5
Areas Exceed Expectations = 1
Areas Meets Expectations = 1
Areas Does not Meet Expectations = 0

885

F 21
N=7
Range 2.0-2.0
Grand Mean = 2.0
Areas Exceed Expectations = 7
Areas Meets Expectations = 0
Areas Does not Meet Expectations = 0

S 22
N=10
Range 0-2.0
Grand Mean = 1.8
Areas Exceed Expectations = 9
Areas Meets Expectations = 0

Areas Does not Meet Expectations = 1

U 22

N=6

Range 1.0-2.0

Grand Mean = 1.83

Areas Exceed Expectations = 5

Areas Meets Expectations = 1

Areas Does not Meet Expectations = 0

892

F 21

N=4

Range 1.0-2.0

Grand Mean = 1.75

Areas Exceed Expectations = 3

Areas Meets Expectations = 1

Areas Does not Meet Expectations = 0

S 22

N=8

Range 2.0-2.0

Grand Mean = 2.0

Areas Exceed Expectations = 8

Areas Meets Expectations = 0

Areas Does not Meet Expectations = 0

U 22

N=5

Range 1.0-2.0

Grand Mean = 1.8

Areas Exceed Expectations = 4

Areas Meets Expectations = 1

Areas Does not Meet Expectations = 0

All student key CMHC program indicators were at target or at met for this review period with the exception of one student (885 S 22). This student was remediated.

IMPROVEMENT TYPE	Academic
IMPROVEMENT DESCRIPTION	No Improvements Deemed Necessary
IMPROVEMENT	No Improvements Deemed Necessary at this time. Continue to monitor the Key Professional Dispositions assessment process in the coming year for any changes needed.



1.1.7 Measure/Source of Evidence
Annual Advisory Council Meeting

Department and Clinical Mental Health Advisory Council members (e.g., alumni, public, institutional administrators, cooperating agencies, site- supervisors, employers, etc.) are presented annual program assessment results and asked for feedback to inform program strengths, growth points, and improvements.

1.1.7.1 Targets
Annual AC Meeting Powerpoint Presentation

TARGET	Annual AC Meeting is directed by CACREP to gain input from the field on program changes to better prepare future students.
RESULTS	See PowerPoint from Meeting in Weave Project Attachments
ANALYSIS OF FINDINGS	See PowerPoint from Meeting in Weave Project Attachments
IMPROVEMENT TYPE	Academic
IMPROVEMENT DESCRIPTION	No Improvements Deemed Necessary
IMPROVEMENT	No Improvements Deemed Necessary

Project Attachments (2)

Attachments	File Size
 CMHC Advisory Council 2022.pdf	1MB
 WEAVE CMHC NCE.docx	12KB