

CATAWBA COLLEGE CMHC PROGRAM ANNUAL REPORT ACADEMIC YEAR 2020-2021

Program Mission

The mission of the MHS in Clinical Mental Health Counseling degree program is:

- to provide a curriculum that allows students to acquire competencies, skills, and techniques in clinical mental health counseling;
- to develop a rich culture of research and scholarship to promote the application of evidence-based practices;
- to equip students with the ability to utilize critical thinking and decision making to address clinical needs;
- and to prepare students to demonstrate knowledge, skills, and dispositions needed to interact with a diverse, multicultural, and global society.

Program Learning Outcomes

The Program Learning Outcomes within the CMHC program at Catawba College include:

1. Students will identify and experience opportunities while participating in the program that instill the four core tenets of Catawba, including scholarship, character, culture, and service.
2. Students will acquire the knowledge, skills, and competencies necessary for client assessment, diagnosis, case conceptualization, and treatment planning for diverse client populations.
3. Students will develop an eclectic range of therapeutic skills and techniques to implement with a diverse client population
4. Students will acquire the knowledge and understanding to practice counseling ethically.

Learning Outcome #1 - Students will identify and experience opportunities while participating in the program that instill the four core tenets of Catawba, including scholarship, character, culture, and service.

Learning Outcome #1 Targets – a) 80% or higher average score on Research Methodology assignment within CMHC 6100, b) 80% or higher average score on Ethical Case Analyses assignments within CMHC 5600, c) 80% or higher average score on Cultural Self-Analysis assignment in CMHC 5500, and d) 80% or higher average acceptable rate on Fieldwork Supervision Evaluations in both CMHC 6500 and CMHC 6900.

Learning Outcome #1 Responsible Personnel - Director of CMHC Program, Fieldwork Coordinator, and Program Faculty

Learning Outcome #1 Outcomes – a) the average score on the Research Methodology assignment was 89.7%, b) the average score on the four Ethical Case Analyses assignments was

94.8%, c) the average score on the Cultural Self-Analysis was 91.2%, and d) the average acceptance rates on the Fieldwork Supervision Evaluations are unavailable as there were no students in fieldwork courses (Practicum or Internship) during this academic year due to the initial cohort.

Learning Outcome #1 Recommendations – Three of the four targets were successfully met within this Learning Outcome. The fourth was not measurable during this academic year due to the lack of fieldwork experience within the initial cohort. This cohort will be completing these courses during the 2021-2022 academic year, and therefore data will be available for this target within this Learning Outcome. We will re-evaluate the other three targets next year to determine if we have consistency in our ability to meet these targets and make appropriate modifications as needed based on our results.

Learning Outcome #2 - Students will acquire the knowledge, skills, and competencies necessary for client assessment, diagnosis, case conceptualization, and treatment planning for diverse client populations.

Learning Outcome #2 Targets – a) 80% or higher average scores on Clinical Diagnostics assignments in CMHC 5700, and b) 80% or higher average scores on Case Conceptualizations assignments in CMHC 6300.

Learning Outcome #2 Responsible Personnel – Director of CMHC Program and Program Faculty.

Learning Outcome #2 Outcomes – a) the average score on the five Clinical Diagnostics assignments was 98.4%, and b) the average score on the two Case Conceptualizations assignments was 90.9%.

Learning Outcome #2 Recommendations – Both of the targets were successfully met within this Learning Outcome. We will re-evaluate both targets next year to determine if we have consistency in our ability to meet these targets and make appropriate modifications as needed based on our results.

Learning Outcome #3 - Students will develop an eclectic range of therapeutic skills and techniques to implement with a diverse client population

Learning Outcome #3 Target – 80% or higher on Clinical Exercises assignments in both CMHC 5300 and CMHC 5400.

Learning Outcome #3 Responsible Personnel – Director of CMHC Program and Program Faculty.

Learning Outcome #3 Outcomes – The average score on the ten Clinical Exercises assignments was 92.6%.

Learning Outcome #3 Recommendations – The target was successfully met within this Learning Outcome. We will re-evaluate the target next year to determine if we have consistency in our

ability to meet this target and make appropriate modifications as needed based on our results. This is especially necessary given one course (CMHC 5300) was taught by an adjunct. A core faculty member is now assigned to this course.

Learning Outcome #4 - Students will acquire the knowledge and understanding to implement counseling services within an ethical scope of practice.

Learning Outcome #4 Target – 80% or higher average score on Ethical Case Analyses assignments within CMHC 5600.

Learning Outcome #4 Responsible Personnel – Director of CMHC Program and Program Faculty.

Learning Outcome #4 Outcomes – The average score on the four Ethical Case Analyses assignments was 94.8%.

Learning Outcome #4 Recommendations – The target was successfully met within this Learning Outcome. We will re-evaluate the target next year to determine if we have consistency in our ability to meet this target and make appropriate modifications as needed based on our results.

Key Performance Indicators (KPIs)

The following table outlines the CMHC Program’s Key Performance Indicators (KPIs), which are directly related to the Section 2 and Section 5 Standards per CACREP:

KEY PERFORMANCE INDICATORS FOR CMHC PROGRAM			
KPI	DATA	DATA COLLECTION	DATA ANALYSIS AND UTILIZATION
KPI #1: Students will demonstrate competency in ethical and legal practices in the counseling relationship.	<p>KPI #1A: In CMHC 5600, students complete four Ethical Case Analyses addressing prominent counseling legal cases. Students utilize the ACA Code of Ethics to provide a current (including historical cases) perspective of the case with the current Code.</p> <p>Data = Total points scored on rubric for each and average of all four scores.</p>	The instructor of CMHC 5600 reports results to the CMHC Program Director and results are reviewed with students and course instructor for KPI evaluation.	Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.

	<p>KPI #1B: During the Practicum, faculty and site supervisors complete respective evaluations, which assess students on a number of criteria, including the ethical and professional manner within their counseling practice.</p> <p>Data = Total points scored on ethics and professionalism within faculty and site supervisor evaluations, and average of both scores.</p>	<p>The Fieldwork Coordinator reports results to the CMHC Program Director and results are reviewed with students and Fieldwork Coordinator for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
<p>KPI #2: Students will demonstrate self-awareness of personal values and multicultural counseling competency in regards to working with diverse clients.</p>	<p>KPI #2A: In CMHC 5500, students complete a Cultural Self-Analysis report that allows students to determine ways they can operate more intentionally to increase the inclusivity of practices as a future counselor.</p> <p>Data = Total points scored on the rubric.</p>	<p>The instructor of CMHC 5500 reports results to the CMHC Program Director and results are reviewed with students and course instructor for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>

	<p>KPI #2B: In the Practicum, students' performance as counselors are assessed by their clients via a Client Evaluation Form.</p> <p>Data = Total points scored on the client evaluation form.</p>	<p>The Fieldwork Coordinator reports results to the CMHC Program Director and results are reviewed with students and Fieldwork Coordinator for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
<p>KPI #3: Students will demonstrate competency in human growth theoretical orientation and assessment within counseling.</p>	<p>KPI #3A: In CMHC 5800, students complete two assessments: an autobiography allowing them to reflect on their own development from a theoretical orientation, and an integration statement demonstrating their approach of integrating human development theory into their counseling practice. Both are evaluated using a rubric.</p> <p>Data = Total of the number of points scored on both assessments.</p>	<p>The instructor of CMHC 5800 reports results to the CMHC Program Director and results are reviewed with students and course instructor for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>

	<p>KPI #3B: In CMHC 6400, students complete a Genogram as an assessment, allowing them to connect both hereditary and social/environmental factors to a family system.</p> <p>Data = Total points scored on the Genogram.</p>	<p>The instructor of CMHC 6400 reports results to the CMHC Program Director and results are reviewed with students and course instructor for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
<p>KPI #4: Students will demonstrate competency in career development theory and techniques within counseling.</p>	<p>KPI #4A: In CMHC 5000, students complete a Professional Orientation Report outlining their prospective pathway towards becoming a professional counselor as a result of their experience in the Introduction course.</p> <p>Data = Total points scored on the rubric.</p>	<p>The instructor of CMHC 5000 reports results to the CMHC Program Director and results are reviewed with students and course instructor for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>

	<p>KPI #4B: In CMHC 5900, students complete a Career Self-Study, allowing them to reflect on their career development across their lifespan, including their future development as a professional counselor.</p> <p>Data = Total points scored on the rubric.</p>	<p>The instructor of CMHC 5900 reports results to the CMHC Program Director and results are reviewed with students and course instructor for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
<p>KPI #5: Students will demonstrate competency in clinical counseling skills and techniques.</p>	<p>KPI #5A: In CMHC 5300 and 5400, students complete clinical exercises allowing them to conduct counseling role plays addressing clinical counseling skills.</p> <p>Data: Average of the total points for all the clinical exercises scored on the rubric.</p>	<p>The instructors of CMHC 5300 and 5400 report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>

	<p>KPI #5B: During the Internship, faculty and site supervisors complete respective evaluations, which assess students on a number of criteria, including clinical counseling effectiveness, within their counseling practice.</p> <p>Data = Total points scored on clinical counseling effectiveness within faculty and site supervisor evaluations, and average of both scores.</p>	<p>The Fieldwork Coordinator reports results to the CMHC Program Director and results are reviewed with students and Fieldwork Coordinator for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
<p>KPI #5: Students will demonstrate competency in clinical counseling skills and techniques.</p>	<p>KPI #5A: In CMHC 5300 and 5400, students complete Clinical Exercises allowing them to conduct counseling role plays addressing clinical counseling skills.</p> <p>Data: Average of the total points for all the clinical exercises scored on the rubric.</p>	<p>The instructors of CMHC 5300 and 5400 report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>

	<p>KPI #5B: During the Internship, faculty and site supervisors complete respective evaluations, which assess students on a number of criteria, including clinical counseling effectiveness, within their counseling practice.</p> <p>Data = Total points scored on clinical counseling effectiveness within faculty and site supervisor evaluations, and average of both scores.</p>	<p>The Fieldwork Coordinator reports results to the CMHC Program Director and results are reviewed with students and Fieldwork Coordinator for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
<p>KPI #6: Students will demonstrate competency in counseling group formation and facilitation.</p>	<p>KPI #6A: In CMHC 6000, students complete a Group Formation Project, allowing them to demonstrate the capacity to plan a counseling group.</p> <p>Data: Total points on the rubric.</p>	<p>The instructor of CMHC 6000 will report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>

	<p>KPI #6B: During the Internship, students will lead or co-lead a group per CACREP standards. This experience will be evaluated by the site supervisor within the site supervisor evaluation.</p> <p>Data = Total points scored on group leadership within the site supervisor evaluation.</p>	<p>The Fieldwork Coordinator reports results to the CMHC Program Director and results are reviewed with students and Fieldwork Coordinator for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
<p>KPI #7: Students will demonstrate competency in counseling assessment selection and administration.</p>	<p>KPI #7A: In CMHC 6200, students complete an Instrument Critique Report, allowing them to identify and critique via peer-review literature the psychometrics of a given instrument and its applicability for a select population for counseling purposes.</p> <p>Data: Total points on the rubric.</p>	<p>The instructor of CMHC 6200 will report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
	<p>KPI #6B: In CMHC 5900, students will conduct a Vocational Instrument Administration, including an interpretative report, to demonstrate competency in instrument administration.</p> <p>Data = Total points on the rubric.</p>	<p>The instructor of CMHC 6200 will report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>

<p>KPI #8: Students will demonstrate counseling literature critique and counseling research methodology.</p>	<p>KPI #8A: In CMHC 5100, students complete a Theory Critique Report, allowing them to identify and critique via peer-review literature the effectiveness of a select counseling theory within a given counseling population.</p> <p>Data: Total points on the rubric.</p>	<p>The instructor of CMHC 5100 will report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
	<p>KPI #8B: In CMHC 6100, students will develop a research methodology proposal for a counseling research question, including sampling, design, measurement, and statistical analysis considerations.</p> <p>Data = Total points on the rubric.</p>	<p>The instructor of CMHC 6100 will report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
<p>KPI #9 (CMHC): Students will demonstrate competency in counseling case conceptualization.</p>	<p>KPI #9A: In CMHC 6300, students complete two case conceptualizations based on mock client data to demonstrate clinical competency.</p> <p>Data: Average score of the total points on the rubric.</p>	<p>The instructor of CMHC 6300 will report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>

	<p>KPI #9B: In Internship, students will complete and present four case studies derived from their caseload. The faculty supervisor will assess the case conceptualization depicted within the case study.</p> <p>Data = Total points on case conceptualization within the rubric.</p>	<p>The faculty supervisor will report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
<p>KPI #10 (CMHC): Students will demonstrate competency in clinical diagnosis and treatment planning.</p>	<p>KPI #10A: In CMHC 5700, students complete five clinical diagnostics based on mock client data to demonstrate clinical competency in both DSM-5 utilization, as well as initial treatment plan development.</p> <p>Data: Average score of the total points on the rubric.</p>	<p>The instructor of CMHC 5700 will report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>
	<p>KPI #10B: In Internship, students will complete and present four case studies derived from their caseload. The faculty supervisor will assess the clinical diagnosis and initial treatment planning skills depicted within the case study.</p> <p>Data = Total points on both clinical diagnosis and initial treatment</p>	<p>The faculty supervisor will report results to the CMHC Program Director and results are reviewed with students and course instructors for KPI evaluation.</p>	<p>Data is shared with faculty at an annual program meeting and discussion focuses on whether changes are needed or whether learning outcomes are being maximized. The CMHC Program Director is responsible for implementing recommended changes and reports on progress at future faculty meetings.</p>

	planning within the rubric.		
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The following table provides KPI results within this given academic year:

KEY PERFORMANCE INDICATORS RESULTS (2020-2021)		
KPI	DATA	RESULTS
KPI #1: Students will demonstrate competency in ethical and legal practices in the counseling relationship.	<p>KPI #1A: In CMHC 5600, students complete four Ethical Case Analyses addressing prominent counseling legal cases. Students utilize the ACA Code of Ethics to provide a current (including historical cases) perspective of the case with the current Code.</p> <p>Data = Total points scored on rubric for each and average of all four scores.</p>	<p>Ethical Case Analysis #1 Average: 89.6%</p> <p>Ethical Case Analysis #2 Average: 96.6%</p> <p>Ethical Case Analysis #3 Average: 97.7%</p> <p>Ethical Case Analysis #4 Average: 95.4%</p> <p>Total Average: 94.8%</p>

	<p>KPI #1B: During the Practicum, faculty and site supervisors complete respective evaluations, which assess students on a number of criteria, including the ethical and professional manner within their counseling practice.</p> <p>Data = Total points scored on ethics and professionalism within faculty and site supervisor evaluations, and average of both scores.</p>	----
<p>KPI #2: Students will demonstrate self-awareness of personal values and multicultural counseling competency in regards to working with diverse clients.</p>	<p>KPI #2A: In CMHC 5500, students complete a Cultural Self-Analysis report that allows students to determine ways they can operate more intentionally to increase the inclusivity of practices as a future counselor.</p> <p>Data = Total points scored on the rubric.</p>	Total Average: 91.2%
	<p>KPI #2B: In the Practicum, students' performance as counselors are assessed by their clients via a Client Evaluation Form.</p> <p>Data = Total points scored on the client evaluation form.</p>	----

<p>KPI #3: Students will demonstrate competency in human growth theoretical orientation and assessment within counseling.</p>	<p>KPI #3A: In CMHC 5800, students complete two assessments: an autobiography allowing them to reflect on their own development from a theoretical orientation, and an integration statement demonstrating their approach of integrating human development theory into their counseling practice. Both are evaluated using a rubric.</p> <p>Data = Total of the number of points scored on both assessments.</p>	<p>----</p>
	<p>KPI #3B: In CMHC 6400, students complete a Genogram as an assessment, allowing them to connect both hereditary and social/environmental factors to a family system.</p> <p>Data = Total points scored on the Genogram.</p>	<p>----</p>

<p>KPI #4: Students will demonstrate competency in career development theory and techniques within counseling.</p>	<p>KPI #4A: In CMHC 5000, students complete a Professional Orientation Report outlining their prospective pathway towards becoming a professional counselor as a result of their experience in the Introduction course.</p> <p>Data = Total points scored on the rubric.</p>	<p>Total Average: 93.3%</p>
	<p>KPI #4B: In CMHC 5900, students complete a Career Self-Study, allowing them to reflect on their career development across their lifespan, including their future development as a professional counselor.</p> <p>Data = Total points scored on the rubric.</p>	<p>----</p>

<p>KPI #5: Students will demonstrate competency in clinical counseling skills and techniques.</p>	<p>KPI #5A: In CMHC 5300 and 5400, students complete five clinical exercises in each course, allowing them to conduct counseling role plays addressing clinical counseling skills.</p> <p>Data: Average of the total points for all the clinical exercises scored on the rubric.</p>	<p>5300 Clinical Exercise #1 Average: 91.6%</p> <p>5300 Clinical Exercise #2 Average: 88.3%</p> <p>5300 Clinical Exercise #3 Average: 85.1%</p> <p>5300 Clinical Exercise #4 Average: 83.7%</p> <p>5300 Clinical Exercise #5 Average: 85.6%</p> <p>5400 Clinical Exercise #1 Average: 97.5%</p> <p>5400 Clinical Exercise #2 Average: 100.0%</p> <p>5400 Clinical Exercise #3 Average: 96.7%</p> <p>5400 Clinical Exercise #4 Average: 97.5%</p> <p>5400 Clinical Exercise #5 Average: 100.0%</p> <p>Average Score: 92.6%</p>
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	<p>KPI #5B: During the Internship, faculty and site supervisors complete respective evaluations, which assess students on a number of criteria, including clinical counseling effectiveness, within their counseling practice.</p> <p>Data = Total points scored on clinical counseling effectiveness within faculty and site supervisor evaluations, and average of both scores.</p>	----
<p>KPI #6: Students will demonstrate competency in counseling group formation and facilitation.</p>	<p>KPI #6A: In CMHC 6000, students complete a Group Formation Project, allowing them to demonstrate the capacity to plan a counseling group.</p> <p>Data: Total points on the rubric.</p>	----
	<p>KPI #6B: During the Internship, students will lead or co-lead a group per CACREP standards. This experience will be evaluated by the site supervisor within the site supervisor evaluation.</p> <p>Data = Total points scored on group leadership within the site supervisor evaluation.</p>	----

<p>KPI #7: Students will demonstrate competency in counseling assessment selection and administration.</p>	<p>KPI #7A: In CMHC 6200, students complete an Instrument Critique Report, allowing them to identify and critique via peer-review literature the psychometrics of a given instrument and its applicability for a select population for counseling purposes.</p> <p>Data: Total points on the rubric.</p>	<p>Total Average: 91.5%</p>
	<p>KPI #6B: In CMHC 5900, students will conduct a Vocational Instrument Administration, including an interpretative report, to demonstrate competency in instrument administration.</p> <p>Data = Total points on the rubric.</p>	<p>----</p>
<p>KPI #8: Students will demonstrate counseling literature critique and counseling research methodology.</p>	<p>KPI #8A: In CMHC 5100, students complete a Theory Critique Report, allowing them to identify and critique via peer-review literature the effectiveness of a select counseling theory within a given counseling population.</p> <p>Data: Total points on the rubric.</p>	<p>Total Average: 90.0%</p>

	<p>KPI #8B: In CMHC 6100, students will develop a research methodology proposal for a counseling research question, including sampling, design, measurement, and statistical analysis considerations.</p> <p>Data = Total points on the rubric.</p>	<p>Total Average: 89.7%</p>
<p>KPI #9 (CMHC): Students will demonstrate competency in counseling case conceptualization.</p>	<p>KPI #9A: In CMHC 6300, students complete two case conceptualizations based on mock client data to demonstrate clinical competency.</p> <p>Data: Average score of the total points on the rubric.</p>	<p>Case Conceptualization #1 Average: 91.0%</p> <p>Case Conceptualization #2 Average: 90.8%</p> <p>Total Average: 90.9%</p>
	<p>KPI #9B: In Internship, students will complete and present four case studies derived from their caseload. The faculty supervisor will assess the case conceptualization depicted within the case study.</p> <p>Data = Total points on case conceptualization within the rubric.</p>	<p>----</p>

<p>KPI #10 (CMHC): Students will demonstrate competency in clinical diagnosis and treatment planning.</p>	<p>KPI #10A: In CMHC 5700, students complete five clinical diagnostics based on mock client data to demonstrate clinical competency in both DSM-5 utilization, as well as initial treatment plan development.</p> <p>Data: Average score of the total points on the rubric.</p>	<p>Clinical Diagnostic #1: 100.0%</p> <p>Clinical Diagnostic #2: 96.9%</p> <p>Clinical Diagnostic #3: 98.3%</p> <p>Clinical Diagnostic #4: 98.9%</p> <p>Clinical Diagnostic #5: 98.3%</p> <p>Average Score: 98.4%</p>
	<p>KPI #10B: In Internship, students will complete and present four case studies derived from their caseload. The faculty supervisor will assess the clinical diagnosis and initial treatment planning skills depicted within the case study.</p> <p>Data = Total points on both clinical diagnosis and initial treatment planning within the rubric.</p>	<p>----</p>

KPI Recommendations - At this point in time, all of our KPIs indicate successful skill, knowledge, and competency development within the CMHC Program. Program faculty will be charged with examining specific contributors to each KPI and implementing any perceived modifications to not only improve KPI performance, but also improve overall course delivery and alignment with the CACREP Standards. As mentioned earlier in this Annual Report, all KPIs utilizing fieldwork-related data are absent due to the initial cohort's lack of participation in Practicum and Internship. This cohort will complete both experiences during the next academic year, and therefore those associated KPIs will be able to be fully measured. This cohort will also complete the CPCE and state licensure examination, and therefore an analysis of the impact of the KPIs on these measures can also be conducted. As a new program, we look forward to future data collection so we can programmatically improve our effectiveness as a CMHC Program.

Program Demographics/Vital Statistics

The following data provide a description of the current student body in the CMHC Program. The current student body consists of 14 students; one student began the program, however the student withdrew from the program after the first semester. Therefore, that student will not be included in the data representing the current student body.

Student Gender and Race:

- 10 Females (71.4%)
- 4 Males (28.6%)

- 8 Females Caucasian/White (57.1%)
- 1 Female African American/Black (7.1%)
- 1 Female Hispanic/Latino (7.1%)
- 3 Males Caucasian/White (21.4%)
- 1 Male African American/Black (7.1%)

Faculty Gender and Race:

- 2 Females (66.6%)
- 1 Male (33.3%)

- 2 Females Caucasian/White (66.6%)
- 1 Male Caucasian/White (33.3%)

Student Disability Status:

- 1 Student with Documented Disability (7.1%)

Student Age:

- Average age is 25.8 years, range is 23-32 years

Student Undergraduate GPA:

- Average undergraduate GPA is 3.26, range is 2.79-3.73.

Student Fieldwork Evaluations: At this time, we have not had any students complete fieldwork courses (Practicum or Internship).

Program Applications: pertaining to students who applied to the program, a total of 18 students applied. As previously mentioned, one student withdrew from the program after the first semester, and the remaining three were accepted but withdrew their applications prior to the beginning of the academic term (two for financial reasons, and one chose another program to accommodate his athletic commitment to the College). Therefore, 15/18 students (83.3%) were successfully admitted into the program.

Program Graduates and Completion Rate: At this time, we have not graduated a cohort. We anticipate 10 graduates in May 2022, and the remaining four students in the current student body graduating in May 2023. This would represent a 93.3% completion rate of the students who began the program at its initiation.

Program Job Placement Rate: At this time, we have not graduated a cohort, therefore we do not have job placements.

Employer Follow-Up Evaluations: At this time, we do not have data from employers.

Program Demographics/Vital Statistics Recommendations - The current student body represents students who were able to join the inaugural cohort of the CMHC Program at Catawba College. Although demographically the student body does have diversity, there is a need for further diversity, which appears to have been met with the incoming cohort for the next academic year. The program faculty also needs further diversity. It is important to note that two non-Caucasian/White applicants were reviewed, however neither of them met the required job qualifications for the positions posted. The program faculty intends to pursue diversity as we grow. Undergraduate GPA and age are sufficient, however as we move forward we desire to pursue applicants with higher GPAs for strong competition, and increasing the age range among our student body for better representation. As a program, we are inclusive and accessible for individuals with disabilities. Several of the vital statistics are not present at this time due to the age of the program, however the program predicts appropriate results in all measures to be conducted within this report.

CMHC Comprehensive Examinations

The following data provide scoring for the comprehensive examinations conducted throughout the academic year. These exams serve two primary purposes: 1) to assess continuity in learning and act as preparation/practice for the CPCE and NCE exams, and 2) allow summative evaluation of learning for the overall course content. The following table depicts the comprehensive examination data from this academic year, including three sequential exams assessing content as courses were completed:

	Mean Scores (First Semester Comprehensive Exam)	Mean Scores (Second Semester Comprehensive Exam)	Mean Scores (Third Semester Comprehensive Exam)
Complete Exam	83.8%	85.9%	83.9%
CMHC 5000 Content	87.7%	84.7%	82.4%
CMHC 5100 Content	81.2%	80.9%	81.1%
CMHC 5200 Content	84.7%	83.4%	80.7%
CMHC 5300 Content	81.6%	82.1%	83.9%
CMHC 5400 Content	----	84.9%	81.3%
CMHC 5500 Content	----	91.7%	87.8%
CMHC 5600 Content	----	84.4%	80.3%
CMHC 5700 Content	----	94.2%	91.7%
CMHC 6100 Content	----	----	84.1%
CMHC 6200 Content	----	----	82.9%
CMHC 6300 Content	----	----	89.2%

The data suggests that both objectives are being successfully met. The program desires to see at least 80% or higher in all content areas to argue continuity in learning and appropriate summative evaluation. The reported scores are also favorable for future CPCE and NCE exam performance.