

**National Louis University, Tampa Program
Master of Science in Clinical Mental Health Counseling**

CMHC Program Review 2021-2022

By the Numbers	2018-2019	2019-2020	2020-2021	2021-2022
Number of Students Enrolled (in August of each year)	122	115	32	52
Number of Graduates (within Academic year noted)	23	46	28	16
Completion Rates (completed within 5 years)	64%	100%	82.6%	86.2%
Job Placement Rates (within 6 months of graduation)	N/A	**76.92%	**100%	**90%
Credentialing Exam Pass Rates First Attempt: Second Attempt:	N/A	**100% N/A	**100% N/A	**100% N/A

The Assessment year is from Summer term 2021 through Spring term 2022.

**Of those reporting

Student Demographics (Summer 2022)

MS Counseling – 52 Total Students	
Age	Number
20-29	8
30-39	16
40-49	16
50+	12
Race	Number
2 or More Races	2
Asian	1
Black – African American	12
Hispanic	12
White	23
Undeclared	2
Gender	Number
Male	12
Female	40

AY2021-2022 Program Outcomes Assessment Results:

PLO	Course or Instrument	Measure	PLO Target	# of Students Assessed	% Achieved Proficient or Better
PLO 1: Ethics - Demonstrate the ability to apply code of ethics and legal standards in the profession. [2.F.1.i] ILO 1;2;3a;3b;3c;3d;3f;4;5;6	HSC 524 Intro to Mental Health	Advocacy in Action Presentation	80% of students achieve proficient or better	14	90.00%
	HSC 511 Ethics	Ethical Decision Making – Case Study Paper		11	96.97%
	HSC 582 Internship II	Capstone Paper – Ethics Section		12	93.33%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Ethics Section		19	99.47%
	Exit Survey	Ethics Section		13	92.30%
	Alumni Survey	Ethics Section	90% Report proficient or better	10	100%
	Employer Survey	Ethics Section		4	100%
PLO 2: Multicultural - Demonstrate the ability to apply the multicultural competencies in diversity, multiculturalism, and advocacy. [2.F.2.c.] ILO 1;2;3a;3b;3c;3d;3f;4;5;6	HSC 503 Multicultural	Cultural Identity Paper	80% of students achieve proficient or better	6	100%
	HSC 503 Multicultural	Multicultural Case Scenario		6	100%
	HSC 582 Internship II	Capstone Paper – Multicultural Section		12	100.00%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Multicultural Section		19	99.24%
	Exit Survey	Multicultural Section		13	92.30%
	Alumni Survey	Multicultural Section	90% Report proficient or better	10	100%
	Employer Survey	Multicultural Section		4	100%
PLO 3: Lifespan - Describe and apply theories of individual and family development across the lifespan. [2.F.3.a.] ILO 1;2;3a;3b;3c;3d;3f;4;6	HSC 509 Lifespan	Stages of Development Paper	80% of students achieve proficient or better	5	100%
	HSC 509 Lifespan	Development TX Plan		5	100%
	HSC 582 Internship II	Capstone Paper – Lifespan Section		12	83.33%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Lifespan Section		19	98.24%
	Exit Survey	Lifespan Section		13	84.60%
	Alumni Survey	Lifespan Section	90% Report proficient or better	10	100%
	Employer Survey	Lifespan Section		4	100%
PLO 4: Career - Describe and apply theories and models of career development, counseling and decision-making. 2.F.4.a] ILO 1;2;3a;3b;3c;3d;3f;4;6	HSC 514 Career	Career Timeline	80% of students achieve proficient or better	11	94.03%
	HSC 514 Career	Career Counseling Case Study		11	95.45%
	HSC 582 Internship II	Capstone Paper – Career Section		12	83.33%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Career Section		19	100%
	Exit Survey	Career Section		13	84.60%
	Alumni Survey	Career Section	90% Report proficient or better	10	100%
	Employer Survey	Career Section		4	100%
PLO 5: Counseling Skills - Describe, compare,	HSC 501 Found. to Counseling	Final Analysis and Future Thoughts Report	80% of students	15	88.59%

contrast and apply major counseling skills and approaches to practice. [2.F.5.b.; 2.F.5.g] ILO 1;2;3a;3b;3c;3d;3f;	HSC 504 Techniques in Counseling	Final Termination of Counseling Session and Report	achieve proficient or better	14	94.29%
	HSC-504 Clinical Techniques of Counseling	Student Progress Evaluation-Skills Section		14	100%
	HSC 582 Internship II	Capstone Paper – Skills Section		12	97.22%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Skills Section		19	97.78%
	Exit Survey	Skills Section		13	92.30%
	Alumni Survey	Skills Section	90% Report proficient or better	10	100%
	Employer Survey	Skills Section		4	100%
.PLO 6: Assessment and Diagnosis - Demonstrate the ability to select and utilize assessments for diagnostic and intervention planning purposes. [2.F.7.e.;2.F.7.j.] ILO 1;3a;3b;3c;3d;3e;3f;6	HSC 519 Assessment	Professional Assessment Report	80% of students achieve proficient or better	7	100%
	HSC 505 Assessment and Diagnosis	Applied Differential Diagnosis Paper		15	96.59%
	HSC 582 Internship II	Capstone Paper – Assessment & Diagnosis Section		12	100%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Assessment & Diagnosis Section		19	97.57%
	Exit Survey	Assessment & Diagnosis Section		13	92.30%
	Alumni Survey	Assessment & Diagnosis Section	90% Report proficient or better	10	100%
	Employer Survey	Assessment & Diagnosis Section		4	100%
PLO 7: Theory - Describe, compare, contrast and apply major counseling theories to practice. [2.F.5.a.] ILO 1;2;3a;3b;3c;3d;3f;4	HSC 510 Theory	Theoretical Orientation Development Paper	80% of students achieve proficient or better	9	98.61%
	HSC 506 Family theory	Family Therapy Case Conceptualization		7	92.86%
	HSC 582 Internship II	Capstone Paper – Theory Section		12	97.92%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Theory Section		19	100%
	Exit Survey	Theory Section		13	84.60%
	Alumni Survey	Theory Section	90% Report proficient or better	10	100%
	Employer Survey	Theory Section		4	100%
PLO 8: Group - Demonstrate effective group leadership through the application of theoretical foundations and techniques of group counseling, process and development. [2.F.6.a.; 2.F.6.b.;2.F.6.d.; 2.F.6.e.] ILO 1;3a;4;6	HSC 512 Group	Group Counseling Special Topic	80% of students achieve proficient or better	6	90.00%
	HSC 512 Group	Group Counseling Proposal		7	93.65%
	HSC 582 Internship II	Capstone Paper – Group Section		12	91.67%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Group Section		19	100%
	Exit Survey	Group Section		13	100%
	Alumni Survey	Group Section	90% Report proficient or better	10	100%
	Employer Survey	Group Section		4	100%
PLO 9: Personal Awareness -	HSC 511 Ethics	Ethical Autobiography Report	80% of students	10	97.50%

Demonstrate awareness of personal characteristics and behaviors that influence the counseling process and engage in ongoing personal and professional self-evaluation and implications for practice. [2.F.1.k.; 2.F.5.f.] ILO 2;3a;3c;4;6	HSC 503 Multicultural	Cultural Identity Paper	achieve proficient or better	6	100%
	HSC 582 Internship II	Capstone Paper – Personal Awareness Section		12	95.83%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Personal Awareness Section		19	100%
	Exit Survey	Personal Awareness Section		13	100%
	Alumni Survey	Personal Awareness Section	90% Report proficient or better	10	100%
	Employer Survey	Personal Awareness Section		4	100%
PLO 10: Research - Demonstrate an understanding of the importance of evidence-based, ethical, and culturally relevant research in advancing the counseling profession. [2.F.8.a.; 2.F.8.j] ILO 1;2;3a;3b;3c;3d;3e;4;6	HSC 519 Psychological Assessment	Assessment Instrument Analysis	80% of students achieve proficient or better	7	98.41%
	HSM 508 Research	Program Evaluation Proposal		6	76.27%
	HSC 582 Internship II	Capstone Paper – Research Section		12	100%
	HSC 582 Internship II	Site Supervisor Evaluation of Student – Research Section		19	100%
	Exit Survey	Research Section		13	76.92%
	Alumni Survey	Research Section	90% Report proficient or better	10	100%
	Employer Survey	Research Section		4	100%
Supplemental CMHC Specialty Area Standards: Foundations, Contextual Dimensions and Practice	HSC 519 Psychological Assessment	Assessment Instrument Analysis	80% of students achieve proficient or better	7	98.41%
	HSC 524 Intro to Mental Health Counseling	Advocacy in Action Plan		14	90.00%
	HSS 534 Substance Abuse Counseling	Research Paper		11	96.97%
	HSC 541 Crisis & Trauma Counseling	Conceptualization of Trauma paper		8	93.06%

2021-2022 Action Plan & Results:

	RECOMMENDATION/ FINDING	ACTION	RESULTS
1	Several areas did not reach benchmark in the Exit Survey (Lifespan; Career; Theory; and Research in 20/21). It is recommended that we review the wording of the Exit Survey to see if the wording is impacting the results to conflict with other more objective data.	The wording was refined on the exit interview form to better differentiate each area.	Analysis of 21/22 data found only Research below benchmark which aligned with one other objective measure.
2	Because passing the Comprehensive exam was not required to qualify for the degree, most participants admitted not studying for it. Stakeholders recommended removing it from program assessment as it is not an accurate measure if the students do not prepare for it.	We increased our communication about the comps and its purpose to prepare students for the licensure exam. However, we removed it from the program review.	More students passed on their first attempt at the exam and seemed to take it more seriously.
3	The program offered continuing education webinars covering several topics. Stakeholders recommended collaborating with SMHCA, NLU Chicago and other groups as well as encouraging doctoral students to expand the workshop series, while diminishing the burden on the core faculty.	We collaborated with NLU Chicago and offered our first joint webinar in June, 2022. We also hosted an on campus SMHCA training in August.	The joint offered webinar was our best attended to date. The on campus SMHCA training was considered a success and will promote additional on campus trainings.
4	There is a lot of interest in the new licensure completion certificate program. Stakeholders recommend marketing it to people coming into the state who need additional classes for licensure as well as school counselors seeking to become licensed LMHCs once it is approved by CIE.	A licensure completion certificate was developed and finally approved by CIE.	We are receiving inquiries for registering for the certificate in Fall 2022. We have meetings with the Hillsborough County School System to promote the certificate for their school counselors.
5	The program needs additional marketing to share the uniqueness and value of the program. Although some marketing plans	There were several adjustments to marketing and tools used for promoting the programs.	With CACREP accreditation and some revisions in marketing

	have begun, stakeholders recommend a marketing plan be developed to expand the brand recognition of NLU as well as recognition and appreciation for the counseling programs and their potential to serve students nationally.		enrollment is increased by 80% for fall 2022.
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2022-2023 Action Plan

	RECOMMENDATIONS BASED ON FINDINGS
1	All measure met benchmark except two in research. It is recommended that the research course be reviewed and refined.
2	It was noted that some classes (especially skills classes) could use some additional time in the weekly webinar for skills practice or construct development. There were also a few times when students had conflicts between the mismatch of class times between the Chicago and Florida campuses. It was recommended that the webinar times be changed to (6-8 pm EST & 8-9:30 pm EST) address those noted challenges.
3	Many of the course shells are outdated and there is mismatch between course objectives between the Tampa and Chicago programs. A Curriculum Taskforce consisting of faculty from Tampa and Chicago was formed to develop a plan for collaboration and refinement of common courses. The plan covers 5 years to refine all courses.
4	With increased enrollment because of CACREP accreditation and the rollout of the Licensure Completion certificate, it is recommended that the program offers additional courses each term. To support that expansion, additional adjunct faculty need to be onboarded.