



CARSON-NEWMAN

A CHRISTIAN UNIVERSITY

Carson-Newman University Counselor Education

Assessment and Annual Outcomes Report 2023-2024

The Graduate Studies in Counseling program at Carson-Newman University (C-NU) submits the following assessment report for the 2023-2024 academic year. The C-NU Counseling program is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). CACREP requires that Graduate Studies in Counseling programs provide information to the public each year regarding program outcomes. The table below indicates an overview of the Vital Statistics of the GSC program at Carson-Newman University (C-N) for the 2023-2024 academic year. Additional information about the GSC program including related data, program changes, and program modifications follows.

Criteria	Clinical Mental Health Counseling	Professional School Counseling	Non-degree Licensure Credits Only
Student Enrollment Academic Year 2023 - 2024	68	31	3
Number of Graduates in 2023-2024	11	5	NA
Program Completion Rate	77.4%	83.3%	NA
Employment Rate	100%	100%	NA
Successful Completion of the Professional Counseling Performance Evaluation (CPCE)	100%	100%	NA
Professional School Counselors Successful Completion of the Praxis Exam	NA	100%	NA
Successful Completion of the National Counselor's Exam	100%	NA	NA

- Information for this report was collected for the fall of 2023-summer of 2024 academic year.
- Total student enrollment consisted of Professional School Counseling students, Clinical Mental Health Students, and Dual Degree students.
- Employment rate indicates the percentage of GSC students that were hired within three months of graduation.
- Successful completion of the CPCE exam reflects the total number of GSC students that passed the exam this academic year. During this reporting period, *C-NU counseling program CPCE scores were 1 Standard Deviation above the norm for scores reported nationwide.*
- Successful completion of the PRAXIS Exam reflects the total number of GSC students that passed the PRAXIS Exam this academic year.
- The NBCC was unable to provide information related to the pass rate of counseling students who took the exam during this academic year.

Demographic Data

During this reporting period, the GSC at C-NU consisted of the following demographics:

- Total enrollment of 81 students
 - 47 CMH students
 - 16 PSC students
 - 15 Dual degree students
 - 3 Licensure Credit Only students
- Gender demographics
 - 15 male students
 - 67 female students
- Ethnicity of student populations included:
 - 65 Caucasian
 - 1 American Indian
 - 2 Asian
 - 7 Black or African American
 - 5 Hispanic or Latino
 - 1 Native Hawaiian
 - 1 multi-racial
 - 4 International
 - 4 Military or Military Dependent
- Overall program diversity 22%

CACREP Accreditation

Notably, in January of 2024, the CACREP Board rendered the decision to accredit the C-NU Counseling program for an additional 8 years. No stipulations were placed upon this 8-year accreditation. The Counseling department will submit a mid-cycle review program assessment in the summer of 2028.

New Faculty

In September of 2023, faculty Dr. Megan Herscher was reassigned to the College of Online Services and will serve as the Chair of the on-line Counseling initiative. In addition, in July of 2024, Dr. Jennifer Moralejo accepted a position with the University of Tennessee. As a result, the Counseling department has two vacancies to fill. A nationwide search has been initiated, and interviews are being conducted.

Program Activities

Chi Sigma Iota Honor Society Leadership

The Carson-Newman GSC program's Chi Sigma Iota Honor Society chapter (Chi Nu) was very active in the 2023-2024 academic year. Student leaders organized and implemented many quality initiatives throughout the year, including the following:

- Chi Sigma Iota student leadership met for a retreat in which leaders facilitated a planning discussion and chose specific activities and dates for the year.

- Facilitated two initiation ceremonies for new inductees
- Conducted a clothing and supplies drive and a service day for a local ministry serving victims of human trafficking
- Organized and implemented social engagement activities including a welcome gathering pizza party for new students and a Fall corn maze event
- Planned, organized, and conducted an alumni panel of C-NU graduates to speak with current students regarding the profession, career opportunities, lessons learned, and advise going forward
- Planned, organized and facilitated a continuing education event for local counselors in conjunction with the Tennessee Licensed Professional Counselors Association regarding Dialectical Behavioral Therapy

During this reporting period, student leaders led an active chapter that made a positive impact for students in the program as well as the local community.

Animal Assisted Therapy in Professional School Counseling Course

An addition to the School Counseling Orientation course included an introduction into Animal Assisted Therapy (AAT) within school counseling programs. A local school social worker brought a trained therapy dog to class and discussed an overview of AAT, the benefits of AAT, and demonstrated techniques with her co-therapist, Knox. AAT was very well received by students, especially Knox.



GSC Program Modifications

The GSC in Counseling program implemented program changes based on the review of program data from 2022-2023. The information provided below demonstrates the department's analysis and utilization of feedback.

Key Performance Indicators

Based on feedback from the CACREP site visit team, the GSC program changed their program assessment benchmarks from Knowledge, Learning, and Objectives Assessments (KLOAs) to Key Performance Indicators (KPIs) as detailed in the 2022-2023 Annual Outcomes Report. The data reflected in this report is based on KPI data assessment.

Performance Improvement Plan

The GSC Performance Improvement Plan (PIP) criteria changed during this reporting period. Previously, there were no limits to the number of PIPs a student could acquire. As of 2023-2024 academic year, a student cannot exceed two PIPs during their tenure at C-NU to remain eligible in the program.

Change In Required PRAXIS Exam Score

All PSC students must take the PRAXIS exam to become licensed in Tennessee (and other states as well). This standardized exam measures whether entry-level school counselors have the knowledge, skills, abilities, and competencies to meet the rigorous demands of the Professional School Counseling profession. In 2023, the minimum score to pass this exam was changed to 159 points. *All PSC students at C-NU who took the exam during this reporting criteria met this change in criteria.*

Play Therapy Course Change

The Play therapy course was adapted to a semester long course in the spring of 2024. In the past, the focus of the course was on Child-Centered play therapy with an overview of directed play therapy. With the change to a 15-week class, student skills in directed play therapy were increased based on additional time to focus on this area. Students indicated an appreciation of the opportunity to increase their play therapy skill set by being able to address both areas fully.

Use of Artificial Intelligence

Due to the ever-changing face of the use of Artificial Intelligence (AI), the GSC program initiated a program policy on the appropriate use of AI. This policy addressed the ethical use of AI in the academic setting and the limits to its use. The policy has been added to all syllabi and included in the New Student Orientations. Refraining from the unethical use of AI is further addressed in Student Dispositions on a yearly basis.

Program changes based on student feedback

Feedback received from students in course evaluations indicated an interest in Forensic Counseling as a new elective choice. An informal assessment was conducted, and enough interest was indicated to make plans to incorporate a Forensic Counseling course into elective options going forward. This course will fall under topics in Counseling and is currently being developed by Dr. Carlisle. Professional School Counselors indicated enthusiasm for the continuation of Animal Assisted Counseling experiences in their course work. As a result, Dr. Taylor will incorporate this experience into her curriculum.

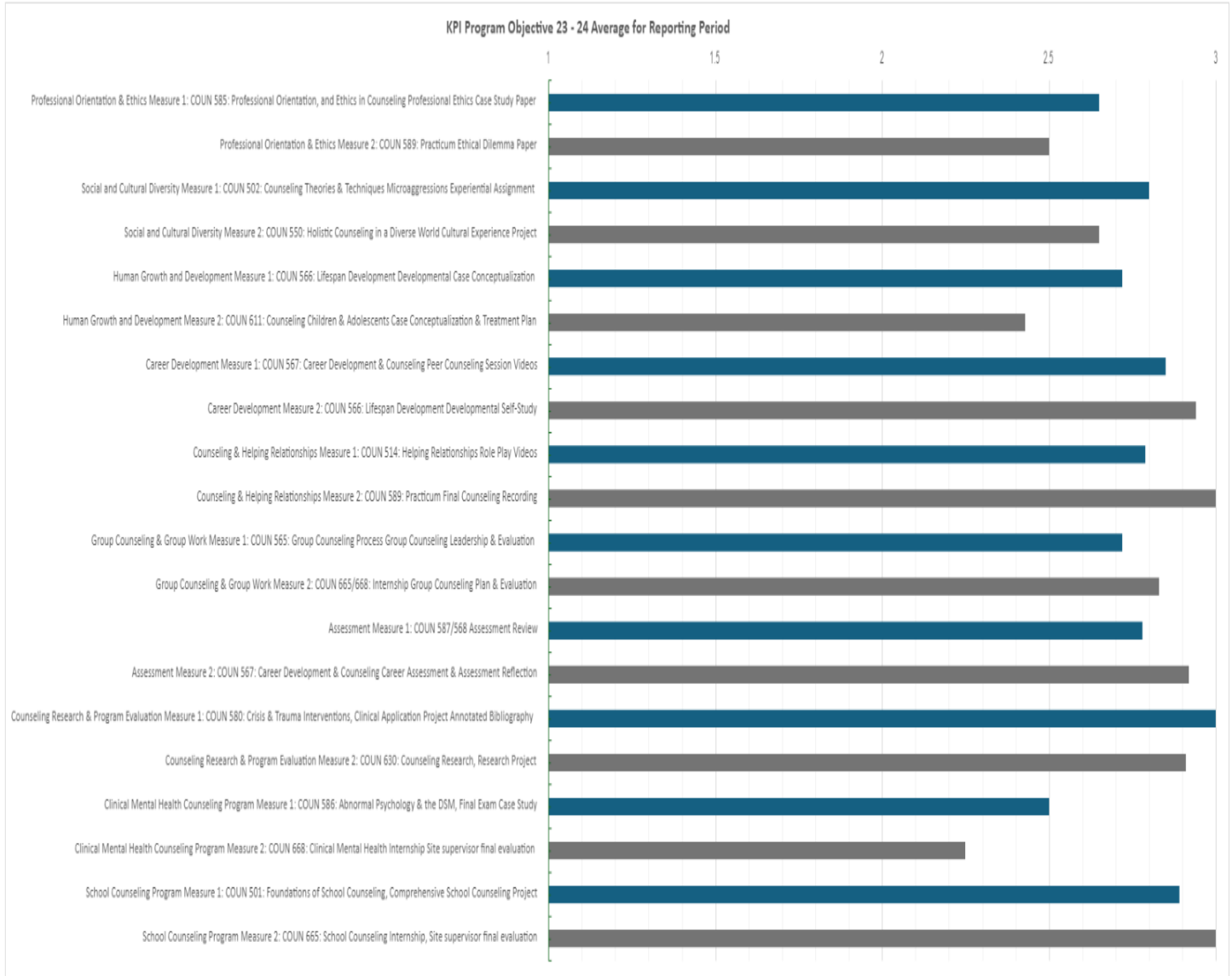
GSC Program Modifications Considered

The GSC faculty is considering whether or not Field Placement courses should move from a letter grading system to a pass/fail system of assessment. Due to the multifaceted assessments associated with the current field placement system and the subjective nature of some criteria, faculty agreed to assess the pros and cons of moving to a pass-fail system. The motivations for doing so include fairness in grading and facilitating the ability to take academic risks in learning practical skills. GSC faculty have addressed best practice guidelines in Field Placement and continue to evaluate the benefits and liabilities to a pass/fail grading system.

Program Data

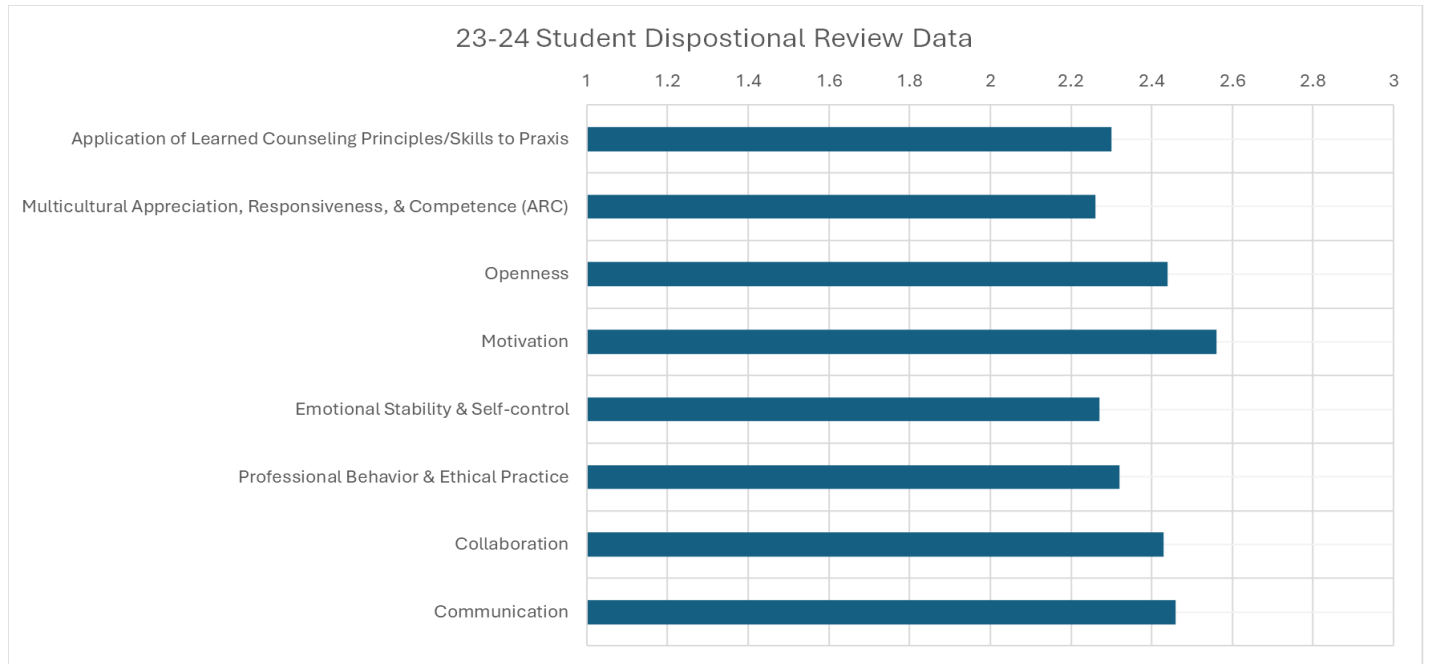
Key Performance Indicator Data

Changes to the GSC evaluation program at C-NU were implemented in the spring of 2024 based on feedback and directive from our accrediting body in order to streamline the evaluation process. Data from the analysis of the Key Performance Indicators from the 8 core areas of counseling are listed below.



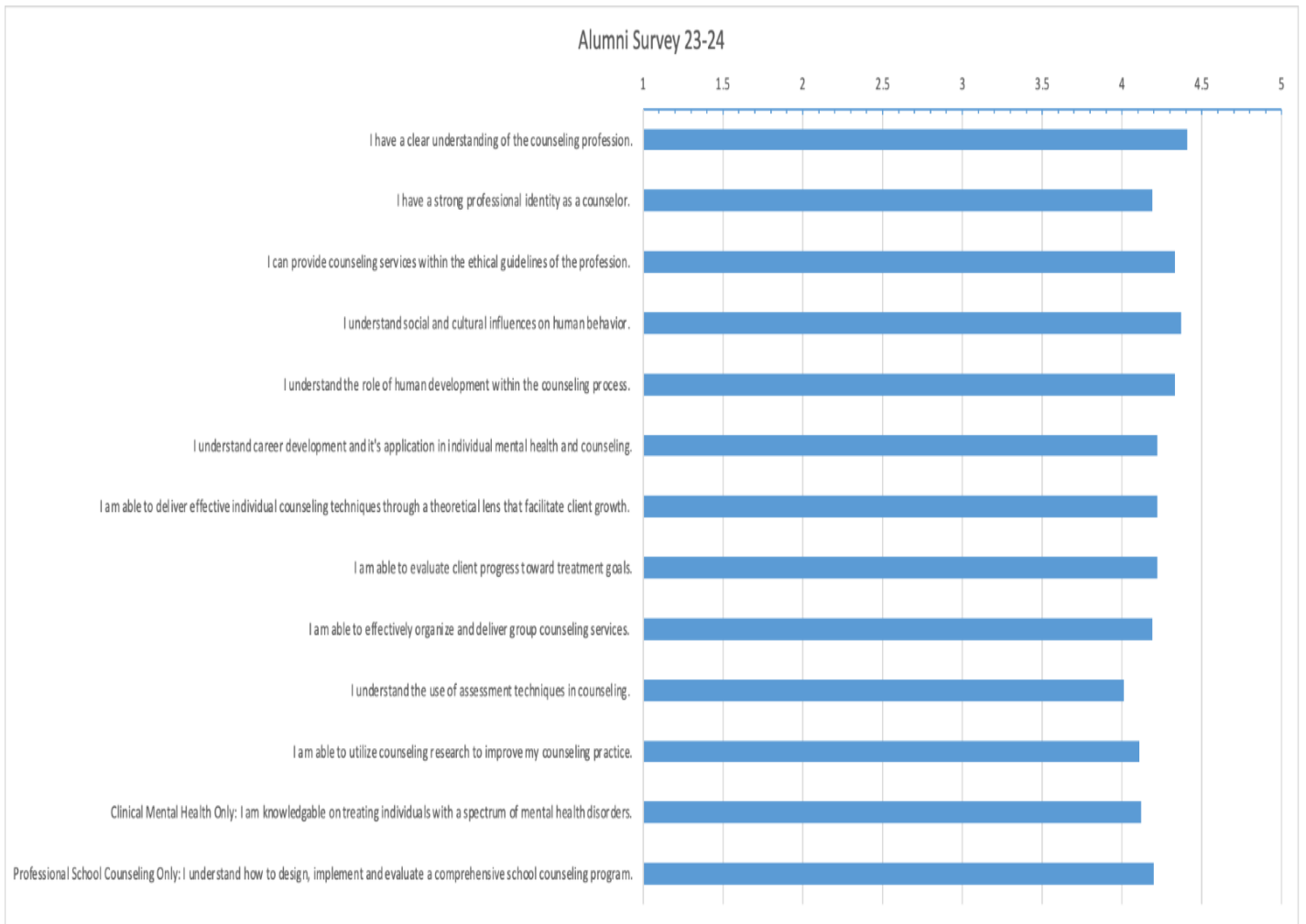
Student Dispositional Data

Student dispositions represent a set of core professional characteristics that are used to assess student performance and development. This data is used by program faculty for annual student assessments, identification of student strengths, areas in need of support, and construction of performance improvement plans when necessary. Counselor dispositions describe specific expectations of the student and are rated on a 3-point grading scale. Students are able to provide feedback to this evaluation. Data for the 2023-2024 reporting period are below.



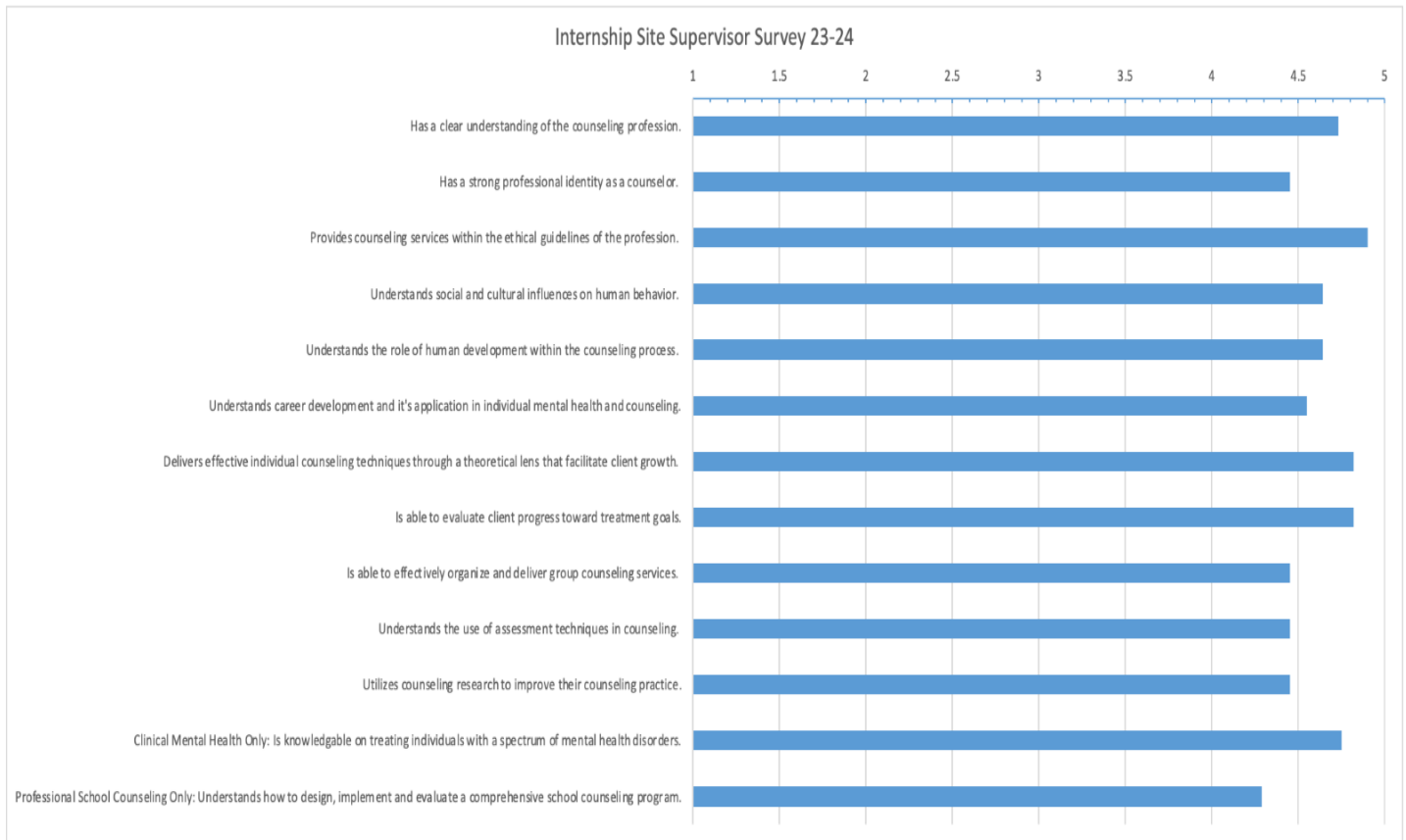
Alumni Survey Data

GSC Graduates are asked to complete an Exit survey during their last semester of their training. The purpose of this survey is to collect student perceptions and feedback on the academic program (admissions, programs, faculty advising, etc.) as well as feedback for student activities (library, technology, etc.) and overall counselor preparation. A summary of the Graduate Exit Survey data for this reporting period is listed below.



Site Supervisor Data

Field Placement Site Supervisors are an integral part of the GSC in counseling program. Site supervisors of internship students in both Clinical Mental Health and Professional School Counseling settings submit feedback regarding student progress at mid-term and then again at the end of each field placement experience. In the graph below, the field placement assessment of students in counseling internships and criteria upon which students are evaluated is described.



Focus Areas of Program Development for the 2024-2025 Academic Year

- * GSC will continue to maintain a strong emphasis on professional identity and leadership with student-faculty presentations at professional association conferences.
- * GSC will continue to emphasize early and continuous integration of clinical counseling skills in training.

- * GSC will continue to emphasize student that focuses on the development of holistic, multicultural competencies and strategies to work effectively with diverse client populations
- * GSC will continue the work of the Chi Nu Upsilon Chapter of Chi Sigma Iota as an example of excellence in service to our community and our profession.
- * GSC will continue to encourage membership in Professional Organizations.
- * GSC will continue to focus training on the use of evidence-based interventions and programs in counseling.