

Western Carolina University Counseling Program Annual Report 2021-2022

The mission of the Western Carolina University (WCU) Counseling program is to subscribe to the standards of the Council for Accreditation of Counseling and Related Education Program (CACREP) and prepare ethically-bound professional counselors for entry-level positions in clinical and school settings. During the 2021-2022 academic year, approximately 88 (full- and part-time) students were enrolled in both the Clinical Mental Health Counseling (CMHC) and School Counseling (SCH) tracks. Twenty-three students graduated (10 CMHC, 13 SCH), indicating an overall 94% completion rate (1 CMHC and 1 SCH student did not complete the program), resulting in a 95% completion rate for CMHC and 93% for SCH students. See Appendix B for demographic data of applicants, students, and graduates (p. 14).

Of those who graduated, 100% of those who sought employment in a professional counseling role within 3 months of graduation were employed as professional counselors (7 CMHC, 12 SCH). One hundred percent of students passed the National Counselor Exam in Spring 2021 and Fall 2021 (N = 13; 10 CMHC, 3 SCH), far above the national average pass rate of 78%. One hundred percent of students passed the Comprehensive exam (N = 24; 12 CMHC, 12 SCH), and 100% passed the Praxis-II (Subject Test: School Counselor) exam (N = 12).

The WCU Counseling program's objectives and student learning outcomes (SLO) are as follows: The counselor-in-training demonstrates knowledge and skill in:

- 1) Ethical practice
- 2) Social and cultural diversity
- 3) Human development
- 4) Career development
- 5) Individual counseling
- 6) Group counseling
- 7) Assessment, diagnosis, and treatment planning
- 8) Research and program evaluation
- 9) Specialty area: Clinical Mental Health Counseling or School Counseling
- 10) Professional dispositions and behaviors

The WCU Counseling program faculty conducts continuous, systematic program evaluation, both formally and informally, to determine how student learning outcomes are met (see Appendix A, p. 11). Quantitative and qualitative data were collected and analyzed, for Fall 2021 and Spring 2022 semesters, and included: (a) faculty end-of-semester review of each student, (b) supervisor evaluations, (c) graduate exit survey, (d) comprehensive exam scores, (e) National Counselor Exam (NCE) scores, (f) Praxis-II (Professional School Counseling portion) exam scores, and (g) alumni and/or employer surveys. Note: Next analysis of employer surveys will be 2023-2024.

The End-of-Semester Review is conducted by Counseling program faculty of each student, each semester (Fall and Spring). Performance measures include academic performance, counseling skills, and professionalism, with scales of 0 – 3 (0 = harmful, 1 = below expectations, 2 = meets expectations, and 3 = exceeds expectations).

Supervisor Evaluations are conducted by site-supervisors in schools and agencies. Each student is measured on all 10 student learning outcomes, each semester they are in practicum and internship (Fall and Spring), with scales of 0 – 3 (0 = harmful, 1 = below expectations, 2 = meets expectations, and 3 = exceeds expectations).

Graduate Exit Surveys are given to students at the end-of-the-semester they graduate (December and May). Measures of graduates' self-report include preparedness in terms of knowledge and skill for all 10 student learning outcomes, and their perceptions of the quality of instruction, supervision, and advisement they received. Ratings are on a 1 - 5 scale (1 = strongly agree, 2 = agree, 3 = not Sure, 4 = strongly disagree, and 5 = disagree); the rating scale for perceptions of program quality is a 1 – 5 scale (1 = highly satisfactory, 2 = satisfactory, 3 = not sure, 4 = unsatisfactory, and 5 = highly unsatisfactory).

Comprehensive Exams are taken by students in their last semester of the program (Fall or Spring). The multiple-choice exam covers 11 SLO and includes 110 questions. The exam does not include the specialty areas or professional dispositions and includes a section on Family Counseling and DSM/Effective treatment planning. Students must pass all SLO sections with a minimum score of 70% per section. If any sections are not passed, students have one opportunity to re-take the section, that semester; if they do not pass the re-take section(s), they are required to take the entire comprehensive exam the following semester.

National Counselor Exam is offered by the National Board of Certified Counselors (NBCC) testing administrators in Spring and Fall semesters.

Praxis-II (Subject Test: School Counselor) Exams is offered to Counseling students in the Fall and Spring semesters by the Educational Testing Service (ETS) via Western Carolina University.

Alumni Surveys are given to attendees at program-offered conference(s), each year, and/or emailed to graduates or made available via our program's Facebook page. Alumni measure their experience in the program and current practice on all 10 SLO, with a scale of 1 = 5 (1 = poor, 2 = fair, 3 = average, 4 = good, 5 = excellent).

Employer Surveys are given to attendees at our program-offered Supervision symposium every 2-3 years, and/or emailed to graduates to share with their employers or made available via our program's Facebook page (last measure Spring 2022, N = 4). Employers measure employees (i.e., graduates of the program) on all 10 student learning outcomes, with a scale of 1 = 5 (1 = poor, 2 = fair, 3 = average, 4 = good, 5 = excellent).

Assessment	Data Collected & Analyzed by Faculty
End-of-Semester Review	143 total; 77 students reviewed Fall 2021, 66 students reviewed Spring 2022
Site-Supervisor Evaluations	67 total: 32 students (15 practicum, 17 internship) Fall 2021; 35 students 16 practicum, 19 internship) Spring 2022

Graduate Exit Survey	13 total: 23 surveys sent to graduates in December 2021 and May 2022 (57% completion rate)
Comprehensive Exam (Comps)	24 of 24 students passed comps: 9 Fall 2021 (6 CMHC, 3 SCH), 15 Spring 2022 (6 CMHC, 9 SCH)
NCE scores	13 of 13 students (10 CMHC, 3 SCH) with 100% pass rate and above national average
PRAXIS-II	12 of 12 school counseling students passed (Fall 2021 and Spring 2022)
Alumni Surveys	18 received Spring 2022 (8 CMHC grads, 10 SCH grads)
Employer Surveys	5 received from employers Spring 2022

Following is an aggregated report on each SLO, a program modification plan by the Counseling program faculty to maintain or modify curricular offerings, and Appendices that identify SLO methods of measurement and assessors, and demographic data of applicants, students, and graduates.

SLO #1: The counselor-in-training demonstrates knowledge and skill in Ethical Practice

Faculty End-of-Semester Review of Students Fall 2021	2.01 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	2.03 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2021	2.6 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.6 (meets expectations level = 2)
Comps Fall 2021	87% overall (min. to pass = 70%); 85% CMHC; 99% SCH
Comps Spring 2022	89% overall (min. to pass = 70%); 99% CMHC; 87% SCH
NCE	100% pass rate; above national average
Graduate Exit Surveys (Fall 2021 and Spring 2022)	13/13 students reported strongly agree/agree to being prepared in knowledge and skill in ethical practice
Alumni surveys	2.8 (meets expectations level = 2)
Employer surveys	2.8 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in knowledge and skills in Ethical Practice, with a slight increase in Site Supervisor scores (last year = 2.5 for both semesters). Last year, employers did not respond to the survey question about this SLO; this year's data provides another marker of measurement for this SLO and almost exceeds expectations (exceeds expectations level = 3).

Action Plan: Faculty will continue teaching and assessing students' knowledge and skills related to professional orientation and ethical practice.

SLO #2: The counselor-in-training demonstrates knowledge and skill in Social and Cultural Diversity

Faculty End-of-Semester Review of Students Fall 2021	2 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	2.02 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2021	2.4 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.5 (meets expectations level = 2)
Comps Fall 2021	83% overall (min. to pass = 70%); 86% CMHC; 80% SCH
Comps Spring 2022	87% overall (min. to pass = 70%); 89% CMHC; 87% SCH
NCE	100% pass rate; above national average
Graduate Exit Surveys (Fall 2021 and Spring 2022)	12/13 students reported strongly agree/agree being prepared in knowledge and skill in social and cultural diversity
Alumni surveys	2.2 (meets expectations level = 2)
Employer surveys	2.8 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in knowledge and skills in Social and Cultural Diversity. Last year, employers did not respond to the survey question about this SLO; this year's data provides another marker of measurement for this SLO and almost exceeds expectations (exceeds expectations level = 3).

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills related to social and cultural diversity.

SLO #3: The counselor-in-training demonstrates knowledge and skill in Human Development

Faculty End-of-Semester Review of Students Fall 2021	2 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	2.2 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2021	2.4 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.4 (meets expectations level = 2)
Comps Fall 2021	87% overall (min. to pass = 70%); 85% CMHC; 99% SCH
Comps Spring 2022	83% overall (min. to pass = 70%); 87% CMHC; 82% SCH
NCE	100% pass rate; above national average
Graduate Exit Surveys (Fall 2021 and Spring 2022)	13/13 students reported strongly agree/agree being prepared in knowledge and skill in human development
Alumni surveys	2.8 (meets expectations level = 2)
Employer surveys	2.8 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in knowledge and skills in human development.

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills related to human development.

SLO #4: The counselor-in-training demonstrates knowledge and skill in Career Development

Faculty End-of-Semester Review of Students Fall 2021	2 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	2.6 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2021	2.3 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.2 (meets expectations level = 2)
Comps Fall 2021	87% overall (min. to pass = 70%); 89% CMHC; 87% SCH
Comps Spring 2022	78% overall (min. to pass = 70%); 85% CMHC; 74% SCH
NCE	100% pass rate; above national average
Graduate Exit Surveys (Fall 2021 and Spring 2022)	13/13 students reported strongly agree/agree being prepared in knowledge and skill in knowledge and skill in career development
Alumni surveys	2.4 (meets expectations level = 2)
Employer surveys	2.6 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in career development. There were increased scores on the End-of-Semester Reviews and Site Supervisor evaluations compared to last year's scores. Also, last year, employers did not respond to the question about this SLO; this year's data provides another marker of measurement.

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills related to career development.

SLO #5: The counselor-in-training demonstrates knowledge and skill in Individual Counseling

Faculty End-of-Semester Review of Students Fall 2021	2.04 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	2.1 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2021	2.5 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.4 (meets expectations level = 2)
Comps Fall 2021	99% overall (min. to pass = 70%); 95% CMHC; 99% SCH
Comps Spring 2022	99% overall (min. to pass = 70%); 100% CMHC; 99% SCH

NCE	100% pass rate; above national average
Graduate Exit Surveys (Fall 2021 and Spring 2022)	13/13 students reported strongly agree/agree being prepared in knowledge and skill in individual counseling
Alumni surveys	2.9 (meets expectations level = 2)
Employer surveys	2.8 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in individual counseling. There were increased scores on the End-of-Semester Review compared to last year's. Also, last year, employers did not respond to the question about this SLO; this year's data provides another marker of measurement for this SLO and almost exceeds expectations (exceeds expectations level = 3).

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills in individual counseling.

SLO #6: The counselor-in-training demonstrates knowledge and skill in Group Counseling

Faculty End-of-Semester Review of Students Fall 2021	2.11 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	3.1 (exceeds expectations level = 3)
Site-Supervisor Evaluations- Fall 2021	2.5 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.5 (meets expectations level = 2)
Comps Fall 2021	99% overall (min. to pass = 70%); 99% CMHC; 100% SCH
Comps Spring 2022	99% overall (min. to pass = 70%); 100% CMHC; 99% SCH
NCE	100% pass rate; above national average
Graduate Exit Surveys (Fall 2021 and Spring 2022)	12/13 students reported strongly agree/agree being prepared in knowledge and skill in group counseling
Alumni surveys	2.6 (meets expectations level = 2)
Employer surveys	2.6 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in group counseling. There were increased scores on the End-of-Semester Review compared to last year's. Last year, employers did not respond to the question about this SLO; this year's data provides another marker of measurement for this SLO.

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills in group counseling.

SLO #7: The counselor-in-training demonstrates knowledge and skill in Assessment, Diagnosis, and Treatment Planning

Faculty End-of-Semester Review of Students Fall 2021	2 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	2.6 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2021	2.3 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.3 (meets expectations level = 2)
Comps Fall 2021	99% overall (min. to pass = 70%); 99% CMHC; 99% SCH
Comps Spring 2022	87% overall (min. to pass = 70%); 90% CMHC; 90% SCH
NCE	100% pass rate; above national average
Graduate Exit Surveys (Fall 2021 and Spring 2022)	12/13 students reported strongly agree/agree being prepared in knowledge and skill in assessment, diagnosis, and treatment planning
Alumni surveys	2.3 (meets expectations level = 2)
Employer surveys	2.8 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in assessment, diagnosis, and treatment planning. There were increased scores on the End-of-Semester Review and Site Supervisor evaluations compared to last year's scores. Also, last year, employers did not respond to the question about this SLO; this year's data provides another marker of measurement for this SLO and almost exceeds expectations (exceeds expectations level = 3).

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills in assessment, diagnosis, and treatment planning.

SLO #8: The counselor-in-training demonstrates knowledge and skill in Research and Program Evaluation

Faculty End-of-Semester Review of Students Fall 2021	2 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	3.6 (exceeds expectations level = 3)
Site-Supervisor Evaluations- Fall 2021	2.4 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.3 (meets expectations level = 2)
Comps Fall 2021	86% overall (min. to pass = 70%); 89% CMHC; 84% SCH
Comps Spring 2022	78% overall (min. to pass = 70%); 83% CMHC; 75% SCH
NCE	100% pass rate; above national average
Graduate Exit Surveys (Fall 2021 and Spring 2022)	13/13 students reported strongly agree/agree being prepared in research and program evaluation
Alumni surveys	2.1 (meets expectations level = 2)

Employer surveys	2.6 (meets expectations level = 2)
------------------	------------------------------------

Summary: The aggregate data indicate students met or exceeded expectations in research and program evaluation. There were increased scores on the End-of-Semester Reviews, Site Supervisor evaluations, and Graduate Exit Surveys compared to last year's scores. Also, last year, employers did not respond to the question about this SLO; this year's data provides another marker of measurement for this SLO.

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills in research and program evaluation.

SLO #9: The counselor-in-training demonstrates knowledge and skill in Specialty area: Clinical Mental Health Counseling

Faculty End-of-Semester Review of Students Fall 2021	2.03 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	2.03 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2021	2.4 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.4 (meets expectations level = 2)
Comps	Not assessed on comps
NCE	Not assessed on NCE
Graduate Exit Surveys (Fall 2021 and Spring 2022)	13/13 students reported strongly agree/agree being prepared in knowledge and skill in clinical mental health counseling
Alumni surveys	2.8 (meets expectations level = 2)
Employer surveys	2.6 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in the specialty area of clinical mental health counseling. Last year, employers did not respond to the question about this SLO; this year's data provides another marker of measurement for this SLO.

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills in clinical mental health counseling.

SLO #9: The counselor-in-training demonstrates knowledge and skill in Specialty area: School Counseling

Faculty End-of-Semester Review of Students Fall 2021	2.03 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	2.03 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2021	2.3 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.3 (meets expectations level = 2)
Comps Fall 2021	Not assessed on comps
NCE	Not assessed on NCE
PRAXIS II	100% pass
Graduate Exit Surveys (Fall 2021 and Spring 2022)	13/13 students reported strongly agree/agree being prepared in

	knowledge and skill in school counseling
Alumni surveys	2.8 (meets expectations level = 2)
Employer surveys	2.6 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in the specialty area of professional school counseling. Last year, employers did not respond to the question about this SLO; this year's data provides another marker of measurement for this SLO.

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills in professional school counseling.

SLO #10: The counselor-in-training demonstrates knowledge and skill in Professional dispositions and behaviors

Faculty End-of-Semester Review of Students Fall 2021	2.1 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '22	2.1 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2021	2.5 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2022	2.6 (meets expectations level = 2)
Comps	Not assessed on comps
NCE	Not assessed on NCE
Graduate Exit Surveys (Fall 2021 and Spring 2022)	13/13 students reported strongly agree/agree being prepared in knowledge and skill in professional dispositions and behavior
Alumni surveys	2.9 (meets expectations level = 2)
Employer surveys	2.8 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in professional dispositions and behaviors. Last year, employers did not respond to the question about this SLO; this year's data provides another marker of measurement for this SLO which is close to the exceeds expectations level of 3.

Action Plan: Faculty will maintain current practices, including teaching and assessing students' professional dispositions and behaviors.

Additional data: From the Graduates Exit survey, students measured the quality of the instruction, supervision, and advisement received during the program. Thirteen graduates reported 100% satisfaction (either highly satisfactory or satisfactory) in overall quality of instruction in content courses by counseling faculty and in overall quality of supervision in field experiences by counseling faculty.

Additionally, faculty met with the Counseling Program Advisory Council (consisting of 39 alumni, site supervisors, employers, students, and community stakeholders) and discussed student and program outcomes and initiatives and sought feedback and suggestions for improvements. The Council provided positive feedback in using Tevera (new platform program

began using Fall 2021) and had lengthy discussion on NC LCMHC Board's proposed amendments that could affect students in practicum/internship site selection and graduates when seeking licensure (and all counseling programs in NC). Council members were encouraged to contact the Board and attend Board's open meeting and the Counseling program director (Dr. Melodie Frick) attended three meetings related to these proposals. The Board later postponed these proposals.

Program Modifications Based on Data Findings

From input from the program's stakeholders (faculty, students, site supervisors, alumni, employers) the program began using the Tevera software platform in Fall 2021 to streamline field placement courses based on suggestions from site supervisors at the Advisory Council meeting and students in practicum and internship. This platform houses all field placement documents (e.g., contracts, supervisor evaluations, final and weekly hour-logs, etc.), and students have life-time access to assist while pursuing licensure post-graduation. Additionally, this platform streamlines site supervisor access to students' documents such as contracts and supervisor evaluations. Last, this enhances program data collection and analysis of student learning outcomes. This modification was informed by requests from site supervisors and supported by faculty and student input. The program will continue using this platform and seeking feedback from stakeholders regarding its use and determine if its features can assist in data collection for assessing our program objectives/student learning outcomes.

Appendix A

Student Learning Outcomes	Measures of Assessment	Assessor(s)
SLO #1: The counselor-in-training demonstrates knowledge and skill in Ethical Practice	COUN 602 assignments/final grade	COUN faculty
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	Comprehensive exam	COUN faculty
	National Counselor Exam (NCE) subsection of Professional Orientation and Ethical Practice	National Board of Certified Counselors (NBCC)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates
SLO #2: The counselor-in-training demonstrates knowledge and skill in Social and Cultural Diversity	COUN 615 assignments/final grade	COUN faculty
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	Comprehensive exam	COUN faculty
	National Counselor Exam (NCE) subsection of Social and Cultural Diversity	National Board of Certified Counselors (NBCC)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates
SLO #3: The counselor-in-training demonstrates knowledge and skill in Human Development	COUN 625 assignments/final grade	COUN faculty
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	Comprehensive exam	COUN faculty
	National Counselor Exam (NCE) subsection of Human Growth and Development	National Board of Certified Counselors (NBCC)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates
SLO #4: The counselor-in-training demonstrates	COUN 650 assignments/final grade	COUN faculty
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors

knowledge and skill in Career Development	Comprehensive exam	COUN faculty
	National Counselor Exam (NCE) subsection of Career Development	National Board of Certified Counselors (NBCC)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates
SLO #5: The counselor-in-training demonstrates knowledge and skill in Individual Counseling	COUN 605 assignments/final grade	COUN faculty
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	Comprehensive exam	COUN faculty
	National Counselor Exam (NCE) subsections of Helping Relationships and Counseling Process	National Board of Certified Counselors (NBCC)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates
SLO #6: The counselor-in-training demonstrates knowledge and skill in Group Counseling	COUN 635 assignments/final grade	COUN faculty
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	Comprehensive exam	COUN faculty
	National Counselor Exam (NCE) subsections of Group Work	National Board of Certified Counselors (NBCC)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates
SLO #7: The counselor-in-training demonstrates knowledge and skill in Assessment, Diagnosis, and Treatment Planning	COUN 640 & 667 assignments/final grades	COUN faculty
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	Comprehensive exam	COUN faculty
	National Counselor Exam (NCE) subsections of Assessment and Diagnostic & Assessment Services	National Board of Certified Counselors (NBCC)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates

SLO #8: The counselor-in-training demonstrates knowledge and skill in Research and Program Evaluation	EDRS 602 assignments/final grade	Ed Research faculty (non-core)
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	Comprehensive exam	COUN faculty
	National Counselor Exam (NCE) subsection of Research & Program Evaluation	National Board of Certified Counselors (NBCC)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates
SLO #9: The counselor-in-training demonstrates knowledge and skill in Specialty area: Clinical Mental Health Counseling --OR--	COUN 623 assignments/final grade	COUN faculty
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	National Counselor Exam (NCE) overall score	National Board of Certified Counselors (NBCC)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates
SLO #9: The counselor-in-training demonstrates knowledge and skill in Specialty area: School Counseling	COUN 660 assignments/final grade	COUN faculty
	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	Praxis II: School Counselor exam	Educational Testing Service (ETS)
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates
SLO #10: The counselor-in-training demonstrates knowledge and skill in Professional dispositions and behaviors	Faculty End-of-Semester Review	COUN faculty
	Supervisor evaluations	Faculty & Site supervisors
	Graduate Exit Survey	Graduating students
	Alumni Survey	Alumni of WCU Counseling program
	Employer Survey	Employers of WCU Counseling graduates

Appendix B

Demographic Data for 2021-2022 Academic Year

Western Carolina University collects demographic data for **applicants** per admission terms. The Counseling program admits students once per year, with most students beginning in the Fall semester; thus, applicant data reflects one data point (Fall semester). The Counseling program collects demographic data of **current** students at the beginning of each Fall semester to reflect both new and returning students. The Counseling program collects **graduates'** demographic information at the end of Fall and Spring semesters (two data points), at the time of their graduation from the program.

Demographic Data for Applicants (University Data)

Race/Ethnicity	Clinical Mental Health Counseling (89)	School Counseling (23)	Total (112)
Asian	1	0	1
Black or African American	4	1	5
Hispanic or Latino	9	0	9
Nonresident Alien	2	0	2
Two or More Races	5	2	7
White	68	20	88
Gender			
Male	15	1	16
Female	74	22	96

Note: University data does not reflect gender within race/ethnicity measures, only as separate measures.

Demographic Data for Students (Program Data)

Race/Ethnicity	Clinical Mental Health Counseling (51)	School Counseling (37)	Total (88)
Asian	0	0	0
Black or African American	Female: 1 Male: 2	Female: 2 Male: 0	Female: 3 Male: 2
Hispanic or Latino	Female: 0 Male: 1	0	Female: 0 (CMHC) Male: 1 (CMHC)
Nonresident Alien	0	0	0
Two or More Races	Female: 1 Male: 0	Female: 0 Male: 1	Female: 1 Male: 1
White	Female: 33 Male: 10 Nonbinary: 3	Female: 31 Male: 3	Female: 64 Male: 13 Nonbinary: 3 (CMHC)
Military	0	0	0
Disability	Yes: 1 Unknown: 1 Prefer not to answer: 4	Yes: 0 Unknown: 1 Prefer not to answer: 3	Yes: 1 Unknown: 2 Prefer not to answer: 7

Demographic Data for Fall 2021 Graduates (Program Data)

Race/Ethnicity	Clinical Mental Health Counseling (4)	School Counseling (6)	Total (10)
Asian	0	0	0
Black or African American	0	0	0
Hispanic or Latino	0	0	0
Nonresident Alien	0	0	0
Two or More Races	0	Female: 0 Male: 1	Female: 0 Male: 1
White	Female: 3 Male: 1	Female: 4 Male: 1	Female: 7 Male: 2

Demographic Data for Spring 2022 Graduates (Program Data)

Race/Ethnicity	Clinical Mental Health Counseling (6)	School Counseling (7)	Total (13)
Asian	0	0	0
Black or African American	0	0	0
Hispanic or Latino	0	0	0
Nonresident Alien	0	0	0
Two or More Races	0	0	0
White	Female: 5 Male: 0 Nonbinary: 1	Female: 6 Male: 0 Nonbinary: 1	Female: 11 Male: 0 Nonbinary: 2