

Western Carolina University Counseling Program Annual Report 2022-2023

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 2022-2023 academic year, approximately 86 (full- and part-time) students were enrolled in both the Clinical Mental Health Counseling (CMHC) and School Counseling (SCH) tracks. Thirty-one students graduated (20 CMHC, 11 SCH), indicating an overall 97% completion rate (1 SCH student withdrew from the program), resulting in an 100% completion rate for CMHC and 93% for SCH students. See Appendix B for demographic data of applicants, students, and graduates (pp. 19-21).

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.
- 100% of students passed the National Counselor Exam
- 100% of students passed the Comprehensive exam, and
- 100% of school counseling students passed the Praxis-II (Subject Test: School Counselor) exam

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, pp. 16-18). Quantitative and qualitative data were collected and

analyzed, for Fall 2022 and Spring 2023 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 following describes assessments used:

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 2023, 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	128 total; 71 students reviewed Fall 2022, 57 students reviewed Spring 2023
Site-Supervisor Evaluations	57 total: 28 students (10 practicum, 18 internship) Fall 2022; 29 students (17 practicum, 12 internship) Spring 2023
Graduate Exit Survey	11 total: 32 surveys sent to December 2022 and May 2023 graduates (34% completion rate)
Comprehensive Exam (Comps)	30 of 30 students passed comps: 18 Fall 2022 (12 CMHC, 6 SCH), 12 Spring 2023 (7 CMHC, 5 SCH)
NCE scores	22 of 22 students (14 CMHC, 8 SCH) 100% pass rate
PRAXIS-II	12 of 12 school counseling students 100% pass rate (Fall 2022 and Spring 2023)
Alumni Surveys	13 received Spring 2023 (9 CMHC grads, 4 SCH grads)
Employer Surveys	5 received from employers Spring 2023

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 2022	2.03 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.0 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.4 (meets expectations level = 2) Internship 2.41 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.41 (meets expectations level = 2) Internship 2.5 (meets expectations level = 2)
Comps Fall 2022	88% overall (min. to pass = 70%); 90% CMHC; 85% SCH
Comps Spring 2023	93% overall (min. to pass = 70%); 94% CMHC; 90% SCH
NCE Fall 2022 100% pass rate	Student avg / National avg CMHC 11.6 / 9.6 SCH 11.6 / 9.4
NCE Spring 2023 100% pass rate	Student avg / National avg CMHC 9.8 / 9.6 SCH 9.8 / 9.4
Graduate Exit Surveys (Fall 2022 and Spring 2023)	11/11 students reported strongly agree/agree to being prepared in knowledge and skill in ethical practice
Alumni surveys	2.6 (meets expectations level = 2)
Employer surveys	3 (exceeds expectations level = 3)

Summary: The aggregate data indicate students met or exceeded expectations in knowledge and skills in Ethical Practice, with an increase in comps scores and employer ratings, and a slight decrease in Site Supervisor scores (last year = 2.6 for both semesters).

Action Plan: Faculty will continue teaching and assessing students' knowledge and skills related to professional orientation and ethical practice and assess site supervisor comments and scoring during field placement.

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

Faculty End-of-Semester Review of Students Fall 2022	2.0 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.02 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.4 (meets expectations level = 2) Internship 2.53 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.25 (meets expectations level = 2) Internship 2.75 (meets expectations level = 2)
Comps Fall 2022	87% overall (min. to pass = 70%); 89% CMHC; 93% SCH
Comps Spring 2023	88% overall (min. to pass = 70%); 89% CMHC; 88% SCH
NCE Fall 2022 100% pass rate	Student avg / National avg CMHC 3.0 / 2.8 SCH 2.5 / 2.8
NCE Spring 2023 100% pass rate	Student avg / National avg CMHC 3.0 / 5.9 SCH 2.5 / 5.9
Graduate Exit Surveys (Fall 2022 and Spring 2023)	10/11 students reported strongly agree/agree being prepared in knowledge and skill in social and cultural diversity
Alumni surveys	2.4 (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. Of note, all students passed the NCE but had lower scores than national average, except Fall semester CMHC students, although met or exceeded expectations on other measures (e.g., an increase from last year on comps).

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills related to social and cultural diversity, and continue to review this SLO across students' key performance indicators and multiple measurements.

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

Faculty End-of-Semester Review of Students Fall 2022	2.05 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.0 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.3 (meets expectations level = 2) Internship 2.4 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.24 (meets expectations level = 2) Internship 2.5 (meets expectations level = 2)
Comps Fall 2022	84% overall (min. to pass = 70%); 85% CMHC; 82% SCH
Comps Spring 2023	85% overall (min. to pass = 70%); 84% CMHC; 86% SCH
NCE Fall 2022 100% pass rate	Student avg / National avg CMHC 11.7 / 10.3 SCH 10.5 / 10.3
NCE Spring 2023 100% pass rate	Student avg / National avg CMHC 11.7 / 10.9 SCH 10.5 / 10.9
Graduate Exit Surveys (Fall 2022 and Spring 2023)	10/11 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 2022	2.0 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.0 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.5 (meets expectations level = 2) Internship 2.1 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.18 (meets expectations level = 2) Internship 2.38 (meets expectations level = 2)
Comps Fall 2022	78% overall (min. to pass = 70%); 80% CMHC; 65% SCH* (retakes = all passed)
Comps Spring 2023	83% overall (min. to pass = 70%); 81% CMHC; 82% SCH
NCE Fall 2022 100% pass rate	Student avg / National avg CMHC 10.9 / 9.7 SCH 11.0 / 9.7
NCE Spring 2023 100% pass rate	Student avg / National avg CMHC 10.9 / 15.4 SCH 11 / 15.3
Graduate Exit Surveys (Fall 2022 and Spring 2023)	10/11 students reported strongly agree/agree being prepared in knowledge and skill in knowledge and skill in career development
Alumni surveys	2.3 (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. Compared to last year's report, there was a decrease for both tracks on comps; however, comps scores increased from Fall to Spring semester (overall and for both tracks) although below national average on the NCE one semester.

Action Plan: Faculty will maintain current practices, including reviewing teaching and assessment of students' knowledge and skills related to career development specific to comps and NCE scores for this SLO.

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

Faculty End-of-Semester Review of Students Fall 2022	2.13 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.13 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.2 (meets expectations level = 2) Internship 2.47 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.34 (meets expectations level = 2) Internship 2.5 (meets expectations level = 2)
Comps Fall 2022	92% overall (min. to pass = 70%); 95% CMHC; 85% SCH
Comps Spring 2023	95% overall (min. to pass = 70%); 93% CMHC; 98% SCH
NCE Fall 2022 100% pass rate	Student avg / National avg CMHC 43.9 / 37.1 SCH 37.3 / 37.1
NCE Spring 2023 100% pass rate	Student avg / National avg CMHC 43.9 / 30.3 SCH 37.3 / 30.3
Graduate Exit Surveys (Fall 2022 and Spring 2023)	11/11 students reported strongly agree/agree being prepared in knowledge and skill in individual counseling
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 individual counseling.

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 2022	2.11 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.1 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.5 (meets expectations level = 2) Internship 2.2 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.29 (meets expectations level = 2) Internship 2.5 (meets expectations level = 2)
Comps Fall 2022	94% overall (min. to pass = 70%); 95% CMHC; 92% SCH
Comps Spring 2023	95% overall (min. to pass = 70%); 96% CMHC; 94% SCH
NCE Fall 2022 100% pass rate	Student avg / National avg CMHC 23.6 / 19.5 SCH 19.5 / 19.5
NCE Spring 2023 100% pass rate	Student avg / National avg CMHC 23.6 / 21.9 SCH 19.5 / 21.9
Graduate Exit Surveys (Fall 2022 and Spring 2023)	11/11 students reported strongly agree/agree being prepared in knowledge and skill in group counseling
Alumni surveys	2.5 (meets expectations level = 2)
Employer surveys	2.5 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in group counseling.

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 2022	2.03 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.1 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.09 (meets expectations level = 2) Internship 2.2 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.13 (meets expectations level = 2) Internship 2.35 (meets expectations level = 2)
Comps Fall 2022	94% overall (min. to pass = 70%); 94% CMHC; 92% SCH
Comps Spring 2023	95% overall (min. to pass = 70%); 94% CMHC; 95% SCH
NCE Fall 2022 100% pass rate	Student avg / National avg CMHC 18.6 / 16.6 SCH 17.5 / 16.6
NCE Spring 2023 100% pass rate	Student avg / National avg CMHC 18.6 / 19.4 SCH 17.5 / 19.4
Graduate Exit Surveys (Fall 2022 and Spring 2023)	11/11 students reported strongly agree/agree being prepared in knowledge and skill in assessment, diagnosis, and treatment planning
Alumni surveys	2.5 (meets expectations level = 2)
Employer surveys	2.6 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in assessment, diagnosis, and treatment planning.

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 2022	2.24 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.08 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.17 (meets expectations level = 2) Internship 2.18 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.38 (meets expectations level = 2) Internship 2.33 (meets expectations level = 2)
Comps Fall 2022	74% overall (min. to pass = 70%); 70% CMHC; 83% SCH
Comps Spring 2023	76% overall (min. to pass = 70%); 77% CMHC; 74% SCH
NCE Fall 2022 100% pass rate	Student avg / National avg CMHC 5.0 / 4.4 SCH 4.8 / 4.4
NCE Spring 2023 100% pass rate	Student avg / National avg CMHC 5.0 / 2.7 SCH 4.8 / 2.7
Graduate Exit Surveys (Fall 2022 and Spring 2023)	10/11 students reported strongly agree/agree being prepared in research and program evaluation
Alumni surveys	2.4 (meets expectations level = 2)
Employer surveys	2.3 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in research and program evaluation. Compared to last year's report, students had a decrease in overall comps scores, specifically CMHC students' scores, yet all students scored above the national average on the NCE.

Action Plan: Faculty will maintain current practices, including teaching and assessing students' knowledge and skills in research and program evaluation, and monitor comps scores for CMHC students to determine if there is a pattern of decline.

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 2022	2.1 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.04 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.17 (meets expectations level = 2) Internship 2.27 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.27 (meets expectations level = 2) Internship 2.43 (meets expectations level = 2)
Comps- Fall 2022/Spring 2023	Not assessed on comps
NCE- Fall 2022/Spring 2023	Not assessed on NCE
Graduate Exit Surveys (Fall 2022 and Spring 2023)	7/7 students reported strongly agree/agree being prepared in knowledge and skill in clinical mental health counseling
Alumni surveys	2.7 (meets expectations level = 2)
Employer surveys	2.8 (meets expectations level = 2)

Summary: The aggregate data indicate students met or exceeded expectations in the specialty area of clinical mental health counseling, with a slight increase in end-of-semester review and site supervisors' scores compared to last year's report.

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 2022	2.1 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.04 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 3 (exceeds expectations level = 3) Internship 2 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 3 (exceeds expectations level = 3) Internship Not Rated
Comps- Fall 2022/Spring 2023	Not assessed on comps
NCE- Fall 2022/Spring 2023	Not assessed on NCE
PRAXIS II	100% pass
Graduate Exit Surveys (Fall 2022 and Spring 2023)	4/4 students reported strongly agree/agree being prepared in knowledge and skill in school counseling
Alumni surveys	2.7 (meets expectations level = 2)
Employer surveys	N/A- no school counseling employers responded to survey

Summary: The aggregate data indicate students met or exceeded expectations in the specialty area of professional school counseling, with an increase in end-of-semester review and site supervisors' scores compared to last year's report.

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 2022	2.12 (meets expectations level = 2)
Faculty End-of-Semester Review of Students Spring '23	2.1 (meets expectations level = 2)
Site-Supervisor Evaluations- Fall 2022	Practicum 2.7 (meets expectations level = 2) Internship 2.53 (meets expectations level = 2)
Site-Supervisor Evaluations- Spring 2023	Practicum 2.76 (meets expectations level = 2) Internship 2.7 (meets expectations level = 2)
Comps- Fall 2022/Spring 2023	Not assessed on comps
NCE- Fall 2022/Spring 2023	Not assessed on NCE
Graduate Exit Surveys (Fall 2022 and Spring 2023)	11/11 students reported strongly agree/agree being prepared in knowledge and skill in professional dispositions and behavior
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 professional dispositions and behaviors.

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

Additional data: From the program's Graduates Exit survey, students measured the quality of the instruction, supervision, and advisement received during the program. Eleven graduates reported 100% satisfaction (either highly satisfactory or satisfactory) in overall quality of instruction in content courses by counseling faculty and in 81% overall quality of supervision in field experiences by counseling faculty.

Additionally, faculty met with the Counseling Program Advisory Council (consisting of 37 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 discussed continue using Tevera as our online field placement platform, the NC LCMHC licensure requirement changes for school counseling degrees, and current trends seen at clinical sites and schools (e.g., CURES Act, clients self-diagnosing via social media, ethical issues with insurance companies continuing to require clinical letters for gender-affirming surgeries, emotional support animals, and continuing students' learning on documentation, licensure process, best practices for LGBTQ+ clients, polyamorous relationships, and anti-racist therapeutic practices, and preparation for court appearances (e.g., when subpoenaed).

Program Modifications Based on Data Findings

From input from the program's stakeholders (i.e., advisory council: faculty, students, site supervisors, alumni, employers) the program will continue using Tevera during field placement, continue addressing topics/trends in counseling courses and during practicum and internship supervision sessions/classes, and faculty will discuss future plans of a course-pathway for professional school counselors to take additional required courses when applying for LCMHC licensure in NC, July 1, 2025-forward. In addition, the Chi Sigma Iota, Chi Beta Chi chapter, was reinstated Spring 2023 to increase student leadership and connection with the program and professional counseling community, at large.

Appendix A

Program Assessments

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

knowledge and skill in Career Development	Supervisor evaluations	Faculty & Site supervisors
	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 2022-2023 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 of Applicants for 2022 Admission (University Data)

Race/Ethnicity	Clinical Mental Health Counseling (166)	School Counseling (28)	Total (194)
Asian	2	0	2
Black or African American	9	1	10
Hispanic or Latino	9	2	11
Nonresident Alien	14	2	16
Two or More Races	6	0	6
Unknown	2	0	2
White	124	23	147
Gender			
Male	39	7	46
Female	127	21	148

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

Demographic Data Counseling Students (Program Data)

Race/Ethnicity	Clinical Mental Health Counseling (59)	School Counseling (33)	Total (92)
Asian	0	0	0
Black or African American	Female: 2 Male: 3	Female: 3 Male: 0	Female: 5 Male: 3
Hispanic or Latino	Female: 0 Male: 2	Female: 0 Male: 1	Female: 0 Male: 3
Nonresident Alien	No: 56 Do not wish to disclose: 3	No: 28 Do not wish to disclose: 5	No: 84 Do not wish to disclose: 8
Two or More Races	Female: 2 Male: 1	0	Female: 2 (CMHC) Male: 1 (CMHC)
White	Female: 34 Male: 11 Nonbinary: 3	Female: 26 Male: 3	Female: 60 Male: 14 Nonbinary: 3 (CMHC)
Do Not Wish to Disclose	Female: 1	0	Female: 1 (CMHC)
Military	0	0	0
Disability	Yes: 1 Unknown: 1 Prefer not to answer: 4	Yes: 1 Prefer not to answer: 6	Yes: 2 Unknown: 1 (CMHC) Prefer not to answer: 10

Note: Data collected at beginning of each Fall Semester

Demographic Data for Fall 2022 Graduates (Program Data)

Race/Ethnicity	Clinical Mental Health Counseling (13)	School Counseling (7)	Total (20)
Asian	0	0	0
Black or African American	Male: 1	Female: 1	2
Hispanic or Latino	Male: 1	0	1 (CMHC)
Nonresident Alien	0	0	0
Two or More Races	0	0	0
White	Female: 9 Male: 2	Female: 4 Male: 2	Female: 13 Male: 4

Demographic Data for Spring 2023 Graduates (Program Data)

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