



Department of Counseling and Addiction Studies
2023 Counseling Program Annual Report
 (May, 2023)

About the Report:

The *Counseling Program Annual Report* provides a summary of program evaluation results that includes data from site supervisors and employers related to student disposition, knowledge, and performance. In addition, the program evaluation results include data from recent program graduates about the academic program and follow up data on graduate employment and post-degree length of time to employment. Data was collected between November, 2022 – May, 2023.

Summary of Program Outcomes:

The results of two outcomes assessments were used to evaluate Counseling student performance outcomes related to knowledge and competencies: *Summary of Internship Site Supervisor Evaluations* and the *Employer Follow Up Survey*. In addition, the *Follow Up Survey of Graduates* was used to further assess the Detroit Mercy Counseling program by recent graduates. Below is a summary of the results from each of these assessments.

2022-23 Summary of Internship Site Supervisor Evaluations

Number of Participating Site Supervisors/Interns: 12

Response Rate: 100%

<i>Intern Professional Activities</i>	Excellent	Good	Average	Fair	Poor	N/A
Individual Counseling	67%	33%				
Group Counseling	50%	25%	17%			8%
Consultation	50%	33%				17%
Testing and Appraisal	33%	50%				25%
Relationships with Staff	92%	8%				
In-Service Training	50%	33%				8%
Staffing/Meetings	66%	25%				
Other (Explain)						
<i>Overall Performance</i>	100%					
<i>Potential as a Future Counselor</i>	100%					

If you were in a position to add this person to your staff, would you feel comfortable employing her/him/them? **Yes: 100%**

<i>Intern Personal Qualities & Dispositions</i>	Excellent	Good	Average	Fair	Poor	N/A
Dependability	100%					
Seriousness of Purpose	100%					
Cooperation	100%					
Initiative	92%	8%				
Contribution	100%					
Motivation	100%					
Punctuality	92%	8%				
Receptiveness to new ideas	92%	8%				
Ability to work with others	100%					
Appearance and manner	100%					

<i>Preparation</i>	Very Well	Good	Average	Below Expectations	Missing
How well was this student prepared to function professionally in your agency, utilizing counseling skills and techniques appropriate for his/her academic level?	75%				25%
How well was this student prepared to judge and act ethically within the regulations of your organization?	67%	8%			25%
How well was this student prepared to respond to clients in a culturally competent manner?	75%				25%

Qualitative Feedback of Interns:**Evidence of effectiveness or lack of effectiveness of the Intern's work with others, including clients, supervisor, staff members?**

- *Feedback from those the intern worked with as well as observations have all provided proof of professionalism, growth, and impact through of the intern's work with others.*
- *Intern effectively led group therapy sessions and actively participated in meetings.*
- *Intern contributed to rebuilding and establishing program integrity from the start of their internship.*
- *Intern maintained caseload of 8-10 clients, created a workshop, was able to consult, assisted with outreach activities.*
- *Intern's immediate rapport with clients showed and emphasized intern's effectiveness and passion.*
- *Intern effectively communicated and made referrals as needed.*
- *Intern has positive relationships with staff as well as fellow interns. Intern takes feedback and applies it to her work.*
- *Intern advocated for a student with an IEP to not go online which would violate her IEP.*
- *Intern established a positive rapport with both the students and staff. Her work ethic speaks for itself as she is revered as a strong asset to the team.*
- *Intern has shown effectiveness in her thoughtfulness of matters and ability to tailor supports for individual students.*
- *Intern's effectiveness can be seen through interactions with staff, students, parents, and the community. Intern provides knowledgeable family engagement sessions on parent-child communication and relationships. Staff expresses nothing but confidence in the intern's abilities.*

Evidence of effectiveness or lack of effectiveness of the Intern's work in testing and assessment, clinical case notes/progress notes, development of treatment plans/ educational planning?

- *Intern was able to learn and complete the program's specific clinical/progress notes.*
- *Writing of goals, progress notes and assessments. Intern continues to develop a keen understanding of what is being asked and how to explain questions to consumers who may be confused or unsure of what is being asked.*
- *Intern successfully generates person centered treatment planning utilizing assessment tools.*
- *Intern completed clinical documentation in a timely manner and with professional quality.*
- *Review of intern's documents and notes demonstrated effective use of these tools in a manner appropriate for working within a school setting.*

- *Intern was receptive to all feedback to enhance documentation with continued focus.*
- *Intern worked cooperatively with front office staff to provide case management as needed.*
- *Intern's work with clients is above average, intern works with clients to identify goals and documents thoroughly and in a timely manner. Intern is able to assess clients and meet clients where they are each session and provide effective interventions and support.*
- *Intern ran testing without much assistance and check on ACT/SAT plans for spring. Intern updated all graduation plans and audits for all assigned students.*
- *Intern quickly learned district's online platform.*
- *Intern is thorough in analysis of matters as they arise with assigned students. Intern notes information using intern's own system and works with teachers, parents, and staff when presenting educational/behavioral plans.*
- *Intern is able to administer and score assessments and follow it up with interpretation and a discussion with students. Intern met with all seniors and juniors individually for student planning.*

How effectively did the counseling intern work with procedures, managerial tasks, departmental forms, school/organizational forms, etc.?

- *Intern rose to meet every expectation and could serve as a role model or peer mentor for any interns that come after.*
- *Very effectively. The intern followed our curriculum and guidance daily.*
- *Intern ensured that she turned her work in timely. This includes all documentation for notes and intake assessments needed for reporting.*
- *Intern has kept her documentation needs managed on her side; this could be an area of improvement.*
- *Intern submitted forms to supervisor in a timely manner.*
- *Intern is highly communicative and receptive to all members of his team.*
- *Intern was very organized with forms and submitted documentation in a timely manner.*
- *Intern rose to meet every expectation and could serve as a role model or peer mentor for any interns that come after.*
- *Very effectively. The intern followed our curriculum and guidance daily.*
- *Intern is a fast learner and asks questions when necessary.*
- *Intern acclimated to school procedures well and handles managerial tasks as they arise. She has a strong working relationship with administration.*
- *Intern was able to fulfill all of her administrative tasks including scheduling and standardized testing coordination, among others.*

2023 Employer Follow-Up Summary

Number of Participating Employers: 10
Response Rate: 100%

About the Participants:

The survey was distributed in to ten (n = 10) employers of recent graduates (within the past 12 months) of the Counseling program. Employer organizations included four non-profit community-based organizations, one large outpatient clinic, three addiction treatment providers, and two schools. The survey was designed to gather specific information from employers of Counseling graduates about preparedness for employment and perceived academic quality of the program based upon graduate knowledge and competencies.

To what degree do you believe our graduates are/were prepared to work as professional counselors/clinicians?

- Very well prepared (n = 4)
- Fully prepared; skills and techniques necessary to develop rapport with students and staff were solid.
- Better than recent graduates from other programs. Interns from Detroit Mercy also continue to be much better prepared than interns from other programs.
- Importance of advocating for students and the profession; clearly focused for positive outcomes.
- Graduate was well-prepared and also entered into with an open mind and eagerness to be part of the team.
- Excellent—graduates have made a significant impact on our work.
- We continue to hire Detroit Mercy graduates, and would like to keep doing so.

What is your perception of the academic quality of the Detroit Mercy Counseling Program based upon the demonstrated knowledge and competencies of our students?

- Excellent (n = 5).
- Quality is similar and above other programs.
- Keep doing what you are doing.
- My perception of the academic quality of your program is very positive.
- Students/graduates demonstrate a high competency for the work they are doing and a wealth of knowledge to be flexible and meet clients where they need to be met.
- Students are ready to hit the ground running; academic quality is apparent.

Do you have any other input you would like to share with us about your perceptions of our Counseling program?

- None (n = 5).
- I greatly enjoy working with your students and graduates of your program.
- I would love to continue to support Detroit Mercy Counseling interns and graduates!
- Keep doing what you are doing.

2023 Counseling Program Graduate Follow Up Survey Summary

Number of Surveys Distributed: 14
Number of Surveys Completed: 12
Response Rate: 86%
Data Collection Timeframe: May, 2023

About the Survey:

The *Graduate Follow Up Survey* was designed to gather follow up information from program graduates related to various aspects of the Detroit Mercy Counseling program. Respondents graduated during academic year 2022-23 and include those specializing in Addiction, Clinical Mental Health and School Counseling. The surveys were intended to be completed anonymously and were by the majority, however, two respondents emailed their responses and as such, they were not able to complete the survey anonymously.

1. Do you currently belong to a professional counseling organization?

58% Yes

2. To what degree do you feel prepared to begin your journey as a counselor?

75% Very Prepared 25% -Prepared

2. If you had to do it all over again, would you select the Detroit Mercy Counseling program?

100% Yes

3. What, if any, do you believe are the values reflected by the Detroit Mercy Counseling program (please circle all that apply):

92%-Social Justice 100%-Advocacy 100%-Professionalism

100%-Ethical Conduct 92% - Cultural Competence 83% - Accountability

92% - Academic Rigor

Other Values Identified:

- Integrity
- Equality
- Compassion
- Challenging

4. What do you believe are strengths of the Detroit Mercy Counseling program:

83% - Faculty & Counseling Program Culture:

- Love, commitment, and dedication to the students as well as the counseling program; Faculty expertise;
- Faculty commitment to students;
- Faculty support and desire for students to achieve;
- Holding the students accountable as well challenging and preparing them to become professional counselors; Community in the Counseling program;
- Culture within program;
- Support.

67% - Curriculum/Preparation & Achievement:

- Challenging;
- Effective;
- Training Clinic open to public;
- Coursework and rigor.

Vision & Resourcefulness: The Counseling program is always seeking out new opportunities to expand the program and further the advancement of the counseling program and field. Counseling department provides opportunities such as funding, scholarships, and stipends for alumni students like myself that have attended the counseling program as well as future graduates of the program.

5. What do you believe are weaknesses of the Detroit Mercy Counseling program:

- Too many papers;
- Going through school during COVID;
- Long program;
- Faculty departures. The weakness turned into strength to see our Counseling Department act fast and conduct interviews where both faculty and students were able to participate and witness the interview process;
- Class on psychopharmacology;
- More role plays/observations;
- Offer summer Practicum.

6. Would you recommend the Detroit Mercy Counseling program:

100% - Yes

7. Any other input about the program that you wish to share:

- We share a commonality of being to have attended UD Mercy counseling program and grateful for the incredible opportunities, educators, and mentors who have invested their time, resources, and counsel into our lives;
- Equipped me to serve well and to be a better person;
- Growth, professionalism and wisdom gained as a result of the program;
- Keep advocating and fostering amazing humans;
- Academic, professional and personal growth;
- Journey of professional growth;
- Worth the money.

Other 2023 Counseling Program Outcome Highlights

100% Employment Rate: 100% Detroit Mercy Counseling program graduates were hired before or upon completion of the internship for two consecutive years (2021-22 to 2022-23)

96% Retention Rate: 96% of Detroit Mercy Counseling students who completed two semesters go on to successfully complete the program

Program Modifications Resulting from Comprehensive Program Evaluation:

Based on the program evaluation, the following modifications were made to the Counseling program. These include but were not limited to:

Expanded knowledge and practice of assessment instruments across the curriculum, adding new assessment instruments in CNS 5400 – Testing and Evaluation as well as across other core courses;

Added instruction and practice of the American Society of Addiction Medicine level of care and placement criteria;

Further expanded instruction and clinical practice related to assessment and treatment of trauma;

Implemented electronic health record system in Counseling Practicum and in the Counseling Clinic;

Further expanded instruction in psychopharmacology in CNS 5620 – Critical Issues in Clinical Mental Health Counseling and CNS 5470 – School Counseling: Mental Health and Consultation;

Updated specialty curricula in addiction, clinical mental health and school counseling to reflect most recent changes in the specialty areas;

Increased emphasis on student membership in professional counseling associations within CNS 5350 – Introduction to Counseling and through hosting the Michigan Counseling Association conference on campus;

Increased academic advising focus to intentionally develop Plans of Work with students to complete program within three years;

Revised *Applicant Evaluation* tool to include most relevant applicant demographic, academic and dispositional information;

Modified data reporting to further reflect inclusion related to gender identity.

Other Substantive Program Changes:

In addition to the substantive program modifications resulting from the program evaluation, the Master of Arts, School Counseling program, was expanded to 60 credit hours.