



## **New Mexico Highlands University Counseling Department Annual Fall Report on Academic Year 2022-2023**

New Mexico Highlands University's Counseling Department Annual Report is completed yearly to ensure that the program is frequently evaluated, enhanced, and maintained. CACREP, the NMHU Counseling Program accrediting body, in section 4 of their standards requires that accredited programs evaluate and disseminate information related to evaluation to all its constituents. This evaluation process consists of institutional data, data from current and former students, supervisors and employers, and data that documents students' professional dispositions and growth. This report outlines some of the program modifications that followed the evaluation of all graduate programs.

The annual report utilizes research and assessments to evaluate the skills, theories, and comprehensive counseling knowledge that students gain to embody in their practice as counselors. This report contains data which includes number and demographics of current students, number of graduates during the past academic year, pass rates on licensure/credentialing exams, program completion rates, and job placement rates.

This report includes information from institutional and programmatic data which is part of the counseling program's comprehensive evaluation plan. Data for this report has been compiled from several sources over the academic year. Information in this report will include:

- Overview
- Demographics and Vital Statistics
- Current Student Annual Survey
- Recent Graduate Survey
- Counseling Alumni Survey
- Employer Survey
- National & State Data
- Program Modifications

The counseling department utilizes the data gathered through this report to improve the counseling program as suggested by feedback and research.

## **Program Overview**

The main campus of New Mexico Highlands University (NMHU) is in Las Vegas, NM. In addition to the main campus there are four centers. These Centers are in Farmington, NM, Santa Fe, NM, Albuquerque, NM, and Rio Rancho, NM. The Rio Rancho Center serves most of the students in the counseling program. The Counseling program at New Mexico Highlands University offers several concentrations for the Master of Arts Counseling degrees. The program offers three concentrations that require 60 credit hours: clinical mental health counseling, clinical rehabilitation counseling, and school counseling. The rehabilitation counseling concentration requires 48 credit hours and the rehabilitation counseling with vocational evaluation specialization requires 54 credit hours. The counseling program utilizes CACREP, state licensing guidelines, and counseling ethical standards as the foundation of the program. The counseling program also offers certifications for those who already possess a master's in counseling. Offered certifications include Professional Counseling Certificate (LMHC), Rehabilitation Counseling Certificate (CRC, PED K-12) and a School Counseling Certificate Program (PED K-12). The Counseling Department is primarily a distance program with most courses being offered either asynchronously or synchronously through zoom. A few on ground, in person classes are offered on the main campus in Las Vegas, NM, primarily to meet the needs of our international students.

## **Program Objectives**

“The Highlands’ Counselor Education Program is designed to prepare students to be effective, proactive professionals who can develop, organize, and implement outstanding and comprehensive counseling services and programs. The program prepares students who:

1. demonstrate the ethical practice of counseling aligned with a professional counseling orientation in accordance with the standards and credentials of the counseling profession;
2. understand multicultural and pluralistic characteristics within and among diverse groups nationally and internationally while developing strategies for identifying and eliminating barriers, prejudices, and processes of intentional and unintentional oppression and discrimination;
3. demonstrate knowledge of factors associated with human growth and development across the lifespan;
4. understand career development theories and strategies for personal growth and vocational opportunities in a global economy;
5. utilize theoretical foundations of individual counseling, and skills in essential interviewing, counseling, and case conceptualization to promote client understanding of and access to a variety of community-based resources;
6. utilize theoretical foundations of group counseling and group work to plan ethical and culturally relevant strategies for designing and facilitating groups;
7. utilize methods of effective assessment relevant to academic, educational, career, personal, and social development;
8. understand the importance of research in advancing the counseling profession, including how to critique research to inform counseling practice; and,

9. exhibit a capacity for self-reflection and an openness to feedback to
10. evaluate and improve personal and organizational practices.”

## **Program Mission and Vision Statements**

Vision: “To be a premier counselor education program that prepares counselors as agents of social change who transform the lives of individuals and communities they serve.”

Mission: “The mission of the Highlands’ Counselor Education Program is to train entry-level counselors who are prepared for positions in the community service agencies as mental health counselors, in school systems as school counselors, and in rehabilitation settings as rehabilitation counselors. We are committed to continuous improvement of quality and excellence that fosters critical reflection, integrates theory and practice, and promotes advocacy through a culturally responsive and inclusive approach.”

## **Graduate Faculty and Staff**

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## **Counseling Program Accreditation, Demographic, Academic, and Outcome Measures Summary**

### **Counseling Program Accreditation**

The NMHU Counseling Program is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP), a specialized accrediting body recognized by the Council of Higher Education Accreditation (CHEA). CACREP has granted accreditation to the following programs in the Department of Counseling at New Mexico Highland University through March 31, 2029: Clinical Mental Health Counseling (MA), 60 hours; School Counseling (MA), 60 hours; Rehabilitation Counseling (MA), 48 hours; and Clinical Rehabilitation Counseling (MA), 60 hours.

### **Counseling Program Enrollment and Demographic Data**

When comparing academic years, new student enrollment for the 2022-23 academic year of 75 students has remained steady as compared to the 2021-22 academic year of 78 students. In the 2022-23 academic year, the clinical mental health counseling concentration had an increase in enrollment from 39 students in 2021-22, to 54 students, while the other concentrations experienced decreases in new enrollment: rehabilitation counseling (-1 student), clinical rehabilitation counseling (-4 students) and school counseling (-14 students). The certificate programs had a slight increase in enrollment in the 2022-23 academic year from 5 to 6 students. Overall, there was a slight decrease in total student enrollment in 2022-23, of 3 students.

**Applications and Admissions Counseling Department 2022-23**

FA 22-SU 23	Applicants	Accepted	Provisionally Accepted	Withdrew Application	VISA Issues-did not start	Accepted and Started Program
CMHC	71	60	11	13	4	54
CI Rehab	4	4	-	2	1	1
Rehab	3	3	-	-	1	2
School	16	13	3	2	2	12
Certificate	7	7	-	1	-	6
Total	101	87	14	18	8	75

**Current Student Enrollment and Demographics-Fall 2023**

**Fall 2023 Enrollment**

The current student enrollment in the NMHU Counseling Program for the Fall 23 semester is 196 students across all concentration and certificate students-CMHC (129), CIRC (8), RC (18), SC (40), and Certificates (11). Fall 23 enrollment had a decrease as compared to Fall 22 enrollment- CMHC (121), CIRC (12), RC (14), SC (55), and Certificates (4). This comparison of student numbers between the two fall semesters shows there was an overall increase in CMHC students and Certificate students, and decreases in CIRC, RC, and SC. The mean age of students enrolled in the Fall 23 semester is 38 (SD-11.12). This includes 167 students who identified as female and 29 students who identified as male. The reported ethnicity/race of current students is as follows: African American (3), American Indian (26), Asian (1), Hispanic (78), Non-Resident Alien (7), Two or More (2), Unknown (26), White (53). Most students in the NMHU Counseling Program are in-state residents (178), with other categories broken down as follows: international (3), out-of-state (10), and senior citizens (5). Of the 196 currently enrolled students, 45 are categorized as being provisional graduate admissions.

<b>Clinical Mental Health Counseling</b> Total: 129 students	<b>Clinical Rehabilitation Counseling</b> Total: 8 students	<b>Rehabilitation Counseling</b> Total: 18 students	<b>School Counseling</b> Total: 40 students
Female: 109 (84.5%) Male: 20 (15.5%)	Female: 6 (75%) Male: 2 (25%)	Female: 5 (62.5%) Male: 3 (37.5%)	Female: 37 (92.5%) Male: 3 (7.5%)
<b>Ethnicity:</b> Native American: 12 (9.3%) Hispanic: 45 (34.9%) White: 40 (31%) Asian: 1 (0.8%) Hawaiian: 0 Unknown: 24 (18.6%) Two or More: 2 (1.6%) African American: 2 (1.6%) International: 3 (2.3%)	<b>Ethnicity:</b> Native American: 1 (12.5%) Hispanic: 1 (12.5%) White: 3 (37.5%) Asian: 0 Hawaiian: 0 Unknown: 1 (12.5%) Two or More: 0 African American: 0 International: 2 (25%)	<b>Ethnicity:</b> Native American: 0 Hispanic: 7 (87.5%) White: 0 Asian: 0 Hawaiian: 0 Unknown: 1 (12.5%) Two or More: 0 African American: 0 International: 0	<b>Ethnicity:</b> Native American: 12 (30%) Hispanic: 20 (50%) White: 7 (17.5%) Asian: 0 Hawaiian: 0 Unknown: 0 Two or More: 0 African American: 0 International: 1 (2.5%)

**Certificate Program Enrollment and Demographics-Fall 2023  
(Total Enrollment-11 Students)**

<b>Professional Counseling</b> Total: 3	<b>School Counseling</b> Total: 8
Female: 3 (100%) Male: 0	Female: 7 (87.5%) Male: 1 (12.5%)
<b>Ethnicity:</b> Hispanic: 1 (33.3%) White: 1 (33.3%) International: 1 (33.3%)	<b>Ethnicity:</b> African American: 1 (12.5%) Native American: 1 (12.5%) Hispanic: 4 (50%) White: 2 (25%)

**Current Student Enrollment and Demographics-Comparing Fall 2021, 2022 and 2023**

<b>Demographics</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Female</b>	174 (87%)	181(88%)	167 (85%)
<b>Male</b>	26 (13%)	25 (12%)	29 (15%)
Native American or Native Alaskan	13%	12%	13%
Asian	1%	<1%	<1%
African American	3%	1%	1.5%
Hawaiian Native or Pacific Islander	<1%	<1%	0%
Hispanic	37%	36%	40%
Two or More –	4%	3%	1%
Unknown/Other	5%	9%	13%
White	36%	37%	27%
International	1%	1%	3.5%

**Student Learning Outcomes and CACREP Vital Statistics**

The number of graduates in the academic year 2022-23 decreased across all concentrations; however, completion of program rates remained steady. Pass rates of clinical licensure exam and certifications remained steady as compared to prior academic years. Job placement rates have also remained steady across all four concentrations. The use of evaluations and assessments provide information on student learning outcomes and CACREP vital statistics key performance indicators (KPIs). Evaluations provided by practicum and internship site supervisors indicate that students from all four counseling concentrations are meeting or exceeding dispositional expectations. Furthermore, students highly rate their clinical experiences.

**Clinical Mental Health 60 hours**

<b>Year</b>	<b>Fall Enrollment</b>	<b># of Graduates</b>	<b>Completion Rate</b>	<b>Pass Rate (NCE)</b>	<b>Job Placement Rate</b>
2020-2021	110	<b>27</b>	<b>65%</b>	<b>69%</b>	78%
2021-2022	121	<b>20</b>	<b>80%</b>	<b>80%</b>	90%
2022-2023	<b>129</b>	<b>20</b>	<b>60%</b>	<b>79%</b>	<b>91%</b>

**Clinical Rehabilitation Counseling 60 hours**

<b>Year</b>	<b>Fall Enrollment</b>	<b># of Graduates</b>	<b>Completion Rate</b>	<b>Pass Rate (CRC/NCE)</b>	<b>Job Placement Rate</b>
2020-2021	10	<b>4</b>	<b>80%</b>	<b>79%</b>	85%
2021-2022	12	<b>0</b>	<b>80%</b>	<b>80%</b>	91%
2022-2023	<b>8</b>	<b>5</b>	<b>80%</b>	<b>80%</b>	<b>80%</b>

**Rehabilitation Counseling 48 hours**

<b>Year</b>	<b>Fall Enrollment</b>	<b># of Graduates</b>	<b>Completion Rate</b>	<b>Pass Rate (CRC)</b>	<b>Job Placement Rate</b>
2020-2021	17	<b>5</b>	<b>78%</b>	<b>75%</b>	85%
2021-2022	14	<b>5</b>	<b>75%</b>	<b>85%</b>	90%
2022-2023	<b>18</b>	<b>14</b>	<b>50%</b>	<b>80%</b>	<b>90%</b>

**School Counseling 60 hours**

<b>Year</b>	<b>Fall Enrollment</b>	<b># of Graduates</b>	<b>Completion Rate</b>	<b>Pass Rate (PRAXIS)</b>	<b>Job Placement Rate</b>
2020-2021	54	<b>9</b>	<b>76%</b>	<b>85%</b>	90%
2021-2022	55	<b>7</b>	<b>75%</b>	<b>87%</b>	95%
2022-2023	<b>40</b>	<b>22</b>	<b>64%</b>	<b>86%</b>	<b>95%</b>



## Site Supervisor Evaluations of Practicum/Internship Students

### **Counselor Dispositions**

The following chart displays the counselor disposition ratings site supervisors gave their practicum students at the end of their placements during the 2022-23 academic year. The following scale was used:

1-Does Not Meet Expectations, 2-Approaching Expectations, 3- Meets Expectations, 4-Exceeds Expectations

#### Site Supervisor Ratings of Practicum Student Counselor Dispositions

	Percent of Scores of 3 & 4	SD	Average Value	n
Empathy	100	0.5	3.4	51
Genuineness	94.1	0.6	3.3	51
Open-Mindedness	90.2	0.6	3.2	51
Cognitive Complexity	88.2	0.6	3.2	51
Psychological Adjustment	92.2	0.6	3.2	51
Competence	82.4	0.7	3.2	51
Sensitive to Issues of Diversity	96.1	0.6	3.3	51
Acceptance	98	0.5	3.3	51

The following chart displays the counselor disposition ratings site supervisors gave their internship students at the end of their placements during the 2022-23 academic year. The following scale was used:

1-Does Not Meet Expectations, 2-Approaching Expectations, 3- Meets Expectations, 4-Exceeds Expectations

#### Site Supervisor Ratings of Practicum Student Counselor Dispositions

	Percent of Scores of 3 & 4	SD	Average Value	n
Empathy	97.9	0.5	3.6	95
Genuineness	99	0.5	3.7	95
Open-Mindedness	97.9	0.5	3.6	95
Cognitive Complexity	96.8	0.6	3.5	95

Psychological Adjustment	99	0.5	3.5	95
Competence	96.8	0.6	3.6	95
Sensitive to Issues of Diversity	97.9	0.5	3.6	95
Acceptance	100	0.5	3.7	95

## Clinical Placement and Related Evaluations

### Students' Evaluations (Practicum and Internship) of their Clinical Sites

Practicum and Internship students, across all four concentrations for the 2022-23 academic year were asked to rate their sites and site experiences. The following scale was used: Strongly Disagree-1, Disagree-2, Neutral-3, Agree-4, and Strongly Agree-5

	Percent of Scores of 4 & 5	SD	Average Value	n
I was properly orientated to the agency, staff and/or clinicians.	94	0.8	4.5	183
The staff, or agency in general, was well qualified and supportive of Total Percent of students.	94	0.8	4.6	183
My role(s), responsibilities and/or duties as a practicum/internship Total Percent of student were clearly defined.	90.7	0.9	4.4	183
The role(s), responsibilities and/or duties that were defined were Total Percent of appropriate for practicum/internship students.	92.9	0.8	4.4	183
Office policies, procedures, and supervisory expectations were Total Percent of clearly explained.	85.8	0.9	4.3	183
I was provided a manageable workload.	91.8	0.9	4.3	183

I was able to have adequate weekly supervision meetings.	89.1	0.8	4.4	183
My supervisor was available if needed.	92.4	0.8	4.6	183
I was able to find support if needed.	91.8	0.8	4.6	183
This site placement really took an interest in seeing me develop as a professional counselor.	92.3	0.9	4.5	183
I was assigned appropriate, meaningful tasks that contributed to my skill set, development, or knowledge base.	92.4	0.8	4.5	183
Assignments and/or projects given to me enhanced my growth.	90.7	0.8	4.5	183
This site placement helped me improve my understanding of my strengths and areas of needed improvement.	93.4	0.8	4.5	183
This site placement provided opportunities for obtaining required hours.	92.3	0.8	4.5	183
This site placement was more focused on growth, healing, and quality therapy rather than money or profit.	89.1	1.0	4.4	183
This site placement highly regarded and abided by the ACA, CRCC, or ASCA's code of ethics.	91.2	0.8	4.5	183
Overall, I found this practicum/internship experience to be meaningful Total Percent of and enjoyable.	92.4	0.8	4.6	183

## **Annual Fall Surveys**

Each fall semester, surveys are sent to current students, recent graduates, alumni, and employers. These surveys provide the counseling program valuable insights that are used to inform programmatic changes, as well as reinforce current practices. The results of these surveys are part of regular discussions during faculty meetings regarding program and curriculum development and needs. The Student Survey responses provide feedback on key elements of the counseling curriculum (ex. class modalities and course content, offerings, and scheduling) and advisement. The Graduate Survey responses provide information on graduate employment preparation, employment attainment, strengths/needs of curriculum and instruction, and advisement. The Alumni Survey results provide similar content as the Recent Graduate Survey, but from the seasoned perspective of those practicing in the field for a longer period. The Employer Survey gives employers an opportunity to share their perspectives on the level of preparedness of graduates entering the profession. The Employer Survey questions focus on curriculum content areas and counselor dispositions.

### **Current Student Survey**

Data for the annual report on current students was retrieved from various sources, including survey responses. The Current Student Counseling Program Survey for Fall 2023 received a 38% response rate with 75 out of 196 currently enrolled students having responded. Below are some of the questions/responses.

Of the 75 current students who responded to the survey, most respondents identified as female-80%, 13.3%- male, 2.7% -non-binary, 1.3% -gender queer, and 2.7% preferred not to answer.

Most students stated their ethnicity as White or Caucasian (41.3%), others reported their ethnicity as Hispanic or Latino (25.3%), Native American, American Indian or Alaskan Native (13.3%), two or more (9.3%), Black or African American (5.3%), preferred not to say (2.7%), Jewish (1.3%), Native South American Quechua (1.3%).

Most students, 32%, reported they started the counseling program in 2022- 32%, followed by 2023-29.3%, 2021-18.7%, 2020-12%, 2019-4%, 2018-2.7%, and 2017-1.3%.

Most students, 36%, reported their home center as Rio Rancho, followed by Las Vegas (includes distance students) at 25.3%, 14.1% in Albuquerque, 12% in Santa Fe and 5.3% in Farmington. Eight percent of respondents did not know where their home center is located.

Of those students who responded to the survey, they reported the following counseling concentrations: Clinical mental health 64%, clinical rehab counseling 5.3%, rehab counseling 6.7%, school counseling 22.7%, and certificate program 1.3%.

Current Advisor- Sulema Perales 12%, Geri Glover 22.7%, Doug Main 16%, Heather Smith 4%, Chia Vang 9.3%, Lori Rudolph 8%, Anna Koch 10.7%, Lori Miller 14.7%, didn't know 2.7%.

Did you find your advisor to be easily accessible? No-3.5% Yes-96.5%

Has a professor or instructor discussed the importance of professional development and/or provided information on professional development opportunities in your classes?

-Yes 96%

-No 4%

<b>Selected Current Student Survey Questions/Reponses</b>			Total Students 75
	Years	Percent	# of Students
How long will it take you to complete your counseling degree?	2 years	13.3	10
	2.5 years	21.3	16
	3 years	25.3	19
	3.5 years	18.7	14
	4 years	6.7	5
	4.5 years	4	3
	5 years or more	2.7	2
	unsure	8	6
Were you able to get into the classes you needed for Fall semester 2022?	No	9.3	7
	Yes	90.7	68
If classes were not available to you, what was the reason. (choose all that apply)	Class was full.	28.6	6
	Day/Time didn't work.	52.4	11
	Not offered.	19	4
On average, how many classes do you take a semester.	1	1	2
	2	33	26
	3	50	41
	4 or 5	8	6
Do you take summer classes?	Every summer.	76	57
	Never	8	6
	Occasionally	16	12
Do you prefer to take semesters with a combination of 16 and 8-week courses?	No	24	18
	Unsure	21.3	16
	Yes	54.7	41
Would you take a weekend intensive course? 4 Saturdays (6 hours) plus some asynchronous class activities?	Maybe	25.3	19
	No	21.3	16

	Yes	53.3	40
How many classes do you plan to take while enrolled in the 3 credit (20 hours/week) internship?	0	9.3	7
	1	38.7	29
	2	45.3	34
	>2	6.7	5
Do you plan to work in addition to your internship?	Maybe	20	15
	No	18.7	14
	Yes	61.3	46
Have you completed a program of study?	I have not contacted my advisor to create one.	5.3	4
	No	8	6
	Yes	86.7	65
Do you follow your program of study?	No	4	3
	Yes, always.	24	18
	Yes, with adjustments, depending on class availability.	72	54
Do you receive scholarship funding?	No	81.3	61
	Yes	18.7	14
Would you apply for scholarship funding?	No	17.3	13
	Yes	82.7	62
Do you know how to look for scholarship funding?	No	56	42
	Yes	44	33
How many hours a week do you work?	Full-time	45.3	34
	I don't work.	18.7	14
	>40 hours	12	9
	Part-time	24	18
Are you currently a member of a professional organization?	No	77.3	58
	Yes	22.7	17
Has a professor/instructor discussed the importance of professional development and/or shared professional development opportunities in a course you have taken?	Yes	70.7	53
	No	29.3	22
Are you currently a member of any of the following professional counseling organizations? ACA, ASCA, AMHCA, Association of Play Therapy, NBCC, NMCA, NCRE	Yes	22.7	17
	No	77.3	58

How many professional development opportunities have you participated in this past year (fall 2022-Summer 2023). (i.e. trainings, summits, seminars, presentations, certifications)?	0	62.7	47
	1-3	24	18
	4-6	8	6
	7 or more	5.3	4
Do you feel your classes adequately reflect current knowledge and projected needs concerning counseling practice in diverse, multicultural, and global society with currently and historically marginalized populations?	yes	86.7	65
	no	13.3	10
Do you think your classes adequately address the topic of self-care for counselors and counselors-in-training?	Yes	77.3	58
	No	22.7	17
What are your future plans? (select all that apply)	Apply to doctoral program.	24	18
	Certifications	33.3	25
	Licensure	84	63
	Work in the field of your counseling concentration.	77.3	58

### **Recent Graduate Survey**

The survey was sent to Fall 2022-Summer 2023 Counseling program graduates. The scale for this survey is as follows: (1-poor, 2-weak, 3-good, 4-very good, 5-excellent)

<b>Recent Graduate Survey</b>	Min	Max	Mean	SD	var	N
How helpful was your academic advisor?	2	5	4.30	0.92	0.84	30
Preparation you received for your position or intended position within your field.	1	5	4.03	1.10	1.21	30
Preparation you received for your comprehensive exam CPCE or CRCE (rehab counseling students)	1	5	3.87	1.14	1.29	30

The coverage of counseling theories	1	5	4	1.20	1.45	30
The clarity of course objectives	2	5	4.20	0.96	0.92	30
The comprehensiveness of courses	1	5	4.20	1.06	1.13	30
The integration of multicultural perspectives throughout the curriculum	1	5	4.30	0.99	0.98	30
Learned effective strategies for application in the field	1	5	4.07	1.17	1.38	30
Ease of communication with the main campus office (ex. financial aid, registrar's office)	1	5	4.27	1.05	1.10	30

### **Alumni Survey**

Alumni provide a valuable resource for counseling program development by sharing their perspectives on the quality of the education they received and how well it prepared them to enter their chosen profession.

### **Alumni Survey Responses**

Alumni were asked to use the following scale to rate their level of satisfaction regarding elements of the counseling program and coursework: 1 -very poor, 2 -poor, 3 -adequate, 4 -good, 5 -excellent. The following table summarizes the scores on the Alumni Survey.

	Min	Max	Mean	SD	var	n
Relevance of the counseling courses in your specific concentration	1	5	4.27	0.96	0.93	37
Research Foundations	3	5	4.49	0.69	0.48	37
Counseling Individuals	3	5	4.27	0.80	0.65	37
Group Counseling	3	5	4.51	0.69	0.48	37
Knowledge of Vocation and	1	5	4.46	0.96	0.92	37



Career Development						
Planning, Case Conceptualization and Case Management	2	5	4.08	0.98	0.97	37
History, Philosophy and Structure of Counseling	1	6	5	1.45	2.11	37
Program Development and Consultation Skills	1	6	5.30	1.24	1.55	37
Identification and Utilization of Assessment Information	2	5	4.14	0.89	0.79	37
Counseling Families	2	5	4.11	0.91	0.82	37
Trauma Work	2	5	3.97	1.01	1.03	37
Practicum/Internship	2	5	4.05	1.03	1.05	37
Info provided about the specific steps in obtain license(s) and/or certification(s)	1	5	4.19	1.10	1.21	37
Adequacy of academic advisement provided by NMHU Counseling faculty	1	5	3.68	1.29	1.67	37
Availability of NMHU Counseling faculty	2	5	4.41	0.90	0.86	37
Overall quality of teaching by NMHU Counseling faculty	3	5	4.43	0.69	0.47	37

### **Employer Survey**

As part of our continuing efforts to improve the Counseling Program at NMHU,



**Employer Feedback:**

- Have students clearly identify their theoretical orientation. Encourage adjunct/ongoing training in their chosen approach (es).
- It’s all pretty good
- I think it’s pretty squared away. I think assessments were the weakest area
- Make sure they have a CLEAR understanding of what to do moving from intern to LMHC to
- LPCC and how to interact with the counseling board. Teach them something significant about opening a private practice. Make sure they understand they get paid to do paperwork. Teach them about insurance processes.

12. Graduate Degree of employee (choose all that apply) (7 responses)

Degree	Responses
School Counseling	1
CMHC	5
RC and Clinical Rehab Counseling	3

**National & State Counselor Employment Data**

The demand for licensed counselors continues to grow in the U.S. According to O\*NET Online, there is a “Bright Outlook” for Mental Health Counselors and School Counselors. This designation, according to the website means “occupations are expected to grow rapidly in the next several years, will have large numbers of job openings, or are new and emerging occupations”.

**Wage Statistics for Counseling Fields**

Location	Mental Health Counselors	Rehabilitation Counselors	School Counselors
U. S. Average	\$49,710/year	\$39,900/year*	\$60,140/year
Albuquerque, NM Average	\$59,780/year	\$36,430/year*	\$62,330/year
New Mexico Average	\$59,870/year	\$42,150/year*	\$60,140/year
		*This data includes those	

		with bachelor's and master's degrees. Positions that require a master's and CRCC certification tend to pay more.	
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### **NMHU Counseling Program Modifications**

With the continued steady enrollment of the NMHU Counseling Program, along with the data collection and monitoring requirements of being CACREP accredited, in Spring 2023, the Counseling Department explored different education management platforms. Tevera was the platform the Department selected with plans for training of faculty and staff to begin Fall 2023. The Counseling Department is scheduled to implement Tevera, Spring 2024. Along with tracking student progress and key performance indicators, Tevera will replace the current Time2Track system being used for clinical courses.

In Fall 2022 discussions started regarding the viability of maintaining the Rehabilitation Counseling Concentration. Rehabilitation Counseling faculty researched the state demand for rehabilitation counselors, employment opportunities, and student enrollment in the 48-credit hour Rehabilitation Counseling program. CACREP required all 48-credit hour Rehabilitation Counseling programs to move to 60-credit hours in July 2023. Given the NMHU Counseling program's Clinical Rehabilitation Counseling concentration, which is 60-credit hours and contains the same rehabilitation counseling specific courses as the 48-credit hour Rehabilitation Counseling Program, the Counseling Program faculty, and the Rehabilitation Counseling Program faculty specifically, considered discontinuing the 48-credit hour Rehabilitation Counseling concentration and only offering the 60-hour Clinical Rehabilitation Counseling program. NMHU Rehabilitation Counseling Faculty consulted with faculty at other institutions with 48-hour rehabilitation counseling programs regarding their perspectives of moving to 60 hours. NMHU Rehabilitation Counseling Faculty also consulted with key stakeholders, primary rehabilitation counseling graduate employers, at the NMHU Counseling Program Advisory Committee meeting in Spring 2023. Input from key stakeholders, including the State Division of Vocational Rehabilitation and VA was favorable toward discontinuing the 48-hour Rehabilitation Counseling Program and maintain the 60-hour Clinical Rehabilitation Counseling Program. A final decision was made in May 2023 to discontinue the Rehabilitation Counseling Program. This final decision was the first step in initiating the approval process through the NMHU Academic Affairs Committee which would not meet until Fall 2023. CACREP was informed that this process of approval had been initiated.

Feedback from the Current Student Survey, Recent Graduate Survey, Alumni Survey, and the Employer Survey, reinforce curriculum, faculty, and advising strengths as well as areas of need and growth. One such area of need, which was reflected from current student feedback over the past few years, is the preference for online course offerings. The transition to offering mostly online courses began prior to the COVID Pandemic, with continued demand. On ground, in person courses, have not been able to make due to the low demand and enrollment. Most students surveyed expressed ongoing preference for online course offerings as compared to in person, on ground offerings.

### **References**

National Center for O\*NET Development. *O\*NET OnLine*. Retrieved December 11, 2022, from <https://www.onetonline.org/>