

**HUSSON UNIVERSITY
COUNSELING AND HUMAN RELATIONS
ADDENDUM to the 2020-2021
PROGRAM EVALUATION EXECUTIVE SUMMARY REPORT
June 2022**

The program faculty reviewed the following additional demographic data of applicants, students, and graduates as it relates to the evaluation of the program conducted for the 2020-2021 school year. The following is a summary of that data with a determination of needs for program change and action taken to date.

Program Objective 1: The program will recruit, admit, and retain qualified applicants.

Applicants:

Thirty-eight people applied to the counseling program during the 2020-2021 year (25 Clinical Mental Health Counseling, 13 School Counseling). Of these applicants, 32 were female and 6 were male; 33 were White, 1 Asian, and 2 Black or African American. The average age of applicants was 30. Half of the Clinical Mental Health Counseling students applied for the fall and half for the spring semesters. All but one of the School Counseling applicants applied for the fall semester.

While Husson recruited students from across the United States and internationally, the majority of Counseling program applicants were from Maine (n=34), followed by other New England states (n=5). 13 other applicants were from a variety of states across the United States and one was international.

Summary of Findings re Applicants:

Program	Number of Applicants	Semester of application	Sex	Race	Age	Geographic location CMHC AND SC
CMHC	25	FA 50% (n 13) SP 50% (n 12)	F 88% M 12%	Asian 4% Black 4% White 88%	20-30=75% 30-40= 15% 40-50=10%	
SC	13	FA 92% (n=12) SP 8% (n=1)	F 77% M 23%	Black 7% Undisclosed 7% White 91.6%	20-30= 61% 30-40= 15% 40-50= 16% 50+ = 8%	
Total	38	FA 66% (n=25) SP 34% (n=13)	F 84% M 16%	Asian 2.6% Black 5.2% Undisclosed 2.6% White 87%	Av. age = 30 F=30.6 M= 27	Maine 34 Other NE 5 Other US 13 International 1

Applicants (2020-2021):

Program	N	Sex	Race/Ethnicity	Age
CMHC	FA: 13 SP: 12 Total: 25	FA: F=10, M=3 SP: F=12, M=0	FA: Asian = 1, Black = 1, White=10 SP: White=12	FA: 20-30=11, 30-40=1, 40-50=2 SP: 20-30=8, 30-40=3, 40-50=1
SC	FA: 12 SP: 1 Total: 13	FA: F=10, M=2 SP: M=1	FA: Black = 1, White=10, Undisclosed = 1 SP: White=1	FA: 20-30=7, 30-40=2, 40-50=2 50+=1 SP: 20-30=1
Total	38	Female= 32 Male = 6	Asian = 1 Black or African American = 2 Undisclosed =1 White = 33	Total av. age = 30 F=30.6 M= 27

Applicants by geographic location (US States)

	CO	CT	FL	GA	IL	LA	MA	ME	MS	MT	NC	NE	NH	NJ	NY	ON	PA	TX	UT	VA	WA
2020-2021	0	0	1	0	0	1	3	29	1	1	0	0	0	0	0	0	0	1	0	1	0
2021-2022	1	0	2	1	1	0	1	42	0	1	0	1	1	1	0	1	2	0	1	0	1
Total	1	0	3	1	1	1	4	71	1	2	0	1	1	1	0	1	2	1	1	1	1
%	1.1%	0.0%	3.2%	1.1%	1.1%	1.1%	4.2%	74.7%	1.1%	2.1%	0.0%	1.1%	1.1%	1.1%	0.0%	1.1%	2.1%	1.1%	1.1%	1.1%	1.1%

Enrolled Students

Students admitted for the fall of 2020 who enrolled are included in institutional data for the 2020-2021 academic year while students admitted in the spring of 2021 are included in the 2021-2022 academic year. In the fall of 2020 63 students were matriculated in the Counseling and Human Relations program (CMHC n=36, HR n= 6, SC n= 21). In the fall of 2021 67 students were matriculated (CAS n=2, CMHC n=46, HR n= 3, SC n= 16). This is an increase of 10 students in the Clinical Mental Health Counseling program and a slight decrease in students in the School Counseling and Human Relations programs. A new post-master’s Certificate of Advanced Study in Counseling program was added in the fall of 2021.

In 2020 90% of enrolled students were female and 10% were male. In 2021 82% were female, 16% male, and 1 was undisclosed. Enrollment remains predominantly female, reflective of applicants, and of the counseling profession as a whole at this time.

In 2020 3.2 % of students were African, 1.6% Multi-race, 1.6% Other, and 92% White. In 2021 3% of students were African, 1.5% American Indian, 1.5% Asian, 1.5% Multi-race, 1.5% Other, and 91% White. Enrollment reflects applicants and remains predominantly White, as is Husson University and Maine in general.

In 2020 the average age of students in the Counseling program was 33.2. In 2021 the average age of matriculated students was 32.8. Age of matriculated students remains consistent and reflective of applicants.

Summary of Findings re Enrolled Students (2021)

Program	N	Sex	Race	Average Age
CMHC	46	F 87% M 13%	Asian 2% MUL 2% OTH 2% White 94%	31.4
SC	16	F 75% M 25%	AFR 13% AMIND 6% White 81%	33.2
HR	3	F 66% M 34%	White 100%	41.3
CAS	2	F 50% Undisclosed 50%	White 100%	41.3
Total	67	F 82% M 16% Undisclosed 2%	AFR 3% AMIND 1.5% Asian 1.5% MUL 1.5% OTH 1.5% White 91%	32.8

Summary of Findings re Enrolled Students (2020)

Program	N	Sex	Race	Average Age
CMHC	36	F 80% M 20%	AFR 2.6% MUL 2.6% OTH 2.6% White 92%	31.4
SC	21	F 95% M 5%	AFR 5% AMIND 5% White 90%	33.2
HR	6	F 80% M 20%	White 100%	41.3
Total	63	F 90% M 10%	AFR 3.2 % AMIND 1.6% MUL 1.6% OTH 1.6% White 92%	33.2

Fall 2021

Program	N	Sex	Race/Ethnicity	Age (2022 – birth year)
CMHC	46	Female = 40 Male = 6	AFR = 0 AMIND = 0 Asian = 1 MUL = 1 OTH = 1 WHITE = 43	F av. age = 30.9 M av. age = 34.6 Total Average: 31.4
SC (& SC+HR)	16	Female = 12 Male = 4	AFR = 2 AMIND = 1 Asian = 0	F av. age = 32.8 M av. age = 34.7 Total Average: 33.2

			MUL = 0 OTH = 0 WHITE = 13	
HR	3	Female = 2 Male = 1	AFR = 0 AMIND = 0 Asian = 0 MUL = 0 OTH = 0 WHITE = 3	F av. age = 42.5 M av. age = 39.0 Total Average: 41.3
CAS (Post Masters – Counseling)	2	Female = 1 Male = 0 Undisclosed = 1	AFR = 0 AMIND = 0 Asian = 0 MUL = 0 OTH = 0 WHITE = 2	F av. age = 38.0 M av. age = NA Undisclosed av. age = 62.0 Total Average: 41.3
Total	67	Female = 55 Male = 11 Undisclosed = 1	AFR = 2 AMIND = 1 Asian = 1 MUL = 1 OTH = 1 WHITE = 61	F av. age = 32.5 M av. age = 31.8 Undisclosed av. age = 62.0 Total av. age = 32.8

Fall 2020

Program	N	Sex	Race/Ethnicity	Age (2021 – birth year)
CMHC	36	Female = 29 Male = 7	AFR = 1 AMIND = 0 Asian = 0 MUL = 1 OTH = 1 WHITE = 33	F av. age = 31.8 M av. age = 33.7 Total Average: 32.2
SC (& SC+HR)	21	Female = 20 Male = 1	AFR = 1 AMIND = 1 Asian = 0 MUL = 0 OTH = 0 WHITE = 19	F av. age = 34.3 M av. age = 23.0 Total Average: 33.8
HR	6	Female = 5 Male = 1	AFR = 0 AMIND = 0 Asian = 0 MUL = 0 OTH = 0 WHITE = 6	F av. age = 38.8 M av. age = 28.0 Total Average: 37.0
Total	63	Female = 54 Male = 9	AFR = 2 AMIND = 1 Asian = 0 MUL = 1 OTH = 1 WHITE = 58	F av. age = 33.4 M av. age = 31.8 Undisclosed av. age = NA Total av. age = 33.2

Graduates

Data of program graduates was analyzed for both the 2019-2020 and 2020-2021 years. 25 students in the counseling program graduated in the 2019 2020 group and 21 in the 2020 2021

group, 30-35% of the students enrolled in the programs. This is in line with expectations for graduates of the programs (full and part time). Sex, race, and age of these graduates also aligns with data regarding applicants and enrollment. Students are successful and graduate on time.

Summary 2020 2021 Graduates

Program	N	Sex	Race	Average Age
CMHC	8	F 90% M 10%	AFR 12.5% MUL 12.5% White 75%	33.3
SC	5	F 100%	White 100%	38.8
HR	8	F 100%	MUL 13% White 87%	34.7
Total	21	F 95% M 5%	White 86% Other 14%	35.1

Summary 2019 2020 Graduates

Program	N	Sex	Race	Average Age
CMHC	11	F 82% M 18%	White 100%	32.6
SC	8	F 87% M 13%	HIS 12% White 88%	32.1
HR	6	F 83% M 17%	HIS 25% White 75%	28.1
Total	25	F 84% M 16%	AFR 4% HIS=8% White 88%	31.4

Graduates: 2020-2021 (Students are counted more than once if earned two degrees)

Program	N	Sex	Race/Ethnicity	Age (2021-birth year)
CMHC	8	Female = 7 Male = 1	AFR = 1 AMIND = 0 Asian = 0 MUL = 1 OTH = 0 WHITE = 6	F av. age = 32.8 M av. age = 41.0 Undisclosed av. age = NA Total av. age = 33.3
SC	5	Female = 5 Male = 0	AFR = 0 AMIND = 0 Asian = 0 MUL = 0 OTH = 0 WHITE = 5	F av. age = 38.8 M av. age = NA Undisclosed av. age = NA Total av. age = 38.8
HR	8	Female = 8 Male = 0	AFR = 0 AMIND = 0 Asian = 0 MUL = 1 OTH = 0 WHITE = 7	F av. age = 34.7 M av. age = NA Undisclosed av. age = NA Total av. age = 34.7
Total	21	Female = 20 Male = 1	AFR = 1 AMIND = 0 Asian = 0 MUL = 2 OTH = 0 WHITE = 18	F av. age = 34.9 M av. age = 41.0 Undisclosed av. age = NA Total av. age = 35.1

Graduates: 2019-2020 (Students are counted more than once if earned two degrees)

Program	N	Sex	Race/Ethnicity	Age (2020-birth year)
CMHC	11	Female = 9 Male = 2	AFR = 0 AMIND = 0 Asian = 0 MUL = 0 OTH = 0 WHITE = 11	F av. age = 34.0 M av. age = 26.5 Undisclosed av. age = NA Total av. age = 32.6
SC	8	Female = 7 Male = 1	AFR = 0 AMIND = 0 Asian = 0 MUL = 0 OTH = 0 HIS=1 WHITE = 7	F av. age = 32.8 M av. age = 27.0 Undisclosed av. age = NA Total av. age = 32.1
HR	6	Female = 5 Male = 1	AFR = 1 AMIND = 0 Asian = 0 MUL = 0 OTH = 0 HIS=1 WHITE = 4	F av. age = 28.4 M av. age = 27.0 Undisclosed av. age = NA Total av. age = 28.1
Total	25	Female = 21 Male = 4	AFR = 1 AMIND = 0 Asian = 0 MUL = 0 OTH = 0 HIS=2 WHITE = 22	F av. age = 32.2 M av. age = 26.75 Undisclosed av. age = NA Total av. age = 31.4

Needs for Program Changes based on Demographic Data:

Work with admissions to make a plan to recruit more School Counseling students

Work with admissions to recruit more diverse applicants

Explore distance delivery options to attract more diverse applicants and school counseling students

Gather and assess demographic data for applicants for Human Relations programs

Determine how many of the students who applied from states other than Maine were admitted, enrolled, and persisted

It would be useful to gather data on individual student progression in order to better determine if the program is meeting student needs.

Action taken to date of this addendum:

Implemented virtual information sessions and virtual interviews open to all with program faculty in attendance at all.

Using zoom to meet with prospective applicants individually, as well as on campus visits

Working with Graduate Admissions on ways to recruit a more diverse student population

Submitted a substantive change request which was approved by CACREP to offer synchronous distance delivery of existing coursework

Working with Husson University Admissions, Institutional Data, and Assessment personnel to gather and analyze demographic data on applicants, enrolled students, and graduates

Action needed

Develop a plan to recruit more school counseling students
Implement distance delivery option approved by CACREP
Determine how many of the students who applied from states other than Maine were admitted, enrolled, and persisted
Gather data on individual student progression in order to better determine if the program is meeting student needs.

Program Objective 2: The program will provide didactic and experiential opportunities for graduates to become competent and ethical practitioners of counseling or human relations within a multicultural and pluralistic society.

Additional review of data from the Survey of Site Supervisors:



Site Supervisor
Follow Up Survey Data

Findings:

Site supervisors reported that students are well prepared (very well prepared 75%, sufficiently prepared 25%)
96% of supervisors reported feeling very comfortable or comfortable in the role
96% of supervisors reported feeling very well or well prepared for supervision
Over 80% of supervisors found the Handbook very useful or useful.
100% of respondents indicated that faculty were very responsive or responsive to their needs
100% of respondents indicated that feedback they received was very useful or useful
100% of respondents indicated that they were very satisfied or satisfied with their experience as site supervisors with the Husson program
In general site supervisors really enjoy being a part of student growth and development through the clinical experiences
In general site supervisors only concern was the difficulty with getting hours for students to complete internships due to the effects of COVID
One supervisor recommended that school counseling interns do a complete year.
One supervisor recommended providing supervision training earlier in the process
One supervisor wanted more scheduled contact with the internship instructor or coordinator along the way

Needs for program change based on survey results:

Create separate surveys for Internship Site Supervisor and Practicum Site Liaisons and clarify the year in which data is collected
Now that we have more counselors trained as site supervisors, use them as much as possible.
When we use clinical social workers as site supervisors provide greater clarification of the requirements
Have site supervisors sign a form attesting to having read the Handbook
Provide supervision training earlier in the process

Be sure that formal site visits occur at least once each semester and that site supervisors know they can request contact at any time

Action taken to date of report:

A practicum student orientation was conducted in the fall of 2021.

A new platform in CANVAS was created for supervisors to post their documents and complete supervision training and orientation.

An online site supervisor training was developed and is currently in use. As it is asynchronous it can be reviewed on an ongoing basis. This includes an assignment to read the Handbook and attest to having read it.

Internship instructors conducted site visits each semester with the site supervisors and interns. A form for documenting site visits was implemented.

Program faculty are exploring using a platform to more efficiently gather all documents needed

Action needed:

Develop a separate site supervisor survey for each year

Develop separate internship site supervisor and practicum site liaison surveys

Implement a new platform such as Tevera or Supervision Assist for gathering clinical practice materials and data