

Human Development Counseling

2022 – 2023 Annual Report

In Fall 2023, all HDC full-time faculty attended the multi-day HDC Faculty Program Evaluation Retreat in which program evaluation reports were reviewed. Implications were discussed and programmatic changes recommended. This report is sharing the evaluation results, as reviewed by faculty, implications, and additional program updates.

Evaluation Results

Attached to this report you will find the following evaluation reports:

- Stakeholder Surveys of Alumni from 2020 - 2023, Current Site Supervisors, and Employers
- Student Outcomes on Key Performance Indicators for each of the CACRP Core Areas (for both knowledge and skill)
- Student Dispositions
- Student Demographics (including applicants, students, graduates across years as provided by university reports)

Implications and Data-Informed Programmatic Changes

Full data is available on each evaluation report – this is a brief highlight of the implications.

HDC faculty noted areas in which alumni, site supervisors, and employers had perceived students' and graduates' levels of skill and knowledge. Overall, the areas stakeholders perceived lower levels of competence match student outcomes for areas of career and research. Qualitative data showed a desire for an increase in focus on trauma. In Summer of 2023, more trauma focus was infused into the HDC 543 Crisis and Consultation course, and in Summer 2024, additional updates will occur, including a course name change to Crisis Intervention and Trauma in Counseling with subsequent additional enhanced trauma focus. Additionally, faculty will have ongoing conversation on how to increase opportunities for students to learn and prepare for the clinical experience, including knowledge in trauma counseling.

The vast majority of alumni, site supervisors, and employers were interested in advanced learning opportunities potentially provided by HDC including professional development workshops and advanced certificates. The department faculty are currently pursuing avenues to deliver professional development opportunities to our alumni, site supervisors, and community, particularly centered on clinical supervision.

Student Outcomes indicated high performance in most areas. Review of the skills noted that the areas in which site supervisors completed evaluations were the highest. In review of feedback from student experience and performance outcomes, beginning Fall 2023, the faculty have reduced the core skill measurements to 3 areas: Social and Cultural Diversity, Helping Relationships, and Specialization Area.

In 2022-2023 HDC piloted a shift in the student clinical presentations, in which the theory presentation (known as the "grid") would be split into two separate presentations. One would be a panel presentation to the faculty which would instead occur in the student's first full semester of internship with a focus on the helping relationship. The second student presentation would be on their theoretical orientation (using the "grid") which would be presented within their internship course, also in their first

semester of internship. Previously, this was one presentation that occurred in their final semester of internship to a faculty panel. Review of this process noted that failure to pass the original presentation format, when completed in their final semester, resulted in students delayed graduation. Additionally, it created challenges in giving feedback that could then be incorporated in a timely manner. In review of the change, the faculty were pleased with the shift in 2022-2023 to have the faculty panel presentation on the helping relationship in the first semester of internship. All students, except one, that did not pass the panel presentation in their first semester, were successful in their second semester. The faculty also noted an increase in the quality of work focused on the core relational skills and growth in student clinical development. Minor modifications were made to each presentation structure to be implemented for 2023-2024.

Data on student dispositions highlight a need for more attention to emotional stability. In late-fall 2023, students have been provided additional opportunities to receive personal counseling. Additionally, the instructors of HDC 512 Prepracticum plan to embed an optional assignment that encourages students to seek personal counseling, beginning Spring 2024.

Student Demographic data highlighted increased full-time students. This has resulted in a higher FTEs over time. This combined with fewer faculty lines has put a strain on the required 12:1 faculty to student FTE ratio (as per CACREP accreditation). The program is seeking to add additional faculty lines to meet this gap.

An increase in international student applications and admits and Hispanic/Latinx students are notable in demographics. HDC faculty have had frequent consultation with the Office of International Student Services to improve collaboration and support for international applicants and students. Faculty will continue to explore the opportunities to improve diversity in students, faculty, and staff and support such as mentoring. Chi Sigma Iota (our honor society) began the first year of peer mentoring for all students, with a particular focus on supporting marginalized students. We are excited to see that program continue into future academic years to improve student support.

Additional Program Updates

In addition to program evaluation updates, the HDC faculty have had a very active 2022-2023 academic year. In Spring of 2023 we revamped our advisory board and were excited with the new energy of alumni, site supervisors, and community partners that agreed to serve. In our Spring Advisory Board meeting we were honored to have three HDC students serving on the Belonging, Equity, and Social Justice Taskforce (an HDC taskforce) present data from a climate survey of alumni, faculty, and students in the program. The advisory board provided rich feedback and ideas for addressing the implications from the climate survey.

In review of the marriage, couple and family counseling (MCFC) curriculum, Drs. Timothy Hakenewerth and Tiffany Nielson, MCFC co-coordinators, determined a gap in preparation for working with children, adolescents, and their families. To remedy this gap, beginning Fall 2024, all MCFC students will be required to take HDC 535 Child and Adolescent Counseling in replacement of HDC 545 Sexual Dysfunction and Family Violence. HDC 545 will still be available as an elective, while necessary components of the course for MCFC students will be shifted and primarily embedded into HDC 537 Couple Counseling. We are hopeful that this change will support students in the clinical experience in

which they often work with children and adolescents. Additionally, this may serve to attract those that seek to specialize in working with youth to complete the MCFC concentration.

While HDC was unable to fill the tenure-track faculty search that concluded in spring 2023, we are thrilled to have Professor Shannon Pivoney join the HDC ranks as a clinical instructor beginning Fall 2023. As an HDC alum, she provides clinical expertise in trauma and clinical mental health counseling and additionally serves as our clinical coordinator.

HDC will continue the search for a tenure track faculty, anticipated to begin in Fall 2024.

HDC submitted an internal grant for the Strategic Investment Funds for a Teaching and Learning Lab to update the Counseling and Therapy Training Center. Revisions were requested, including a collaboration with the Psychology Department for their separate and respective teaching lab. In Fall 2023, we were thrilled to receive combined funds of \$141,144 to update the technology and overhaul both the Counseling and Psychology training labs (separate locations) to better meet our teaching and learning needs. We look forward to updating this center and showcasing it in the near future!

HDC continues to make updates to the HDC website. One update includes a site supervisor resource page. <https://www.uis.edu/hdc/resources/site-supervisor-resources> We encourage all site supervisors to check this out!

With the support of our graduate assistant, our social media presence has expanded to include Instagram. Check out program happenings such as student and faculty spotlights at @uis_hdc

HDC Faculty are busy with completing the CACREP Self-study for reaccreditation and anticipate completing this by the end of the year.

We are sincerely grateful for all who support our program and make these initiatives possible. As counselor educators, we are invested in supporting our students and communities to attend to the mental health crisis at hand. We continue to build intentionality in our program offerings and are excited with the trajectory and ongoing modifications to train the next generation of mental health counselors.

Sincerely,

The HDC Faculty