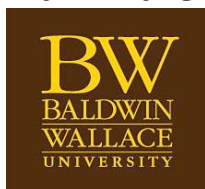


Baldwin Wallace University
Clinical Mental Health Counseling
Annual Report
2024-2025



Prepared August 2025

The Clinical Mental Health Counseling Program housed within the Department of Counseling in the School of Health Sciences. The program prepares students for careers as clinical mental health counselors.

Department of Counseling Mission Statement:

The mission of the counseling department at Baldwin Wallace University is to prepare ethical and compassionate counselors with excellent skills who are ready to meet the mental health needs of diverse individuals across the lifespan. Our counseling faculty members value excellence in teaching and utilize a variety of real-world learning experiences to provide students with a high-quality graduate education. Along with teaching, counseling faculty members engage in counseling-related clinical work, service, and research to benefit the university and surrounding communities. Through this work, the counseling department promotes and supports mental health and well-being within local communities and throughout the region.

CMHC Program Mission Statement:

The mission of the clinical mental health counseling program at Baldwin Wallace University is to prepare ethical and compassionate professional counselors with excellent clinical skills ready to meet the mental health needs of diverse clients across the lifespan. Faculty with relevant clinical experience engage students in meaningful real-world learning throughout their graduate education in preparation to meet the requirements of the State of Ohio Counselor, Social Worker, and Marriage and Family Therapist (CSW & MFT) Board to become licensed professional counselors.

CMHC Program Descriptive Information:

- Faculty:
 - o Erin West Ph.D., LPCC
Associate Professor & Department Chair
 - o Randall Moate Ph.D., LPCC
Associate Professor & Practicum/Internship Coordinator
 - o Chase Morgan-Swaney Ph.D., LPCC-S (hired to begin August 2025)
Assistant Professor

- Students:
 - o 2024 was the inaugural year of the CMHC program at Baldwin Wallace University. This inaugural cohort has 10 students. There are 23 additional students who have been admitted and are registered to begin classes in the Fall of 2025.

Counseling Program Website:

<https://www.bw.edu/academics/master-cmhc/>

Community Partnerships:

The inaugural cohort of CMHC students will begin their practicum experiences at community-based sites in the Fall 2025 semester. All students have secured sites to complete their practicum and internship experiences which include:

- Ohio Guidestone
- Progressive Community Initiatives
- Pathways Counseling & Growth Center
- Wellness Grove
- Riveon Mental Health & Recovery
- Holding Space

2024-2025 Points of Pride:

- Secured over \$180,000 in scholarship funding for students in the 2024 cohort through the State of Ohio Behavioral Health Workforce Expansion Program Grant
- Developed Counseling Department Library with books and clinical materials for students
- Developed 3 Counseling Skills Practice Lab Spaces
- Established clinical partnerships with six behavioral healthcare sites across Northeast Ohio
- Faculty presented educational sessions at the North Central Association of Counselor Education and Supervision Conference in Chicago, IL in October.
- Partnered with the Harding Family Charitable Foundation to secure \$500,000 in scholarship funding for counseling students in the 2025-2027 cohorts
- Successfully hired a new tenure-track Assistant Professor of Counseling, Dr. Chase Morgan-Swaney
- Faculty leadership through the Northeast Ohio Regional Behavioral Health Workforce Coalition

2024-2025 Aggregate Key Performance Indicator (KPI) Assessment

KPI	Aggregate Results
KPI 1.1 Students will apply knowledge of counseling foundations to develop a professional counselor identity and engage with current counseling profession issues.	Measure 1 – Professional Identity Paper: 100% of students scored 80% or higher Measure 2 – Current Issues Project: 100% of students scored 80% or higher Measure 3 – Professional Advocacy Initiative: Not yet assessed, assessment will occur summer 2026
KPI 1.2: Students will engage in appropriate ethical decision-making adhering to legal and ethical standards in clinical mental health counseling	Measure 1 – Ethics Case Study: 100% of students scored 80% or higher Measure 2 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 3 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 2.1 Students will utilize guidelines and competencies related to advocacy and working with individuals from diverse backgrounds in a way that is beneficial to the counseling process	Measure 1 – Social & Cultural Experience Essay: 100% of students scored 80% or higher Measure 2 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 3 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 2.2 Students will utilize appropriate clinical skills to demonstrate respect for individual and group differences in counseling and avoid imposing their own attitudes, values, and beliefs on others.	Measure 1 – Color of Fear Essay: 100% of students scored 80% or higher Measure 2 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 3 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 3.1 Students will apply knowledge of individual and family development to inform	Measure 1 – Lifespan Development Case Study Assignment: 100% of students scored 80% or higher

case conceptualization and developmentally appropriate approaches to counseling	Measure 2 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 3 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 3.2 Students will utilize knowledge of theory and the neurobiological etiology of addictions to beneficially inform their counseling approach	Measure 1 – Addictions Case Study Paper: 100% of students scored an 80% or higher Measure 2 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 3.3 Students will utilize knowledge of the impacts of trauma across the lifespan to benefit their counseling approach	Measure 1 – Trauma Across the Lifespan Project: Not yet assessed, assessment occurs in fall 2025 Measure 2 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 4.1 Students will understand theories and models of career development including patterns and processes of career development.	Measure 1 – Career Theory Application Paper: 100% of students scored an 80% or higher Measure 2 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 4.2 Students will utilize relevant techniques to help clients pursue career-related goals and manage their career development when appropriate	Measure 1 – Career Counseling Session Role Play: 80% of students scored an 80% or higher Measure 2 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 5.1 Students will apply knowledge of counseling theory to conceptualize and counsel individuals from a theoretical framework.	Measure 1 – Final Counseling Theories Exam: 100% of students scored an 80% or higher Measure 2 – Advanced Theories Case Conceptualization Assignment: Not yet assessed, assessment will occur spring 2026 Measure 3 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 4 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 5.2 Students will utilize knowledge of evidence based practice and evidence based relationship factors to inform their counseling approach.	Measure 1 – Advanced Theories Theory of Change Paper: Not yet assessed, assessment occurs spring 2026 Measure 2 - Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 5.3 Students will incorporate helpful counselor characteristics, behaviors, and strategies and a variety of counseling skills to benefit the counseling process	Measure 1 – Foundational Counseling Skills Final Skills Roleplay: 80% of students scored 80% or higher Measure 2 – Advanced Counseling Skills Roleplay Session 3: 100% of students scored 80% or higher Measure 3 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 4 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 6.1. Students will utilize knowledge of group theory and process to benefit group counseling experiences	Measure 1 – Group Counseling Exam: Not yet assessed, assessment will occur Fall 2026 Measure 2 – In Class Group Facilitation: Not yet assessed, assessment will occur Fall 2026 Measure 3 - Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 6.2. Students will develop group counseling experiences with effective, ethical, and culturally relevant skills	Measure 1 – Group Proposal Assignment: Not yet assessed, assessment will occur Fall 2026 Measure 2 - Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 7.1 Students will apply knowledge of basic assessment concepts to identify assessments appropriate for counseling with consideration of individual culture and characteristics	Measure 1 – Assessment Application Presentation: 100% of students scored an 80% or higher. Measure 2 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026

KPI 7.2 Students will utilize formal and informal assessments combined with clinical skills in ways that benefit the counseling process and mental health treatment	Measure 1 – Intake and Comprehensive Assessment Report: 100% of students scored an 80% or higher Measure 2 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 3 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 8.1 Students will utilize research knowledge and skills to critically assess counseling research and evidence-based approaches to care.	Measure 1 – Counseling Article Critique: 90% of students scored an 80% or higher Measure 2 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 8.2 Students will identify methods for evaluating effectiveness of their counseling and/or counseling program and utilize evaluation methods effectively	Measure 1 – Action Research Plan: 90% of students scored an 80% or higher Measure 2 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 9.1 Students will implement counseling techniques and interventions to address mental health concerns in clinical mental health settings	Measure 1 – Advanced Counseling Skills Final Skills Reflection: 100% of students scored an 80% or higher Measure 2 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 3 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 9.2 Students will utilize crisis intervention and suicide assessment skills in an effective manner with individuals across diverse backgrounds	Measure 1 – Advanced Counseling Skills Safety Assessment Roleplay: 100% of students scored an 80% or higher Measure 2 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 3 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 9.3 Students will utilize diagnostic knowledge and clinical skills to render appropriate client diagnoses	Measure 1 – Diagnosis and Treatment Planning Diagnostic Report #2: 100% of students scored an 80% or higher Measure 2 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 3 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026
KPI 9.4 Students will utilize clinical and case conceptualization skills to develop collaborative treatment plans aligned with client goals.	Measure 1 – Diagnosis and Treatment Planning Case Conceptualization and Treatment Plan: 90% of students scored an 80% or higher Measure 2 – Practicum Final Skills Evaluation select items: Not yet assessed, assessment will occur fall 2025 Measure 3 – Internship II Final Skills Evaluation select items: Not yet assessed, assessment will occur summer 2026

2024-2025 Aggregate Student Disposition Assessment

Student Disposition	Aggregate Results
Professional & Ethical Attitudes & Behaviors	10 students assessed; 100% rated as meeting or exceeding expectations
Respect for Individual & Group Differences	10 students assessed; 100% rated as meeting or exceeding expectations
Self & Other Awareness	10 students assessed; 90% rated as meeting or exceeding expectations
Professional Growth & Development	10 students assessed; 100% rated as meeting or exceeding expectations
Interpersonal Relationships & Collaboration	10 students assessed; 100% rated as meeting or exceeding expectations

2024-2025 Program Evaluation Results Summary:

Program Objective	Academic Quality Indicator Results	Plan
Objective 1 (Professional Counseling Orientation and Ethical Practice): Students will	Program Objective 1 is assessed across the CMHC program through 7 different assessment methods. During the 2024-2025 academic year,	Data from the remaining 4 assessment methods will be

demonstrate strong professional counselor identity, and apply appropriate legal and ethical codes to counseling work to practice in an ethical manner	data from 3 of the 7 assessment methods were collected and analyzed. Results from all 3 of these assessments demonstrated meeting the minimum AQI Threshold set by the Counseling Department.	collected during the 2025-2026 academic year.
Objective 2 (Social and Cultural Identities and Experiences): Students will demonstrate knowledge and understanding of socio-cultural contexts and how diverse experiences can impact the counseling process	Program Objective 2 is assessed across the CMHC program through 7 different assessment methods. During the 2024-2025 academic year, data from 2 of the 10 assessment methods were collected and analyzed. Results from all 2 of these assessments demonstrated meeting the minimum AQI Threshold set by the Counseling Department.	Data from the remaining 5 assessment methods will be collected during the 2025-2026 academic year.
Objective 3 (Lifespan Development): Students will understand human development and apply developmentally appropriate approaches in counseling including attending to addiction, trauma, and developmental factors that impact mental health and wellness	Program Objective 3 is assessed across the CMHC program through 8 different assessment methods. During the 2024-2025 academic year, data from 2 of the 8 assessment methods were collected and analyzed. Results from all 3 of these assessments demonstrated meeting the minimum AQI Threshold set by the Counseling Department.	Data from the remaining 6 assessment methods will be collected during the 2025-2026 academic year.
Objective 4 (Career Development): Students will demonstrate knowledge of career development and career counseling theories and apply effective skills in career counseling	Program Objective 4 is assessed across the CMHC program through 5 different assessment methods. During the 2024-2025 academic year, data from 2 of the 5 assessment methods were collected and analyzed. Results from 1 assessment reflected meeting the minimum AQI Threshold set by the Counseling Department, while results from 1 assessment did not.	Data from the remaining 3 assessment methods will be collected during the 2025-2026 academic year.
Objective 5 (Counseling Practice & Relationships): Students will demonstrate knowledge of counseling theory and utilize theory(s) of counseling and counseling skills to form effective therapeutic relationships with people across diverse backgrounds	Program Objective 5 is assessed across the CMHC program through 11 different assessment methods. During the 2024-2025 academic year, data from 3 of the 11 assessment methods were collected and analyzed. Results from 2 assessments reflected meeting the minimum AQI Threshold set by the Counseling Department, while results from the 1 assessment did not.	Data from the remaining 8 assessment methods will be collected during the 2025-2026 academic year.
Objective 6 (Group Counseling and Group Work): Students will demonstrate knowledge of group counseling theory and apply effective group counseling skills in group counseling	Program Objective Results: Program Objective 6 is assessed across the CMHC program through 6 different assessment methods. During the 2024-2025 academic year, data from 0 of the 5 assessment methods were collected and analyzed.	Data from the 5 assessment methods will be collected during the 2025-2026 academic year.
Objective 7 (Assessment): Students will demonstrate knowledge and skills to competently use formal and informal assessments to benefit the counseling process	Program Objective 7 is assessed across the CMHC program through 7 different assessment methods. During the 2024-2025 academic year, data from 2 of the 7 assessment methods were collected and analyzed. Results from all 2 of these assessments demonstrated meeting the minimum AQI Threshold set by the Counseling Department.	Data from the remaining 5 assessment methods will be collected during the 2025-2026 academic year.
Objective 8 (Research and Program Evaluation): Students will be critical consumers of counseling-related research and use research to inform clinical practice	Program Objective 8 is assessed across the CMHC program through 5 different assessment methods. During the 2024-2025 academic year, data from 2 of the 5 assessment methods were collected and analyzed.	Data from the remaining 3 assessment methods will be collected during the 2025-2026 academic year.

	Results from all 2 of these assessments demonstrated meeting the minimum AQI Threshold set by the Counseling Department.	
Objective 9 (Clinical Mental Health Counseling): Students will utilize effective diagnostic skills, treatment planning skills, techniques, and interventions to address wellness and mental health across a variety of clinical mental health counseling settings	Program Objective 9 is assessed across the CMHC program through 13 different assessment methods. During the 2024-2025 academic year, data from 4 of the 13 assessment methods were collected and analyzed. Results from all 4 of these assessments demonstrated meeting the minimum AQI Threshold set by the Counseling Department.	Data from the remaining 9 assessment methods will be collected during the 2025-2026 academic year.

Practicum & Internship Placement Rates:

100% of eligible students successfully secured a practicum/internship site for the Fall 2025 semester.

Credentialing Exam Pass Rates:

Counselor Education Comprehensive Examination – First cohort will take CECE in Spring 2026

National Counselor’s Exam – First cohort will take NCE in Summer 2026

Graduation & Employment Data:

Degree Completion Rate – First cohort will graduate in August 2026

Employment & Doctoral Admissions Rate – First cohort will graduate in August 2026

Curriculum Modifications & Program Improvement:

During the 2025-2026 year the CMHC program will continue to collect individual student and program evaluation data to assess the effectiveness and quality of the CMHC program. Faculty will continue to reflect on this assessment plan and whether modifications would be helpful with feedback from the program advisory board and university administrators.