

Date: August 15, 2023

To: Katharine Shepherd, Ed.D., Dean, College of Education and Social Services (CESS)
Christine Proulx, Ph.D., Chair, Department of Counseling, Human Development and Family
Science (CHDF), College of Education and Social Services (CESS)

CC: Counseling Program Core Faculty

FROM: Julie Welkowitz, Ph.D.; Coordinator, UVM Counseling Program

Dear Dr. Shepherd, Dr. Proulx and Counseling Program Stakeholders:

Please see the following annual report that summarizes the Counseling Program accomplishments, modifications and substantial changes, program evaluation results from AY 2022-2023 and plans for using this data for further program modifications.

Program Modifications and Substantial Program Changes

Increase in Core Faculty/Change in Staffing

In the Fall of 2023, two new tenure track faculty were hired to join the Counseling Program, Dr. Nancy Thacker Darrow and Dr. Aishwarya Joshi. Dr. Thacker Darrow joined the UVM Counseling faculty after spending 3 years as an Assistant Professor of Counseling at Auburn University. She holds a PhD in Counselor Education from the University of Tennessee. Her research interests include: culturally informed grief theory and counseling, the mental health and wellness of the LGBTQIA+ population, and social justice and equity in education and counseling. Dr Joshi joined the UVM Counseling Program after graduating with her PhD in Counselor Education and Counseling from Idaho State University. Her areas of expertise within clinical mental health counseling include: intersectionality, multicultural, social justice and equity competencies, crisis and trauma. The addition of these two new core faculty brought the overall number of full-time Counseling faculty to four for the 2022-23 academic year.

In addition, the Counseling Program was involved in the search for two additional tenure track faculty during this past year. This resulted in the selection and hiring of Anna Elliott, PhD. and Robin Hausheer, Ed.D. Dr. Elliott was previously Associate Professor within the Counseling Program at Montana State University where she served as the Counseling Program Graduate Coordinator and the Mental Health Program Lead. Dr. Elliott is currently the Principal Investigator on a five year statewide grant in Montana to prepare rural school-based mental health service providers. She also has a research interest in the mental health of graduate students with autism. Dr Hausheer joins the UVM Counseling from Plymouth State University where she was Associate Professor and Chair of the Counselor Education and School Psychology Program. Dr. Hausheer has expertise in the area of school mental health counseling, with particular research interests in underage drinking prevention, bullying, and expressive arts in counseling. With the addition of these two faculty, the Counseling Program will have six full-time faculty beginning in the Fall of 2023.

In addition to the new tenure line positions listed above, UVM has also approved a new lecturer position for the Counseling Program, given the start of a new Ph.D Program in Counselor Education and Supervision (see below). The search for this position will begin in the Fall of 2023.

With respect to staffing changes, the previous Program Specialist for the Counseling Program, Crispina Pincus, left the program in the Fall of 2022 to take on a new position in the Vice Provost's Office at UVM. Crispina has been appointed as the Academic Talent Acquisition and Retention Coordinator in the Division of Faculty Affairs. At the end of December 2022, Sonam Friedensohn was hired as the new Program Specialist for the Counseling Program, the American Sign Language Program, and to support the Chair of the Department of Counseling, Human Development and Family Sciences.

Preparation for a Ph.D. Program in Counselor Education and Supervision

Approval of a new PhD Program in Counselor Education and Supervision was provided in the Spring of 2022. This new doctoral program will begin in the Fall of 2024. The Counseling Program faculty have spent the past academic year engaged in the planning for the implementation of this program, with the leadership of Nancy Thacker Darrow, Ph.D. The admission process for the first cohort of students for this new program will begin in the Fall of 2023.

CACREP Accreditation

In the Spring of 2023, the UVM Counseling Program was re-accredited by CACREP (Council for Accreditation of Counseling and Related Educational Programs), the national accrediting body for Counselor Education. The re-accreditation was the culmination of a rigorous multi-year review process in which the Counseling Program needed to ensure that its curriculum and practices met CACREP's high standards. Key areas that were addressed included: 1) the hiring of new faculty (as indicated above), 2) revamping the evaluation process for student clinical skills, 3) enhancing the School Counseling program. The latter included the expansion of curricula, including a new course on *Leadership for Transformational School Counseling* which started this summer 2023 and collaborating with UVM's Department of Education on additional course offerings for school counseling students. It also included the hiring of a new faculty member, Robin Hausheer, Ed.D. with particular expertise in school counseling, as well as the hiring of Anna Elliott, Ph.D. who has significant experience with rural mental health counseling in schools. Another key CACREP recommendation was the offering of annual professional development opportunities for faculty (including part-time faculty), internship supervisors, and students. This past year, the Counseling Program was a co-sponsor for a workshop (with Human Development and Family Sciences) by Edgar Gomez, who is the author of *High Risk Homosexual*.

Program Evaluation Results

Admissions Data

The Counseling Program conducted its Admissions review process for Masters level students in the Spring of 2023. All four core Counseling faculty participated in this review and decision-making process. The number of applications that were received for Fall 2023 admissions totaled 125. Of those, out-of-state applications comprised 70% of the application pool (N=88), with approximately 30% (N=37) being in-state applicants. Consistent with the previous year, 20.8% of the applicants identified as BIPOC. The large majority of the admitted applicants were interested in the clinical mental health counseling program, with smaller percentages interested in the School Counseling or Dual Option programs.

The chart below illustrates the demographic breakdown of the overall applicant data pool, including those who applied, those who were offered admissions, those who accepted the admissions offer and those who have enrolled for the Fall 2023 semester (excludes those who deferred to 2024; includes those deferrals from last year who are enrolling Fall 2023). There are 27 students who plan to enroll in the Counseling Program in the Fall of 2023. This includes a ratio of 63% (N=17) out-of-state students vs 37% (N=10) in-state students. 40% (N=11) of the incoming Fall '23 cohort identifies as BIPOC (data includes those identifying as Hispanic/Latinx). Of note, the enrollment data is based on the most up to date information at the time of the data collection for this report during the summer of 2023. However, changes may occur at the time of actual enrollment in the Fall of 2023.

Admissions 2023 Total		Out of State	VT	INT	CMHC	SC	Dual Option	BIPOC
Applied	125	88	37	5	*	*	*	26
Admitted	56	41	15	5	35	9	12	23
Accepted	30	20	10	3	21	3	6	13
Enrolled (incl F22 deferrals)	27	17	10	1	19	2	6	11
Deferred for Fall 2024	4	1	1	2	2	1	1	2

*Information on program of interest not available at time of application.

When the Fall 2023 data is compared with previous years, the percentage of students who accepted the admissions offer that identify as BIPOC was 43% (N=13). This is fairly consistent with the Fall 2022 percentage of BIPOC students accepting the admissions offer (44%), and well

above the 5 year average of 29%. Appendices A and B provide a detailed overview of the admissions data broken down by different demographic categories.

UVM Counseling Program students who are out-of-state residents are provided a discounted tuition rate (the variable tuition rate). Specifically, out-of-state UVM Counseling Program students pay \$927 per credit with the variable tuition rate instead of the standard UVM out-of-state tuition rate of \$1720 per credit. As reported in the past by students, this variable tuition rate has played a significant role in the decision for attendance, particularly for those who come from economically disadvantaged backgrounds. See Appendix B for more information about tuition rates over time.

Counseling Program Demographic Data

During the 2022-23 academic year, there were a total of 68 enrolled students across cohorts (see demographic chart below). This figure includes both full and part-time students. The majority of the students had in-state residency (N=48). 69% (N=47) of those students chose the Clinical Mental Health Counseling specialty, with 24% (N=16) selecting the Dual Option program and 7% (N=5) enrolled in the School Counseling program. A new faculty member with a specialty in School Counseling has been hired to start in the Fall of 2023. It is hoped that this addition will help to recruit more applicants interested in School Counseling. In terms of race/ethnicity, 19% of the enrolled students for 2022-23 identified as BIPOC. See other demographic data below.

Residency		Gender Identity			Track			Race	Total
In state	Out of State	M	F	Non-binary	CMHC	SC	DO	BIPOC:13	68
48	20	4	58	6	47	5	16	White: 55	

Retention and Completion Rates

For Counseling students who enroll in the Clinical Mental Health Counseling Program or the School Counseling Program full-time, it typically takes 2 years (including summers) to complete the graduate program. However, some students who take a higher credit load can complete the program slightly earlier (in May vs. August). For full-time students enrolled in the Dual Option Program, it typically takes 3 years (inclusive of summers) to complete the degree. For part-time students, the duration of their time in the program will vary contingent on the number of credits taken each semester. There were 24 students who enrolled in the program in the Fall of 2021. Of those, 54% will have completed the program within 2 years (by August of 2023), 42% will still be enrolled by August 2023. Thus, 96% of those who enrolled in Fall 2021 will have either completed the program by August 2023 or will still be retained. Of the 30 students who enrolled in the Fall of 2022, 83% are still enrolled (including 2 who are currently on leave of absence). See Appendix C for more detailed information on Counseling Degrees, Completion Rates, Credentialing Exams, and Employment Rates for 2014-2023.

Credentialing Examination Pass Rates

Students in the Clinical Mental Health Counseling Program and Dual Option students need to take an Oral Exam prior to graduation. This exam typically involves a presentation of their clinical work (video and written summary) that is reviewed by a committee consisting of their advisor and their on-site supervisor. Students who do not pass on their first attempt are given the opportunity to redo the oral exam. Those students seeking licensure as a clinical mental health counselor must also take two Counseling licensure exams, the National Counselor Exam (NCE) which can be taken while the student is nearing the end of their graduate study and the National Clinical Mental Health Counseling Examination (NCMHCE) which cannot be taken until all of the educational requirements for licensure have been met. The UVM Counseling Program has access to the data of its students with respect to the NCE exam only. During the 2022-23 academic year, 100% of those taking their Orals passed and 100% of those taking the NCE exam in the Fall of 2022 passed (data was not yet available for the Spring 2023 NCE exam).

Students in the School Counseling Program and those in the Dual Option Program are required to submit a Portfolio that is typically reviewed by two faculty. If there are sections that need revision, students are given the opportunity to do that. During the 2022-2023 academic year, 100% of the students successfully completed their portfolio (N=3). The high rate of successful completion for Orals, Portfolio and NCE exam, has been consistent for the past 9 years (See Appendix C).

Employment Rates

The UVM Counseling Program surveyed all May 2023 (N=16) and upcoming August 2023 (N=8) graduates. Of that group, employment data was available for 18 students (75% of May/August graduates). Fourteen (78%) of those graduates indicated that they had either secured employment in the field or were in the process of establishing private practices. Two students indicated that they were employed in a related field. Two students indicated that they were in the process of searching for employment. See Appendix C for information about employment rates over time.

UVM Counseling Program Student Exit Survey

The Counseling Program sent a survey in May 2023 to students who were about to graduate (N=24), asking them about their experience in the program. Of the respondents (N=8), 7 identified as having been in the clinical mental health counseling program and 1 identified as having been in the dual option program. 88% (N=7) of respondents indicated that they felt extremely or “very well” prepared to perform competently in their field post-graduation. One student indicated that they were moderately well prepared. 100% of respondents indicated that their internship was most beneficial in fostering a sense of preparedness post-graduation. *“My internship site afforded me the opportunity to experience all of the aspects of a clinical mental health counseling position, the same as any other clinician in the organization.”* Among the recommendations for program changes that would help students feel more prepared post-

graduation: 1) providing more information about employment options for post-graduation; 2) more emphasis on clinical documentation; 3) more support/integration of part-time students; 4) expanding the offerings in the school counseling curriculum.

Employer Survey

A survey was sent to previous and existing site supervisors in Vermont to determine whether they had hired a graduate of the UVM Counseling Program. There were 4 respondents to the survey, 2 indicated that they had hired a previous UVM Counseling Program graduate and 2 indicated that they had not. For the 2 respondents who indicated that they had hired a previous graduate of the program, 1 indicated that the employee had also been an intern at their site (the other indicated that the employee was not a previous intern). Given the relatively low response rate, it is difficult to draw general conclusions from this data.

Site Supervisor Feedback of UVM Counseling Program

Internship supervisors were asked to complete a survey regarding their experience with the UVM Counseling Program. While this survey is typically completed at the end of the Spring semester (or the end of an internship experience), many on-site supervisors optionally also completed it at the end of the Fall semester. Surveys were completed by 22 (out of 37) site supervisors in the Fall of '22 and by 29 (out of 30) on-site supervisors at the end of the Spring '23 semester. Given that not all questions were responded to, percentages are based on those who did respond to a particular question. Internship sites included both clinical mental health counseling sites and school counseling sites. The vast majority of respondents who said they received a copy of the Internship manual indicated that it was helpful (100% in the Fall '22 semester and 88% in the Spring '23 semester). Among respondents who indicated that they had attended the Internship Supervisor Orientation in August, 86% of respondents on the Fall survey and approximately 90% of respondents on the Spring survey noted that it was helpful. Overall, site supervisors indicated that the amount of contact that they received for the internship instructor was sufficient (91% on the Fall survey; 86% on the Spring survey). In terms of the overall helpfulness of the UVM Counseling Program, 95% of Fall survey respondents and 90% of Spring survey respondents found their interactions with UVM Counseling internship faculty to be helpful.

Internship supervisors were asked about topics for professional development. Based on previous feedback for professional development around Diversity, Equity and Inclusion (DEI) topics, site supervisors were invited to a UVM Department training in the Spring with Edgar Gomez who was presenting on his Memoir entitled *High Risk Homosexual*. Suggestions for future training topics for supervisors included: trauma informed care, supervision best practices (including ethical and legal issues), eating disorders, more on DEI issues and broaching, family therapy approaches, counseling theories, supporting neurodiversity. When asked if there were additional topics they would like to see integrated into the Counseling curriculum, the responses included: trauma training, play therapy, assessment and intervention when there is risk of suicidality, more material on cognitive behavioral therapy, more emphasis on diagnosis, more information on billing and documentation processes. It should be noted that elective courses on the following topics were provided this summer through the Counseling Program based on prior feedback from

site supervisors and students: Play Therapy, Narrative Therapy, Human Sexuality. Courses on trauma informed care were also available to Counseling students as electives offered through the Social Work Program. Students were also offered a Counseling elective course on Treating Racial Trauma, but it did not run because of lower enrollment, despite being a well-attended course in past years.

In terms of general suggestions, some sites indicated that they would like more information ahead of time about expectations, particularly around the site supervisor's involvement in the Orals process. As a result of some concerns regarding expectations of site supervisors in the Orals process, the Counseling Program is re-examining their Orals process for students and will be modifying that process in the upcoming year. Other suggestions included: increased compensation for supervisors and access to UVM's online library resources. Many supervisors commented on the positive experiences that they had with the interns and their growth and development over the year.

Assessment of Student Clinical Skills

In the Fall of 2021, the Counseling Program revamped its assessment tools to determine student clinical skill progression over time. Specifically, the assessments conducted after Counseling Lab, Counseling Practicum, and each semester of Counseling Internship were revised so that: 1) there were a set of common key performance indicators (KPIs) assessed across each course; 2) the rating scale was the same across the measures for all 4 timepoints; 3) benchmarks were created for each item to determine expectations for a given point in time.

Based on the data from Spring 2023, the final internship checklist completed on 30 students indicated that 100% met the performance benchmark for 10/12 KPI items. Regarding the remaining 2 items: for item 6g (*intern demonstrates ethical and culturally relevant strategies for designing and facilitating groups*), supervisors rated this item as not applicable for 3 students. While students are required to complete a minimum of 20 group facilitation hours, it is possible that those students completed their group hours in a different semester. For item 8b (*intern applies relevant research to inform evidence-based practice*), the item was rated as not applicable for one student. No students were rated as having not met a KPI item by the end of the second internship experience.

In terms of change scores from end of Fall 2021 to end of Spring 2023, complete data was available for only 10 students, as some students took Counseling Lab at a different time or delayed their internship. Based on the available data, there was an average increase across students on every KPI item when comparing KPI scores on the Lab Checklist (assessed after the Counseling Lab course in the Fall of 2021) to KPI scores on the Internship Competency Checklist after the 2nd internship in the Spring of 2023. Based on a likert scale of 1-5 (with 5 being the highest rating), average item increases ranged from an increase of 1.4 on the KPI item "*Intern demonstrates a knowledge of and ability to abide by ACA ethical and legal standards*" to an average increase of 3.0 on the item "*Intern applies relevant research to inform evidence-based practice*" and an average increase of 3.2 on the item "*Intern engages in advocacy efforts to disrupt the intersecting systems of oppression that negatively affect the student/client.*" It is

possible that students started with a higher knowledge of ethical and legal standards, given that they take a course on Professional Ethics within the first semester of the program, concurrent with their Counseling Lab. With respect to individual student data, every student demonstrated an increase on every KPI item from end of Fall 2021 to end of Spring 2023, with the exception of one student, where there was zero change on the item “*Intern demonstrates a knowledge of and ability to abide by ACA ethical and legal standards*”. However, for that student, the final rating was a “3” on this item which indicates that they still met the benchmark expectation. Across students, the average point increase across KPI ratings from Fall of 2021 to end of Spring 2023 was 2.23 points on a likert rating scale of 1 to 5.

Use of Data for Future Program Modifications

Hiring of New Faculty

The most significant program change has been the hiring of new faculty. As indicated herein, two new tenure line faculty joined the Counseling Program in the Fall of 2022, doubling the number of core faculty from 2 to 4. This was a significant program need, given the previous departure of 3 full-time faculty (to promotion, retirement and job change). The need for increased faculty was critical in terms of maintaining program accreditation and meeting the need for the addition of a PhD program in Counselor Education to start in the Fall of 2024. As indicated in the Annual Report from Summer 2022, the need for additional faculty was also reflected in previous student feedback indicating their concern for such a high proportion of part-time faculty. Further, the two new faculty bring with them expertise in areas that have been suggested by students, alumni and site supervisors (particularly regarding trauma informed care, grief counseling, the mental health and wellness of the LGBTQ population, social justice and equity in counseling).

During the past year, a search was conducted for 2 additional tenure track faculty to meet accreditation requirements for the Counseling Program. As a result, two new associate level faculty will also join the Counseling Program in the Fall of 2023. One of these faculty members has an expertise in school counseling which has been an area of continued need for the program (as expressed in student, alumni and internship supervisor feedback). The other new faculty also has experience in rural mental health counseling in school systems. The Counseling Program was also approved for an additional lecturer position, with the search beginning in the Fall of 2023 which will help to bring our faculty to student ratio in compliance with CACREP accreditation standards.

Curriculum Changes

Based on student, supervisor and CACREP accreditation input regarding the need for an expanded school counseling curriculum, a new required course on *Leadership for Transformational School Counseling* was offered this past summer and will continue to be offered annually (or biannually, depending on enrollment). This summer, a *Play Therapy* elective offered by a school counselor was also offered to Counseling students, which received exceptionally positive evaluations. School Counseling students have also been offered an array of school counseling electives offered through the Education Department at UVM. A separate

section of Counseling Internship was also created for school counseling students. In terms of courses offered to clinical mental health counseling, school counseling and dual students, continuing efforts are being made to have those courses include additional readings and course content focused on school-based issues.

Two other new electives were also offered this summer through the Counseling Program. They included: *Narrative Therapy* (in response to students requesting more theory-based courses) and *Human Sexuality* (which is also a course content area of interest to students). Further, students have the opportunity to take Trauma based courses through the Social Work Department (a topic area that students, supervisors and alumni have wanted more emphasis on in the program). Discussions have also been underway to find additional avenues for Counseling faculty to collaborate with Social Work faculty on the offering of these trauma informed courses. Currently, Counseling students who meet eligibility requirements are able to receive \$10,000 in grant funding through the Vermont Tree Grant (funded by HRSA), whose purpose is to diversify the mental health workforce and enhance their trauma informed skillset, particularly for working with children, youth and families. For next year, eligible Counseling students who have applied for this scholarship will continue to receive this funding.

Anti-Racism Consultation, Training and Protocols

As indicated in the Admissions section, the cohort that began in the Fall of 2022 was the most diverse cohort in the program history, with respect to racial, gender and sexual orientation identities. To meet the needs of the increased diversity of the student body, students and faculty alike have indicated the need for more emphasis on and awareness of anti-racism policies and protocols within the program, department and university. During the Spring 2023 semester, faculty enlisted the consultation of those at UVM with expertise in the area of Anti-Racism (including Tiffanie Spencer, Director for Diversity and Community Engagement in the College of Education and Social Services (CESS) and Cynthia Reyes, Associate Dean for CESS). At the start of the Fall 2023 semester, several of the Counseling faculty will also be attending anti-racism trainings. Further, it is the hope of the Counseling Program moving forward to work with a sub-group of Counseling students on determining other needed supports for students and faculty in this area. There is already an existing Diversity, Equity and Inclusion Advisory group for the Counseling Program that is also willing to lend their support to these efforts.

Conclusions

As indicated herein, the UVM Counseling Program has experienced significant changes in staffing over the past year and going forward into the next academic year. Two new tenure line faculty joined the program in 2022-23 and two more faculty will join the program in 2023-24. Further, the program will be conducting a search for a new lecturer position in the upcoming academic year. In terms of other staffing changes, a new administrative program specialist has also joined the Counseling Program this past year. With new faculty comes new research and grant initiatives. While there has been much transition, we look forward to having the additional faculty on board as we launch the new doctoral program in Counselor Education in Fall of 2024.

Appendix A
Applications, Admits, New Enrollments, Degrees Awarded 2015-2023

Applications; Spring Summer Fall			2015	2016	2017	2018	2019	2020	2021	2022	2023
Counseling	MS		60	104	99	112	104	89	131	148	125
Counseling	Resid	In-state	22	39	35	30	28	32	45	46	37
		Out-of-State	38	65	64	82	76	57	86	102	88
Counseling	Sex	F	39	78	81	85	78	68	101	122	101
		M	21	26	18	27	26	21	30	26	24
Counseling	US Res	Int.	3	12	8	10	9	7	5	11	5
		Dom.	57	92	91	102	95	82	126	137	120

Counseling	Race/Ethnicity	Hisp/Latino	0	2	1	2	2	1	1	2	2
		Am Indian/Alaska Native	0	0	0	0	0	0	0	0	0
		Asian	3	10	5	11	8	7	5	9	6
		Black/AA	1	1	2	1	3	2	4	9	6
		Hawaii/Pacific Islander	1	0	0	0	0	0	0	0	0
		Two or more	8	5	6	9	10	6	12	10	12
		White	52	75	74	83	78	68	105	112	96
		Unknown	5	11	11	6	3	5	4	6	3
		Total US Person of Color	13	18	14	23	23	16	22	30	26

**Total doesn't include INTL applicants of color*

Admits; Spring Summer Fall			2015	2016	2017	2018	2019	2020	2021	2022	2023
Counseling	MS		51	60	63	51	55	49	61	55	56
Counseling	Resid	In-state	22	25	29	18	20	20	23	25	15
		Out-of-State	29	35	34	33	35	29	38	30	41
Counseling	Sex	F	32	46	51	42	40	39	48	46	44
		M	19	14	12	9	15	9	13	9	12
Counseling	US Res	Int.	1	4	4	1	2	1	2	6	5
		Dom.	50	56	59	50	53	47	59	49	51

Counseling	Race/Ethnicity	Hisp/Latino	0	1	0	1	1	1	1	2	2
		Am Indian/Alaska Native	0	0	0	0	0	0	0	0	0
		Asian	0	2	1	3	1	2	3	7	6
		Black/AA	1	1	0	1	2	2	3	5	6
		Hawaii/Pacific Islander	0	0	0	0	0	0	0	0	0
		Two or more	8	4	4	5	3	4	4	5	9
		White	37	45	51	44	45	37	49	35	33
		Unknown	5	7	7	0	3	1	1	1	0
		Total US Person of Color	9	8	5	10	7	9	10	13	23

**Total doesn't include INTL applicants of color*

New Enrolls; Spring Summer Fall			2015	2016	2017	2018	2019	2020	2021	2022	2023
Counseling	MS		22	29	35	25	32	27	24	31	27
Counseling	Resid	In-state	16	20	19	14	14	18	16	20	10
		Out-of-State	6	9	16	12	18	9	8	11	17
Counseling	Sex	F	13	23	28	20	21	21	20	27	23
		M	9	6	7	6	11	6	4	4	4
Counseling	US Res	Int.	1				2	1	0	4	1
		Dom.	21	29	35	26	30	27	24	27	26

Counseling	Race/Ethnicity	Hisp/Latino	0	0	0	0	1	0	0	1	0
		Am Indian/Alaska Native	0	0	0	0	0	0	0	0	0
		Asian	0	0	0	1	1	1	1	3	2
		Black/AA	0	0	0	0	1	1	3	4	2
		Hawaii/Pacific Islander	0	0	0	0	0	0	0	0	0
		Two or more	2	2	1	1	2	2	1	3	5
		White	18	24	30	24	25	24	19	18	18
		Unknown	2	3	4	0	2	0	0	0	0
		Total US Person of Color	2	2	2	2	5	4	5	9	8

**Total doesn't include INTL applicants of color*

Degrees Awarded in Academic Year			2015	2016	2017	2018	2019	2020	2021	2022	2023
Counseling	MS		14	20	11	17	38	26	23	25	24
<i>Average Years to Degree</i>			2.6	2.8	2.8	2.1	2.4	2.9	2.1	2.4	2.7

Counseling	Resid	In-state	8	15	4	11	25	21	9	15	14
		Out-of-State	6	5	7	6	13	5	14	10	10
Counseling	Sex	F	8	17	4	13	29	20	18	16	20
		M	6	3	7	4	9	6	5	9	4
Counseling	US Res	Int.				1	0	0	2	1	0
		Dom.	14	20	11	16	38	26	21	24	24

Counseling	Race/Ethnicity	Hisp/Latino	0	0	0	1	1	0	1	0	0
		Am Indian/Alaska Native	0	0	0	0	0	0	0	0	0
		Asian	0	0	0	0	0	0	0	1	1
		Black/AA	0	0	0	0	0	0	1	1	1
		Hawaii/Pacific Islander	0	0	0	0	0	0	0	0	0
		Two or more	2				2	1	0	2	0
		White	8	16	11	16	30	25	19	20	22
		Unknown	2					0	2	1	0
		Total US Person of Color	2	0	0	1	3	1	2	4	2

**Total doesn't include INTL applicants of color*

Appendix B

Admissions Data from 2019-2023

	2023	2022	2021	2020	2019	Five Year M
Total number of applicants	125	148	131	89	104	119.4
Applicants in-state	37	46	45	32	28	37.6 (31%)
Applicants out-of-state	88	102	86	57	76	81.8 (69%)
Applicants BIPOC	26	30	22	16	23	23.4 (20%)
Total admitted	56 45%	55 37%	61 47%	49 55%	55 53%	55.2 (46%)
Admitted in-state	15	25	23	20	20	20.6 (37%)
Admitted out-of-state	41	30	38	29	35	34.6 (63%)
Admitted BIPOC	23	19	11	9	7	13.8 (25%)
Total number of students who accepted	30 54%	32 58%	26 43%	27 55%	32 58%	29.4 (53%)
Accepted in-state	10 33%	19 59%	17 65%	18 66%	14 43%	15.6 (53%)
Accepted out-of-state	20 67%	13 41%	9 35%	9 33%	18 56%	13.8 (47%)
Accepted BIPOC	13 43%	14 44%	6 23%	4 14%	5 15%	8.4 (29%)

Tuition from 2019-2023

	2023-2024	2022-2023	2021-2022	2020-2021	2019-2020
In-state tuition	\$678 per credit	\$678 per credit	\$683 per credit	\$683 per credit	\$683 per credit
Out-of-state tuition (VTR)	\$927 per credit	\$927 per credit	\$927 per credit	\$927 per credit	\$900 per credit

* Information from the Student Financial Services webpage and the VTR application

* <https://www.uvm.edu/studentfinancialservices/master-science-counseling-tuition-fees>

Appendix C

**Counseling Program Degrees Awarded, Completions Rates, Credentialing
Examinations Pass Rates, & Job Placement Rates
AY 2014-2015 through AY 2022-2023**

Degrees Awarded, GPA

Academic Year	Total Graduate Degrees (MS) Awarded	Average GPA
2022-2023*Including August 2023 prospective graduates	24	3.93
2021-2022	25	3.86
2020-2021	23	3.81
2019-2020	27	3.82
2018-2019	38	3.82
2017-2018	16	3.90
2016-2017	11	3.83
2015-2016	20	3.83
2014-2015	14	3.74

Counseling Program Retention & Completion Rates

Academic Year	# of Students Entering	2-yr Completion Rate	3-yr Completion Rate	4-year Completion Rate	5-Year Completion Rate	**Still Enrolled (As of Summer 2023) <i>This number doesn't include students on a Leave of Absence</i>
2023-2024	27	N/A	N/A	N/A	N/A	N/A
2022-2023	30	N/A	N/A	N/A	N/A	83.0% (3 withdrew; 2 on leave of absence)
2021-2022	24	<i>*54% - figure includes May and August Graduates</i>	N/A	N/A	N/A	42.0%
2020-2021	27	74%	89%	N/A	N/A	7.0%
2019-2020	32	53%	59%	75%	N/A	0.0%
2018-2019	25	56%	72%	80%	N/A	8.0%
2017-2018	35	49%	74%	77%	86%	0.0%
2016-2017	29	58.6%	69%	79.3%	79.3%	0.0%
2015-2016	22	73%	82%	86%	91%	0.0%
2014-2015	14	57.1%	64.3%	64.3%	Unknown	0.0%

Credentialing Examinations Pass Rates

Academic Year	Number of Orals Taken	Rate of Orals Passed	Number of Portfolios Initiated	Rate of Portfolios Completed	Number of NCE Tests Taken	Rate of NCE Tests Passed
2022-2023	25	100%	3	100%	4 (reflects Fall 22 data only)	100%
2021-2022	21	100%	5	100%	17	100%
2020-2021	17	94%	7	100%	12	100%
2019-2020	20	95%	9	100%	18	100%
2018-2019	33	100%	8	100%	15	100%
2017-2018	14	100%	6	100%	14	100%
2016-2017	13	100%	2	100%	11	100%
2015-2016	13	100%	6	100%	9	100%
2014-2015	14	100%	3	100%	9	100%

Reported Employment

Job Placement Rates as of July 2023

Academic Year	School Track Completers			Clinical Mental Health Track Completers			Dual Option Completers			Total Graduate			
	Total	# of Respondents	Known Employment	Total	# of Respondents	Known Employment	Total	# of Respondents	Known Employment	Total	# of Respondents	Known Employment	
2022-2023	0	0	N/A	N/A	15	86%	3	3	100%	24	18	16	89%
2021-2022	4	3	67%	8	7	100%	0	N/A	N/A	12	10	9	90%
2020-2021	6	4	100%	16	16	100%	1	1	100%	23	21	21	100%
2019-2020	7	7	100%	18	14	100%	2	2	100%	27	23	23	100%

**Employment in Counseling or related field