

**DATE:** May 17, 2019

**SUBJECT:** New Academic Program  
Austin Peay State University  
Counseling Psychology, Doctor of Psychology  
(CIP 42.2803 – Counseling Psychology)

**ACTION RECOMMENDED:** Approval

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### **PROGRAM DESCRIPTION**

Austin Peay State University proposes a Doctor of Psychology (PsyD) program in Counseling Psychology with a concentration in serving military personnel, veterans, and their families as well as a generalist option. The purpose of this program is to provide advanced training to prepare practice-oriented, doctoral level psychologists to meet local, regional, state, and national needs. APSU intends to train practitioners who are competent to provide services in a wide variety of therapeutic contexts and settings (e.g., military, medical, community mental health, educational, organizational, and community) through utilization of the Vail training model. The Vail training model utilizes the practitioner-scholar model rather than the traditional scientist-practitioner model that is typically used for Counseling Psychology, PhD programs. In addition to preparing graduates to assess, diagnose, and treat psychological distress and disorders, the proposed PsyD program will prepare graduates to use their knowledge and skills to promote wellness through strategies of prevention and the identification and enhancement of client strengths, potentials, and resiliencies.

### **INSTITUTIONAL GOVERNING BOARD APPROVAL**

The proposed Doctor of Psychology in Counseling Psychology was approved by the Austin Peay State University Board of Trustees on March 15, 2019.

### **PROPOSED IMPLEMENTATION DATE**

Fall 2020

### **RELEVANCE TO INSTITUTIONAL MISSION AND STRATEGIC PLAN**

In keeping with the goals identified in the Master Plan for Higher Education in Tennessee and APSU's Strategic Plan, Austin Peay State University is committed to offering graduate programs of distinction that train professionals to meet the workforce needs of the state of Tennessee and the region surrounding the university. This degree recognizes the need to increase the number of professionals with the advanced training, skills, and credentials working within the region and the state and to help APSU better serve the needs of the families in the Fort Campbell community to which APSU belongs.

## **CURRICULUM**

The proposed Doctor of Psychology in Counseling Psychology will consist of 100 credit hours which will include coursework, year-long internship, and a dissertation. The curriculum is designed to adhere to the standards set forth by the American Psychological Association. Coursework will include core courses required of all students, courses required for military personnel concentration, and electives. Students who do not wish to pursue military health service may take additional focused electives and choose practicum experiences relative to their professional goals and interests.

## **PROGRAM PRODUCTIVITY**

Only students who have earned a master's degree in psychology, counseling, or other closely-related discipline will be eligible for admissions to the proposed PsyD program. The program will offer coursework year-round and students will enroll full-time, on ground, and in a cohort model. The first cohort of graduates will occur in year 5. Projected enrollment and graduation rates for the first seven years are as below.

	2020	2021	2022	2023	2024	2025	2026
<b>Enrollment</b>	6	6	9	10	10	12	12
<b>Graduation</b>	--	--	--	--	6	6	8

## **PROGRAM DUPLICATION**

There are no other institutions offering a Counseling Psychology PsyD program in the state of Tennessee. There is one other program – at the University of Memphis – that shares the same CIP code as the proposed program, although this is a PhD program. There are other counseling and clinical psychology doctoral programs in Tennessee, although these programs are relatively small, admitting a maximum of nine students annually, use a different curricular and training model than the proposed PsyD program, and are designed for scientist-practitioners focused on research rather than practitioner-scholars who have an option to concentrate on serving military families.

## **EXTERNAL JUDGEMENT**

An external review of the proposed program was conducted during an institutional site visit on July 17-19, 2018. Dr. Joan Biever, Associate Provost and Professor at Our Lady of the Lake University and Dr. Jean Birbilis, Professor and Interim Dean of the Graduate School of Professional Psychology the University of St. Thomas served as the external reviewers. Dr. Biever and Dr. Birbilis recommended the program be approved and cited the strong case that the program will “meet Tennessee's master plan's workforce goals by producing highly qualified mental health practitioners in north central Tennessee. Every group we met with noted the limited availability of critical mental health services in the Clarksville region.”

## **STUDENT DEMAND**

A fall 2016 survey of alumni and current students of the APSU Counseling Master of Science program provided evidence of student interest in the proposed PsyD program. Out of 51 alumni respondents, 51 percent responded that they would be very likely to enroll if

APSU offered a PsyD in Counseling Psychology. The student respondents also indicated a very similar interest with 62 percent indicating that they would enroll in the PsyD program.

### **OPPORTUNITIES FOR PROGRAM GRADUATES**

According to the U.S. Bureau of Labor Statistics (BLS) Occupational Outlook Handbook, the employment of psychologists is expected to grow 19 percent between 2014 and 2024, which is much faster than average rate of growth compared to all occupations. The BLS also cites that the increase will be driven by greater demand for mental health services in schools, hospitals, mental health centers, and social service agencies. There are currently 3,800 mental health professional shortage areas in the U.S., according to the Health Resources and Services Administration. APSU is located in Montgomery County, which is designated as one of these shortage areas.

### **INSTITUTIONAL CAPACITY TO DELIVER THE PROGRAM**

The proposed program will be housed in the Department of Psychological Science and Counseling within the College of Behavioral and Health Sciences. Currently, this department offers a bachelor's program in Psychological Science and two Master's programs in Counseling and Industrial-Organizational Psychology. Due to existing courses in the graduate curriculum, APSU has the necessary library and technology resources to support the proposed PsyD program.

Austin Peay State University will need to hire five full-time, tenure track faculty members to comprise the core faculty for the proposed Counseling Psychology PsyD program. APSU will hire a Director of Training in August 2019 – a year before enrollment begins – to manage the implementation and logistics of the new doctoral program. Two additional faculty will be hired by the fall of 2020 when students are first enrolled, and the remaining two faculty will be hired by the fall of 2023.

A one-time expense of \$150,000 is budgeted for the renovation of the Wesley Building that will house the training clinic, faculty offices, and student lounge and computer lab. The program will be supported through tuition and fees as well as institutional reallocations. Appendix A outlines the 8 year financial projections of the Doctor of Psychology in Counseling Services program that includes projections for the 2019-20 planning year.

### **ASSESSMENT AND POST-APPROVAL MONITORING**

Austin Peay State University plans to seek "intent to apply" status from the American Psychological Association (APA) that accredits psychology doctoral programs. APSU will seek "intent to apply" status at the beginning of the spring 2020 term – full term prior to the enrollment of the first cohort. Obtaining this designation from APA will aid in recruitment efforts. APSU intends to develop an affiliated internship program to ensure PsyD students who desire a local internship will have one available. Affiliated internship programs must also pursue APA accreditation.

An annual performance review of the proposed program will be conducted for the first seven years following program approval. The review will be based on benchmarks established in the approved proposal. The benchmarks include, but are not limited to, enrollment and graduation, program cost, progress toward accreditation, and other metrics set by the institution and THEC staff. The monitoring period may be extended if additional time is needed to achieve the benchmarks. If benchmarks are not met, the Commission may recommend that the institutional governing board terminate the program.

**Tennessee Higher Education Commission**  
**THEC Financial Projections**  
**Austin Peay State University**  
**Counseling Psychology, PsyD**

Seven-year projections are required for doctoral programs.

Projections should include cost of living increases per year.

Planning year projections are not required but should be included when appropriate.

	Year 1 Planning	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
<b>I. Expenditures</b>								
<b>A. One-time Expenditures</b>								
New/Renovated Space <sup>1</sup>	\$ 150,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Equipment	7,000	-	-	-	-	-	-	-
Library	-	5,000	-	-	-	-	-	-
Consultants	6,000	-	4,000	-	-	-	-	-
Travel	-	-	-	-	-	-	-	-
Other	-	16,000	-	4,000	-	10,000	-	-
<b>Sub-Total One-time</b>	<b>\$ 163,000</b>	<b>\$ 21,000</b>	<b>\$ 4,000</b>	<b>\$ 4,000</b>	<b>\$ -</b>	<b>\$ 10,000</b>	<b>\$ -</b>	<b>\$ -</b>
<b>B. Recurring Expenditures</b>								
<b>Personnel</b>								
<b>Administration</b>								
Salary	\$ -	\$ 10,000	\$ 10,200	\$ 10,404	\$ 10,612	\$ 10,824	\$ 11,041	\$ 11,262
Benefits	-	3,300	3,383	3,484	3,588	3,696	3,807	3,921
<b>Sub-Total Administration</b>	<b>\$ -</b>	<b>\$ 13,300</b>	<b>\$ 13,583</b>	<b>\$ 13,888</b>	<b>\$ 14,200</b>	<b>\$ 14,520</b>	<b>\$ 14,848</b>	<b>\$ 15,183</b>
<b>Faculty</b>								
Salary	\$ 75,000	\$ 208,500	\$ 212,670	\$ 356,923	\$ 364,062	\$ 371,343	\$ 378,770	\$ 386,345
Benefits	24,000	66,720	68,054	107,077	109,219	111,403	114,188	117,043
<b>Sub-Total Faculty</b>	<b>\$ 99,000</b>	<b>\$ 275,220</b>	<b>\$ 280,724</b>	<b>\$ 464,000</b>	<b>\$ 473,281</b>	<b>\$ 482,746</b>	<b>\$ 492,958</b>	<b>\$ 503,388</b>
<b>Support Staff</b>								
Salary	\$ -	\$ 15,000	\$ 15,375	\$ 15,683	\$ 15,996	\$ 16,316	\$ 16,642	\$ 16,975
Benefits	-	2,475	2,549	2,626	2,704	2,786	2,869	2,955
<b>Sub-Total Support Staff</b>	<b>\$ -</b>	<b>\$ 17,475</b>	<b>\$ 17,924</b>	<b>\$ 18,309</b>	<b>\$ 18,700</b>	<b>\$ 19,102</b>	<b>\$ 19,511</b>	<b>\$ 19,930</b>
<b>Graduate Assistants</b>								
Salary	\$ -	\$ 19,000	\$ 48,450	\$ 67,830	\$ 69,187	\$ 70,570	\$ 71,982	\$ 73,421
Benefits	-	-	-	-	-	-	-	-
Tuition and Fees* (See Below)	-	41,695	107,364	154,818	159,463	164,247	189,588	195,275
<b>Sub-Total Graduate Assistants</b>	<b>\$ -</b>	<b>\$ 60,695</b>	<b>\$ 155,814</b>	<b>\$ 222,648</b>	<b>\$ 228,650</b>	<b>\$ 234,817</b>	<b>\$ 261,570</b>	<b>\$ 268,696</b>
<b>Operating</b>								
Travel	\$ -	\$ 4,500	\$ 4,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500	\$ 7,500
Printing	-	3,000	3,090	3,183	3,278	3,377	3,478	3,478
Assessment/Testing Instruments	-	-	900	927	964	1,003	1,043	1,043
Library	-	-	7,000	7,210	7,426	7,649	7,879	7,879
Other	-	1,350	1,350	1,750	1,750	1,750	5,250	5,250
<b>Sub-Total Operating</b>	<b>\$ -</b>	<b>\$ 8,850</b>	<b>\$ 16,840</b>	<b>\$ 20,570</b>	<b>\$ 20,918</b>	<b>\$ 21,279</b>	<b>\$ 25,150</b>	<b>\$ 25,150</b>
<b>Total Recurring</b>	<b>\$ 99,000</b>	<b>\$ 375,540</b>	<b>\$ 484,885</b>	<b>\$ 739,415</b>	<b>\$ 755,749</b>	<b>\$ 772,464</b>	<b>\$ 814,037</b>	<b>\$ 832,347</b>
<b>TOTAL EXPENDITURES (A + B)</b>	<b>\$ 262,000</b>	<b>\$ 396,540</b>	<b>\$ 488,885</b>	<b>\$ 743,415</b>	<b>\$ 755,749</b>	<b>\$ 782,464</b>	<b>\$ 814,037</b>	<b>\$ 832,347</b>

<b>*If tuition and fees for Graduate Assistants are included, please provide the following information.</b>								
Base Tuition and Fees Rate	\$ -	\$ 20,847	\$ 21,473	\$ 22,117	\$ 22,780	\$ 23,464	\$ 23,698	\$ 23,888
Number of Graduate Assistants	-	2	5	7	7	7	8	8
Number of Total Students		6	12	20	30	33	39	43
	Year 1 Planning	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
<b>II. Revenue</b>								
Tuition and Fees <sup>2</sup>	-	125,084	257,673	442,338	683,413	774,307	924,241	1,027,187
Institutional Reallocations <sup>3</sup>	99,000	250,456	227,212	297,076	72,337	1,843	110,205	194,839
Federal Grants <sup>4</sup>	-	-	-	-	-	-	-	-
Private Grants or Gifts <sup>5</sup>	-	-	-	-	-	-	-	-
Other <sup>6</sup>	-	-	-	-	-	-	-	-
<b>BALANCED BUDGET LINE</b>	<b>\$ 99,000</b>	<b>\$ 375,540</b>	<b>\$ 484,885</b>	<b>\$ 739,414</b>	<b>\$ 755,750</b>	<b>\$ 755,750</b>	<b>\$ 814,036</b>	<b>\$ 832,347</b>
<b>Notes:</b>								
(1) Provide the funding source(s) for the new or renovated space. Renovations for the Wesley Building which will house the training clinic including faculty offices, student lounge, and computer lab.								
(2) In what year is tuition and fee revenue expected to be generated? Tuition and fees include maintenance fees, out-of-state tuition, and any applicable earmarked fees for the program. Explain any differential fees. A differential fee of \$25 per credit hour will help offset expenses related to maintaining testing and assessment materials, AV equipment, research and dissertation support.								
(3) Identify the source(s) of the institutional reallocations, and grant matching requirements if applicable. NA at this time								
(4) Provide the source(s) of the Federal Grant including the granting department and CFDA(Catalog of Federal Domestic Assistance) number. N/A at this time								
(5) Provide the name of the organization(s) or individual(s) providing grant(s) or gift(s). Half of the graduate assistants will teach two courses per year beginning with the second semester of year 1								
(6) Provide information regarding other sources of the funding.								