

DATE: July 25, 2019

SUBJECT: New Academic Program
Tennessee Technological University
Counseling and Supervision, PhD
(CIP 13.1101 – Counselor Education/School Counseling and Guidance Service)

ACTION RECOMMENDED: Approval

PROGRAM DESCRIPTION

The proposed PhD in Counseling and Supervision at Tennessee Technological University will provide advanced educational opportunities for counselor and future counselor educators in an accredited, regionally accessible program. The proposed program will expand and enhance mental health services offered in Tennessee and specifically in the 14 county Upper Cumberland region. With a proposed emphasis on addiction treatment, the program would meet the needs of the region which is classified as a medically underserved area and has a demonstrated need for additional addiction treatment options. The proposed Counseling and Supervision, PhD program will build upon the existing Counseling, Master of Arts program. Program graduates will be employed and serve as effective, ethical counseling professionals in schools, community/mental health agencies, colleges and universities, and private practice.

INSTITUTIONAL GOVERNING BOARD APPROVAL

The proposed Counseling and Supervision, PhD program was approved by the Tennessee Technological University Board of Trustees on September 18, 2018.

PROPOSED IMPLEMENTATION DATE

Fall 2020

RELEVANCE TO INSTITUTIONAL MISSION AND STRATEGIC PLAN

The proposed PhD in Counseling and Supervision will enhance TTU’s mission to be recognized as a leader in providing research and instruction in order to meet the needs of the Upper Cumberland region and the State of Tennessee. Furthermore, the proposed PhD program will infuse technology and relevant research to help meet TTU’s vision statement of achieving national prominence and impact through its engaged students, dedicated faculty, and career-ready graduates known for their creativity, tenacity, and analytical approach to problem solving. Specifically, the proposed program aligns with TTU’s new initiative of the Rural Reimagined Grand

Challenge which is a program with a focus on developing and supporting rural communities. The three pillars of Rural Reimagined are:

- harnessing TTU’s strengths to transform rural living;
- developing success that can be replicated throughout the country and the world; and
- engaging every academic discipline.

The proposed Counseling and Supervision PhD program will focus on rural addiction treatment and general mental health which supports these pillars. The proposed program also aligns with the State Master Plan to increase degree production in an area where there is an increased societal need for trained professionals.

CURRICULUM

The proposed program requires a minimum of 48 credit hours including a required internship and a minimum of nine credits of dissertation research. Eligible students will be required to have earned a 60-hour Master’s degree in counseling. TTU has developed two new required courses which focus on addiction treatment to differentiate the proposed program from other doctoral counseling programs and respond to regional needs. The curriculum will adhere to requirements outlined by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). The curriculum will emphasize each of the five CACREP doctoral core areas: counseling; supervision; teaching; research and scholarship; and leadership and advocacy.

PROGRAM PRODUCTIVITY

The program will offer coursework year-round, based on a part-time cohort model. The program projects attrition rates to be 10 percent each year. Projected enrollment and graduation rates for the first seven years are as follows:

	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26	2026-27
Enrollment	7	10	15	18	20	20	23
Graduates	--	--	2	2	3	4	5

PROGRAM DUPLICATION

Currently, three universities in Tennessee offer similar Counselor Education and Supervision doctoral programs. The University of Memphis offers an PhD in Counseling Education and Supervision; University of Tennessee - Knoxville offers a PhD in Counselor Education; and Trevecca Nazarene University offers a PhD in Clinical Counseling: Teaching and Supervision. The proposed Counseling and Supervision, PhD program at TTU will be unique with an emphasis on regional needs of training doctoral students in counseling, supervision, and research of addiction treatment.

EXTERNAL JUDGEMENT

An external review of the proposed program was conducted during a January 27-29, 2019 institutional site visit by Dr. Richard S. Balkin, Professor of Leadership and Counselor

Education at the University of Mississippi and Dr. Donna Gibson, Chair, Department of Counseling and Special Education at Virginia Commonwealth University. The reviewers commented “in our interviews with alumni, students, and site supervisors, the C&S [counseling and supervision] program at TTU would be a welcome addition and provide an important service to the community. The surrounding community currently has a need for PhD supervisors to provide supervision services to master level counselors working toward licensure.” The reviewers recommended approval of the proposed program once recommendations from their report were incorporated in the New Academic Program Approval. TTU has incorporated all recommendations from the external reviewers into the completed proposal including a focus on addiction treatment and curriculum changes which include stronger research methods courses.

STUDENT DEMAND

The student interest for the proposed PhD program has been a consistent message at both the undergraduate and graduate level. Student interest was assessed based on surveys administered to current TTU students. Sixty-eight percent of the 45 undergraduate psychology majors surveyed were interested in enrolling in the proposed program. Additionally, 69 percent of the 38 graduate students enrolled in counseling concentrations were interested in enrolling in the proposed program. Professional counselors with Master’s degrees were also surveyed through the American Counseling Associations list-serve. The survey results indicated that 41 percent of the 30 respondents were interested in enrolling in the proposed PhD program.

OPPORTUNITIES FOR PROGRAM GRADUATES

According to Projections Central, Tennessee is expected to have close to 1,400 new openings in counseling-related careers from 2016–2026. The average percentage change in job openings over this timeframe is 22.5 percent overall for counseling and supervision related jobs and over 30 percent for substance abuse counseling. Additionally, in 2017 placement rates for PhD students in similar Counseling and Supervision programs in Tennessee were 100 percent.

Letters of support for the proposed program were provided by Volunteer Behavioral Health Care Services, Ten Broeck, Harding University Professional Counseling, Health Connect America, and Source of Strength Counseling.

INSTITUTIONAL CAPACITY TO DELIVER THE PROGRAM

The proposed program will build on existing resources and infrastructure including the Counseling (Clinical Mental Health concentration), MA and EdS faculty to support the program. TTU plans to hire two additional faculty members to support the program and to satisfy CACREP accreditation requirements for faculty. Additionally, three graduate assistantships will be funded through the department specifically to support PhD students in the proposed program. Attachment A outlines the seven year budget for the proposed Counseling and Supervision, PhD program.

ASSESSMENT AND POST-APPROVAL MONITORING

The proposed Counseling and Supervision, PhD program will seek CACREP accreditation after year three – this timeline coincides with the CACREP policy which requires a program must have at least one graduate before obtaining accreditation. Assessment of program outcomes will include students' competencies in the CACREP doctoral core areas along with stakeholder results from practicum/internship site supervisors, employers, and other constituents.

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
Attachment A: THEC Financial Projections
Tennessee Technological University
Counseling and Supervision, PhD

Seven-year projections are required for doctoral programs.
Five-year projections are required for baccalaureate and Master's degree programs.
Three-year projections are required for associate degrees and undergraduate certificates.
Projections should include cost of living increases per year.

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
I. Expenditures							
A. One-time Expenditures							
New/Renovated Space	\$	\$	\$	\$	\$	\$ -	\$ -
Equipment						-	-
Library						-	-
Consultants						-	-
Travel						-	-
CACREP Accreditation Site visit			\$ 11,000			-	-
Sub-Total One-time	\$	\$	\$ 11,000	\$	\$	\$ -	\$ -
B. Recurring Expenditures							
Personnel							
Administration							
Salary	\$	\$	\$	\$	\$	\$ -	\$ -
Benefits						-	-
Sub-Total Administration	\$	\$	\$	\$	\$	\$ -	\$ -
Faculty							
Salary	\$ 140,000	\$ 144,200	\$ 148,526	\$ 152,982	\$ 157,571	\$ 162,298	\$ 167,167
Benefits	\$ 56,000	\$ 57,680	\$ 59,410	\$ 61,193	\$ 63,028	\$ 64,919	\$ 66,867
Sub-Total Faculty	\$ 196,000	\$ 201,880	\$ 207,936	\$ 214,175	\$ 220,599	\$ 227,217	\$ 234,034
Support Staff							
Salary	\$	\$	\$	\$	\$	\$ -	\$ -
Benefits						-	-
Sub-Total Support Staff	\$	\$	\$	\$	\$	\$ -	\$ -
Graduate Assistants							
Salary	\$ 36,000	\$ 36,000	\$ 36,000	\$ 36,000	\$ 36,000	\$ 36,000	\$ 36,000
Benefits	\$ 2,808	\$ 2,808	\$ 2,808	\$ 2,808	\$ 2,808	\$ 2,808	\$ 2,808
Tuition and Fees* (See Below)	\$ 43,857	\$ 45,611	\$ 47,436	\$ 49,333	\$ 51,306	\$ 53,359	\$ 55,493
Sub-Total Graduate Assistants	\$ 82,665	\$ 84,419	\$ 86,244	\$ 88,141	\$ 90,114	\$ 92,167	\$ 94,301
Operating							
Travel	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000	\$ 3,000
Printing							
Assessments/ Equipment	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
Other	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000	\$ 2,000
Sub-Total Operating	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500	\$ 6,500
Total Recurring	\$ 285,165	\$ 292,799	\$ 300,680	\$ 308,816	\$ 317,213	\$ 325,884	\$ 334,835
TOTAL EXPENDITURES (A + B)	\$ 285,165	\$ 292,799	\$ 311,680	\$ 308,816	\$ 317,213	\$ 325,884	\$ 334,835

***If tuition and fees for Graduate Assistants are included, please provide the following information.**

Base Tuition and Fees Rate	\$ 14,619	\$ 15,204	\$ 15,812	\$ 16,444	\$ 17,102	\$ 17,786	\$ 18,498
Number of Graduate Assistants	3	3	3	3	3	3	3

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
II. Revenue							
Tuition and Fees ¹	\$ 73,095	\$ 121,630	\$ 189,743	\$ 230,221	\$ 273,635	\$ 284,580	\$ 351,456
Institutional Reallocations ²	\$ 212,070	\$ 171,169	\$ 121,937	\$ 78,594	\$ 43,578	\$ 41,304	\$ (16,621)
Federal Grants ³	-	-	-	-	-	-	-
Private Grants or Gifts ⁴	-	-	-	-	-	-	-
Other ⁵	-	-	-	-	-	-	-
BALANCED BUDGET LINE	\$ 285,165	\$ 292,799	\$ 311,680	\$ 308,816	\$ 317,213	\$ 325,884	\$ 334,835

Notes:

(1) In what year is tuition and fee revenue expected to be generated and explain any differential fees. Tuition and fees include maintenance fees, out-of-state tuition, and any applicable earmarked fees for the program.

Tuition and fees will be generated in the first year and increase with each cohort admitted to a maximum enrollment of 19 FTE in year 7. Tuition increases are included in projections and based on an average increase of about 4%.

(2) Please identify the source(s) of the institutional reallocations, and grant matching requirements if applicable.

President's strategic fund

(3) Please provide the source(s) of the Federal Grant including the granting department and CFDA(Catalog of Federal Domestic Assistance) number.

(4) Please provide the name of the organization(s) or individual(s) providing grant(s) or gift(s).

(5) Please provide information regarding other sources of the funding.