

INDIANA WESLEYAN UNIVERSITY

DIVISION OF  
**GRADUATE COUNSELING**

*CHANGING THE WORLD THROUGH THE COUNSELING PROFESSIONS*



**2010-2011 ANNUAL REPORT**

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Faculty take a moment for a photo op.



Faculty bid Denita Hudson farewell with reception.



Students attend licensing board meeting.

# A NOTE FROM THE DIVISION CHAIR



Life is fast-paced and at times seems fleeting! As I reflect on the activities of the past year reviewed in this 2010-2011 Annual Report, I gain insight into the many accomplishments of our faculty, staff, students, and alumni. Indeed, time does fly when we enjoy what we do! And in the pages that follow, much has been done seeking to fulfill IWU's mission in responding to God's call.

Foundational to the fulfillment of our divisional mission is that we train students to enter the counseling-related professions as competent practitioners. You will be interested in reading Alan Miller's report on the exemplary scores attained by our students who recently sat for the National Counselor Exam. It is gratifying to see their level of performance in relation to their peers from CACREP and non-CACREP institutions.

But, just as faith without action is dead (James 2:17), knowledge shares a similar fate if it is simply held hostage within locked cells of one's mind. We are called to be doers and not hearers only. Our students and alumni have heeded that call and have touched others throughout the world. Articles in this edition describe how several of our students have built upon the foundations of their academic training. Heather Ceo (2007) blazed a trail for others by choosing to do her internship in Sri Lanka. Sandy Metz (2009) has engaged in multi-faceted ministry in her work with undergraduates at IWU and the provision of counseling services at Huntington, Indiana and Cincinnati Ohio. Caroline Poland (2010) has been trotting the globe providing trainings in wellness and clinical decision making in Ecuador and Greece. Kara Snyder (2008) applied her counseling skills as she partnered with World Hope International.

Finally, you will read about the recent professional and scholarly contributions of our faculty. It is noteworthy that three faculty – Dr. Riggs, Professor Osborn, and I – served as Presidents in state and national organizations that represent the interests of their areas of specialization (Indiana Association of Marriage and Family Therapists, National Association for Alcohol, Drug, and Addiction Counselors, and Indiana Mental Health Counselors Association, respectively). In addition, faculty and students published and presented in scholarly journals and meetings.

We are thankful for the opportunities we have been granted. I hope you enjoy reading through the pages that follow. And, we want to hear from you! Please contact us to learn more about our programs and activities.

Mark S. Gerig, Ph.D., LMHC

*Chair, Division of Graduate Counseling*

# COUNSELING STUDENTS MAKE IMPRESSIVE SCORES ON NCE EXAM

Six graduate counseling students at Indiana Wesleyan University passed the National Counselor Examination for Licensure and Certification with scores well above national standards. Out of a possible score of 160, the IWU students averaged scores of 124.67 on the exam.

The national mean for students taking the exam is 95.72. Average scores were 108.45 for students at member institutions of the Council for Accreditation of Counseling and Related Educational Programs (CACREP). The scores of IWU counseling students also exceeded the national mean and the scores of other CACREP institutions on [all](#) subscales of the national exam. For example, IWU's average score for "professional practice issues" was 22.00, compared to a national mean of 16.72. IWU's average score for "programmatic and clinical interventions" was 19.17 compared to a national mean of 14.67.

By virtue of being accredited by CACREP, IWU students are qualified to sit for the National Counselor Exam during their final semester of study. This national exam is used for two purposes:



national counselor certification and state counselor licensure.

"The exam assesses knowledge, skills and abilities viewed as important for providing effective counseling services," said Dr. Mark Gerig, Division Chair. "The exam is intended to be general in nature. It is intended to assess cognitive knowledge which should be known by all counselors regardless of their individual professional specialties."

Gerig said satisfactory performance on the National Counselor Exam is one of the criteria used by the National Board for Certified Counselors to identify professionals who may be eligible to become a National Certified Counselor. Many states also use the National Counsel Exam for state credentialing.

# World Changers Are World Wide...

## INDIANA...SRI LANKA...TEXAS...NICARAGUA...

Heather Ceo (07) blazed a trail in the Graduate Counseling program when she chose to do a clinical internship in Sri Lanka. It was an “incredible experience” and Heather has continued to travel the globe using her counseling skills in a variety of unique settings. As a full-time police officer with the Houston (TX) Police Department, Heather’s everyday job offers a plethora of situations that require the use of the skills she learned while pursuing her degree in Community Counseling at IWU.

“How can one state how much they use the skills learned in a mental health degree? It’s just part of daily life and interaction with any human being,” says Heather. “I can literally say that talk therapy and being able to discern different types of psychological disorders and their implications for individuals, has saved my life on the streets as well as the lives of many others who were directly affected by the situations I have been called to as a police officer.” Heather continues, “Talk therapy can have many faces and it can be used on a little

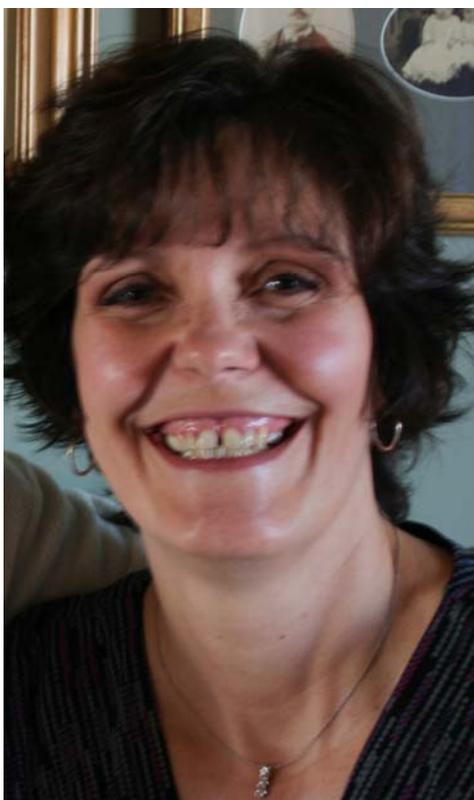


CEO (center) points to Houston, TX, her current home.

Since that time, Heather has returned to Sri Lanka and travelled to Nicaragua “to minister to people on a holistic level with medical doctors, pharmacists, physical therapists, dentists, and counselors.” The goal has been to work through an organization that was able to follow up with ministry initiated by this group of professionals.

unknown street in Texas, Indiana, Sri Lanka, or India.”

Heather’s long-term goal is to earn a PhD and return to the classroom to teach counseling on a supervisory level, taking students overseas to gain international counseling experience.



**Sandy Metz, '08**

“A life changing experience ...”

## **COUNSELING/MINISTRY IN OHIO**

As Sandy Metz approached her final graduate internship, she sensed a desire to provide counseling and unique relational preparation for students who were preparing to be pastors. After approaching the chairperson of the Religion department at IWU about some of her ideas, it was decided to incorporate new requirements into the ordination-track for ministerial students as they applied to the major. Groups were also added into the Pastoral Care and Counseling Practicum.

After graduation in December 2008, Metz was asked to continue working for the university as an adjunct professor. She continued working part-time providing four individual sessions for students applying to the Christian and Youth ministries majors. Those sessions were

primarily assessment type sessions in which Metz explored with students self-reported challenges to engaging in healthy, productive ministries. She also taught/facilitated the entire course for the Pastoral Care and Counseling Practicum.

“One of the most exciting portions of that adventure,” Metz noted, “was the development of groups which meet as part of their practicum for ten sessions. This became a life-changing experience for many students, and I believe is a trend-setting multi-dimensional educational environment for students.” Metz worked together with several colleagues to facilitate the groups and collaborated on a presentation for the 2011 International CAPS conference in Indianapolis titled: *Group process in pastoral care training: Increasing resiliency through self and relational awareness.*

In addition to her assignment with the Religion department, Metz worked on a temporary/contracted basis in the Center for Student Success on the undergraduate campus of IWU. She also worked in a private practice capacity at Grace and Truth Counseling in Huntington, IN with Dr. Jerry Davis, former Division Chair of the Graduate Counseling program.

Most recently, Metz has moved into the full-time pastorate with her husband in Cincinnati, OH where she has opened a private practice called Gilead Counseling. She also facilitates a Grief Share group called Café Gilead.



*Kara at The Great Wall on a recent visit to China.*

## **COUNSELING IN CAMBODIA**

Kara Snyder (08) applied her counseling skills overseas with World Hope International in Cambodia. She returned to the United States in December 2010 after serving since January in a support role to staff and individuals at WHI's shelter in that country.

"I had a wonderful time away in China," Kara told her supporters. "I enjoyed the chance to see more of Asia, plus eat some really great food."

Kara helped with preparations for hosting teams of volunteers who provided much needed support for the World Hope International Center in Cambodia. She busied herself as well with staff training, presentations, and writing a year-end report. Kara also reported that "good things are happening" in people's lives through the work of the WHI Center.

Kara shared this comment after a restful walk to a waterfall during the rainy season: "I was so struck by the force and power rushing past me. In the loud pounding of the water I found myself feeling such peace and comfort. To know that the God who created this powerful force is willing to sit with me and walk with me through this journey. An amazing thought. An amazing journey."

After returning to the States, Kara began practice counseling with Wabash Friends Counseling, Wabash, IN.

*Poland presents a series of lectures at the University of Azuay, Cuenca, Ecuador.*



## **POLAND PRESENTS IN SOUTH AMERICA/GREECE**

In January 2011, Ms. Caroline Poland (Mental Health Counseling, '10) was invited to travel to Cuenca, Ecuador to present a series of lectures at the University of Azuay, the first accredited university in Ecuador which is considered the “academic capital” of the country. While there, she conducted seminars and discussion groups with professors and graduate students from the university as well as physicians and counselors from the community.

Poland lectured on the following topics: (1) Wellness, Resiliency, and Job Burnout; (2) Work Life Balance with Mental Health as a Focus; and (3) Wellness and Cognitive Behavioral Therapy as a Way to Decrease Depression and Suicide.

Ecuador is many years behind the United States in the development of mental health services for addressing and dealing with depression and suicide in high school students. Poland’s presentations generated an excellent time of discussion with those in the field and she has been personally invited back to speak and teach by the President of the University and is already planning her next trip.

In February of 2012, Poland, along with her father, Dr. Greg Poland, was invited by the Taylor University School of Natural and Applied Sciences, Department of Biology, and the Department

of Psychology to present a lecture entitled “The Psychology of Decision-Making and Cognitive Biases in Science and Medicine: Why We Are Scientific Pharisees and Antidotes for Prevention”. In this seminar, through practical exercises with the audience, the presenters discussed and demonstrated how cognitive biases, heuristics, and automatic thinking misleads us into making stunningly poor decisions.

In 2011, Poland was also an invited speaker at the following institutions:

- University of Athens Children’s Hospital in Athens, Greece
- Mayo Clinic Alumni Association International CME Program Living Long/Living Well. Athens, Greece
- Azusa Pacific University, the Azusa Science Symposium; also the Department of Psychology.
- Minnesota Medical Association Conference, Physician Wellness and Work-Life Balance.

Poland also published an article in 2011, and is the author of a forthcoming book chapter on Cognitive Biases in Vaccine Decision-Making, and a co-author of a commentary on the relationship between cognitive biases and the acceptance of novel scientific advances.

On the national and international forefront....

## Osborn Heads National Addictions Organization

Don Osborn has a full plate these days: teaching professor, PhD candidate (ABD), president of NAADAC, US representative for an international commission on addictions treatment, conference president, Coordinator of IWU's Addictions Counseling program, and Executive Director of the Addictions Study Center.

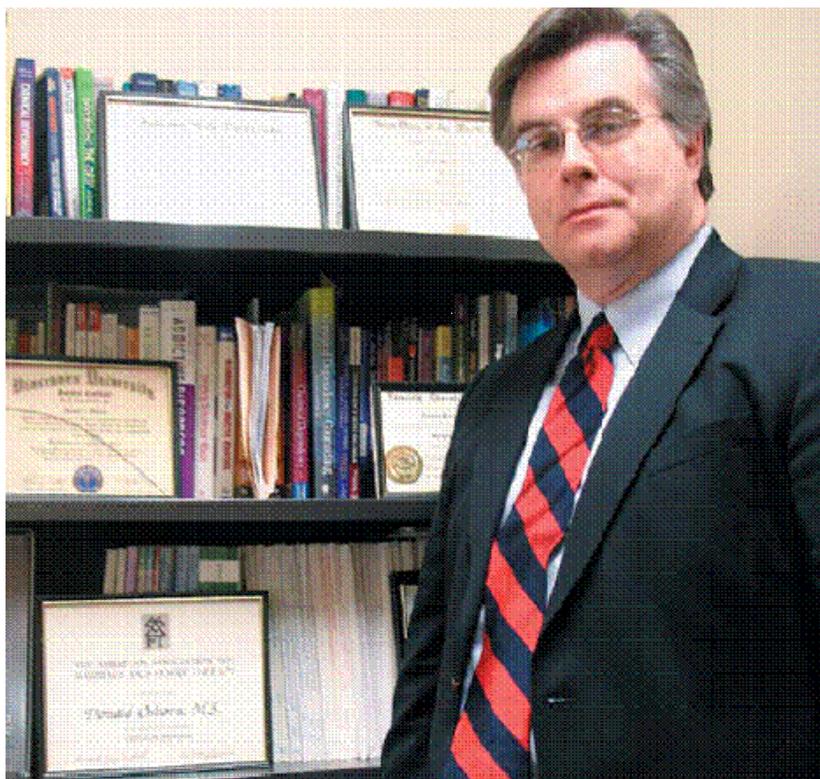
Indiana Wesleyan University's Master of Arts program in Addictions Counseling is the template for addictions counseling education nationwide as the first school in the US to offer a full-fledged Master's degree. As one of the top three leading health problems in the United States, the university's program, which began in 2004, "evolved out of a need," says Osborn.

In an article entitled "Journey to a Profession," in the July/August issue of *Addiction Professional Magazine*, Osborn notes that "the field of addictions has been slow in development, professional training and education."

In September, Osborn presented at two workshops at the National Addictive Dis- Diego on the topics of addiction licensure standards and national addiction studies curriculum standards. It was the first conference at which he presided as the national president of NAADAC (National Association for Alcohol, Drug, and Addiction Counselors).

Osborn was the keynote speaker at the Arizona Association of Addiction Professionals state conference in October. In mid-November, he led the *first* US delegation to Cuba to confer on addiction treatment programs, higher education, and criminal justice issues.

Osborn was also recently named to the Commission on the National Addiction Standards Accreditation Commission (NASAC) where his responsibilities include evaluating higher education programs and practice standards. He will serve on the American Society of Addiction Medicine (ASAM) as well which evaluates and updates the US addiction treatment and program placement criteria.



# Faculty engaged in scholarly work...



Mark, Gerig, PhD, Div Chair



Nenetzin Reyes, PhD



Judith Justice, EdD

## RECENT PROFESSIONAL ACTIVITIES/Gerig

Interim President, Indiana Mental Health Counselors Association (2008-present)

Member, Advisory Team, New Bridge Community Chaplaincy, Sault Sainte Marie, MI (2006-present)

Professional Issues Committee, American Mental Health Counselors Association (2004-present)

Midwest Leadership Committee, American Mental Health

Counselors Association (2008-present)

## RECENT PUBLICATIONS AND PRESENTATIONS/Gerig

Gerig, M. & Poland, C. (in process). The development of a wellness group intervention: A pilot study.

Gerig, M. & Poland, C. (in process). Forgiveness and Christian colleges: The effect of a community intervention.

Gerig, M. (2009). An introduction to Acceptance and Commitment Therapy. 2009 Day of Healing, Wabash, IN.

Gerig, M (in process). Toward a comprehensive paradigm for mental health counseling, *Journal of Mental Health Counseling*

## RECENT PROFESSIONAL ACTIVITIES/Reyes

*Indiana Wesleyan University:*

Multicultural Enrichment Council  
Hispanic Initiative

Iota (Faculty Advisor)

Student Success Advisory Council

Doctoral Dissertation Committee

## RECENT PROFESSIONAL ACTIVITIES/Justice

*Indiana Wesleyan University:*

Strategic Planning Committee

IACUC, Educational Council

Doctoral Dissertation Committee



**Rob Thompson, PhD**

**Justice — continued**

Indiana Department of Education's Counseling Grant Recipient Selection Committee

Indiana School Counseling Association Conference Planning Committee

**RECENT PUBLICATIONS AND PRESENTATIONS/Justice**

"Multimodal Program for College Success," ISCA.

**RECENT PUBLICATIONS AND PRESENTATIONS/Thompson**

*Identity Development on Christian College Campuses.* Indiana Student Affairs Association (ISAA) 2011 (Featured workshop) & National Association for



**Barbara Riggs, PhD**

Student Personnel Administrators (NASPA) 2011 (NASPA IV Regional Conference)

*Community Formation & Development.* Ohio Christian University Student Development Professional Training. August 2011.

*New Professionals are Here: The Stranger in Your Office.* ACSD National Conference, June 2010.

*Working in a Multi-generational Workplace.* IWU Conference Services Staff Development, August 2010

**RECENT PUBLICATIONS AND PRESENTATIONS/Riggs**

Riggs, B. & Burgess, T. (2011). Home Alone. Presentation at North American Christian Convention, Cincinnati, OH.

Riggs B. & Snell F. (2011). A Model of Resiliency. Presentation at International CAPS Conference, Indianapolis, IN.

Riggs, B. (2010). Collaboration, Case Management, Supervision. Presentation at fall Supervisor Luncheon, Indianapolis, IN.

Riggs, B, & Davis, E. (2010). The Impact of Couple Communication on Differentiation. Poster Presentation at International CAPS Conference, Kansas City, KA.

Riggs, B. & Snell, F. (2010). The Relationship, Hardiness and Family Strengths. Poster Presentation at International CAPS Conference, Kansas City, KA.

Riggs, B. and Tweedell, C. (2010) *Marriage and the Family: A Christian Perspective*, 2nd Ed. Marion, IN: Triangle Publishing.

**RECENT PROFESSIONAL ACTIVITIES/Riggs**

Immediate Past President  
IAMFT Advisor for Indiana Center for Families

# Farewell to **DENITA HUDSON**

*During her tenure at IWU, students routinely presented at national conferences with Dr. Hudson, most notably at ACA in Honolulu, HI (2008) on the topic of “Student Perceptions of Counseling Faculty Competency and Professional Identity Based on Licensure and Participation in Practice.”*



**Dr. Hudson gathers with faculty/staff at a farewell reception: Mark Gerig, Budd Teare, Don Osborn, Cindy Holloway, Nenetzin Reyes, Denita Hudson, Jim Fuller, Judith Justice, Rob Thompson.**

Dr. Denita Hudson ended her tenure with Indiana Wesleyan University following the Summer 2011 semester. As Associate Professor and Coordinator for the Clinical Mental Health Counseling program, she commuted faithfully from Ohio to both the Marion and Indianapolis campuses. In addition to her teaching load, Dr. Hudson was faculty advisor for Iota Omega Upsilon, the university’s chapter of Chi Sigma Iota, international counseling academic and professional honor society.

During her time at IWU, students routinely presented at national conferences with Dr. Hudson, most notably at ACA in Honolulu, HI (2008) on the topic “Student Perceptions of Counseling Faculty Competency and Professional Identity Based on Licensure and Participation in Practice.” Dr. Hudson’s research interests include multicultural counseling, counselor supervision and community counselor professional identity and leadership.

Dr. Hudson will be pursuing private practice and online teaching back in her home state of Ohio. We wish her well and appreciate her dedicated efforts here at IWU.

# 2010-2011 PROGRAM ASSESSMENT REPORT



The Division of Graduate Counseling engages in the annual assessment of its programs. On the pages that follow, you will find a Program Evaluation Results Grid that describes the results of this assessment. The primary goal of this process is to determine the extent to which the division is attaining its specified goals, identified as *Objectives*, for the purpose of identifying action steps to enhance divisional effectiveness.

The Program Evaluation Results Grid consists of four columns and eight rows. The first column located lists the eight divisional objectives. These describe the overall measurable goals the division seeks to attain. The second column identifies the specific methodology used to measure attainment of the objective and the level of outcome (i.e., criterion) identified as acceptable performance. The third column lists the results obtained. Finally, the fourth column describes the divisional actions that are proposed in response to the assessment results.



We invite your comments and questions regarding this report. To do so, please contact Dr. Mark S. Gerig, Chair, Division of Graduate Counseling:

Phone: 765.677.2195

Email: [mark.gerig@indwes.edu](mailto:mark.gerig@indwes.edu)

# Division of 2010-2011 Program

Objectives	Criteria and Procedures
Students will demonstrate mastery of comprehensive counseling curriculum	<p>a. 95% pass rate on certification exam (of those who choose to take it)</p> <p>b. 90% Portfolio submissions reflect high comprehension as judged by a faculty designed rubric.</p>
Students will demonstrate competence in reading, interpreting, evaluating and applying scholarly research	<p>a. 90% of students will produce a scholarly research proposal which is scored 2 out of 3 points on a faculty-written rubric.</p> <p>b. 90% of research papers in portfolio will reflect mastery of reading, interpreting, evaluating and applying scholarly research</p>
Students will demonstrate clinical proficiency.	<p>a. 90% of students will have 75% of clients report positive change on client survey.</p> <p>b. 100% of students will score "proficient" on clinical skills as measured by a faculty designed rubric of clinical experience.</p>
Students will demonstrate multicultural awareness in clinical practice.	Students' post tests on Multicultural Competency Scale show 50% improvement (Multicultural Counseling Course)
Students will demonstrate professional integrity	<p>90% of sampled graduates will be scored superior by supervisors and employers on professional integrity.</p> <p>90 % of alumni will rate program's impact on personal integrity impact of program as "very high"</p>
Students will demonstrate an ability to integrate faith with the counseling profession.	Portfolio submission: 90% of students will score "proficient" on a faculty-designed rubric for a faith-integration paper.
Students will demonstrate proficiency in communication skills.	Papers, presentations, clinical portfolio: 90% of student will score "superior" on faculty-designed rubrics.
Students will demonstrate proficiency in their selected area of specialization.	Portfolio exhibits and comprehensive exam will demonstrate proficiency as measured by a faculty designed rubric.

# Graduate Counseling

## Evaluation Results Grid

Assessment Results	Use of Results
<p>a. 91% pass rate on NCE exam (10/11);</p> <p>b. na – no portfolio this yr.</p>	<p>a. Encourage increased study for exam</p> <p>b. Begin to use faculty developed comprehensive exam covering core curriculum; last semester of program – begin fall 2011</p>
<p>a. 90.5% (29/29) produced scholarly research proposals</p> <p>b. summarizing –96%</p> <p>interp-selection – 100%</p> <p>interp-formula – 96%</p> <p>evaluating –96%</p> <p>apply method – 89.6%</p> <p>approp instr. – 96%</p>	<p>a. No action</p> <p>b. Give students in CNS 501, 508 opportunity to develop summarizing and evaluating skills in reviewing the empirical literature</p>
<p>a. 100% of students had clients report overall positive change on Consumer Satisfaction Surveys</p> <p>b. mean of faculty evaluations of final internships = 4.47/5.0; 100% scored proficient</p>	
<p>36% increase between raw scores on pre- and post-tests</p>	<p>Is a 50% improvement of Post- over pre- realistic objective? (mg); administer pre-test at new student orientation, end of practicum, and final internship evaluation</p>
<p>100% of graduates rated as “very high” or “high” in personal integrity on 2011 Employer Survey; 79.2% of alumni rate development of personal integrity as impact of the program as “very high”</p>	<p>Develop rating rubric for application to students by faculty internship supervisors; revise rubric</p>
<p>100% of students scored “Proficient on a faculty-designed rubric for a faith-integration paper (Marion data only)(4/4)</p>	<p>Faculty to review integration of faith across the curriculum; opportunities to demonstrate in clinical experience components; develop more sensitive rubric</p>
<p>96% writing proficiency on Faculty-designed Research Proposal rubric</p>	<p>Assessment of quality of clinical documentation (internship evaluation) and oral presentation</p>
<p>na – MFC/T has developed and is beginning to use self-developed competency exam). Currently moving from “objectives” to “student learning outcomes” and relating these to CACREP, licensure, and IWU World Changer Aims.</p>	<p>Divisional faculty will review and revise entire program evaluation plan to better encompass new programs that do not have clearly differentiated “core” and “specialization” courses.</p>