

Wayne State College
Proposal to Add a New Graduate Certificate of Advanced Studies
Trauma Counseling

1. Descriptive Information

- A. Name of Institution:
Wayne State College
- B. Name of Program:
Certificate of Advanced Studies in Trauma Counseling
- C. Degrees/credentials to be awarded graduates of the program:
Certificate of Advanced Studies
- D. Other programs offered in this field by the institution:
Graduate Addictions Counseling Certificate of Advanced Studies (proposed)
Clinical Mental Health Counseling, School Counseling (PK-12), and Student Affairs and College Counseling
- E. CIP code:
13.1102
- F. Administrative units for the program:
Department of Counseling, School of Education and Behavioral Sciences
- G. Proposed delivery site(s) and type(s) of delivery, if applicable:
100% asynchronous (online); summer-only
- H. Proposed date (term/year) the program will be initiated:
Summer 2023 (for the 2022-2023 catalog)
- I. Description of Program:

This proposal aims to provide students who are pursuing a graduate degree in counseling or have a completed graduate degree in counseling or related field, access to additional coursework needed to pursue a specialization in trauma counseling. This proposal would develop the Graduate Trauma Counseling Certificate. Though CACREP standards are comprehensively addressed in CACREP accredited programs, student are expected to gain enhanced knowledge related to the following standards (CACREP, 2024 draft two standards):

- Social and cultural diversity – (e.) the effects of historical events, multigenerational trauma, and current issues on diverse cultural groups in the U.S. and globally
- Lifespan development – (i.) effects of crises, disasters, chronic stress, and trauma across the lifespan
- Counseling practice and relationships – (t.) crisis intervention, trauma-informed, community-based, and disaster mental health strategies
- Assessment and diagnostic processes – (n.) procedures for assessing clients' experience of trauma

Students may pursue this additional coursework as an extension of our current graduate counseling programming according to the following conditions: if they have been accepted to and are completing coursework in a graduate counseling program or related field and have passed CSL662 with a B- or better. Professionals who are seeking this certificate are eligible if they have completed a graduate degree in counseling or a related field and are in good standing with all state licensure boards and national certification bodies.

The coursework described below provides current students and professional counselors with applicable knowledge to serve clients impacted by trauma.

Certificate Requirements - 9 credit hours

CSL 606 Professional Preparedness for Trauma Counseling	2
CSL 607 Evidenced-Based Practices in Trauma Treatment	2
CSL 608 Special Topics in Trauma	2
CSL 609 Advanced Trauma Counseling	3

New Course Descriptions:

CSL 606 Professional Preparedness for Trauma Counseling (2 credits) Prerequisites: Enrolled in graduate counseling program or approved graduate program or completion of a graduate degree in counseling or related field. This course is designed to facilitate personal reflection and enhance sensitivity related to working with clients who have or are experiencing trauma. Topics in this course include identifying transference and countertransference concerns related to this work, integration of self into the therapeutic relationship, effective use of boundaries and self-disclosure, and professional evaluation of self-referrals. This course is utilized as a gatekeeping class to ensure that all students are adequately prepared both personally and professionally for this work. Please be mindful that the faculty instructor reserves the right to recommend personal counseling for the students if concerns arise.

CSL 607 Evidenced-Based Practices in Trauma Treatment (2 credits) Prerequisites: Completion of CSL606 with a B- or better. This course will evaluate and review current evidence-based practices (EBTs) related to working with clients in trauma in the clinical

counseling setting. Additional topics related to evidence-based practices include effective adaptation of models, lifespan concerns, legal processes and standards related to traumatic experiences, drug therapy implications, best practice standards, and certification requirements will be explored.

CSL 608 Special Topics in Trauma (2 credits) Prerequisites: Completion of CSL606 with a B- or better. This course will identify unique topics in the context of trauma treatment. Topics include child abuse/neglect, rape, sexual assault, domestic violence, complex grief, complex trauma, combat, witness to violence, etc.

CSL 609 Advanced Trauma Counseling (3 credits) Prerequisites: Completion of CSL606 with a B- or better or Completing CSL606. This course is designed to immerse students in the neurobiological responses related to trauma counseling practices and client symptom expression. This course will detail topics related to autonomic nervous system and sensory responses related to trauma, social and relational implications of trauma symptoms, and clinical awareness and treatment complexities related to trauma diagnoses.

2. Centrality to Role and Mission

This certificate will aid students to further their ability to secure gainful employment after graduation. The program will also aid the region in developing mental health counselors who are trained in this specialty and help serve a post pandemic population that may have experienced trauma as a result of the pandemic. The program aims at providing courses typically needed in addition to a graduate counseling degree for application toward practical expertise to provide comprehensive trauma counseling. This enhancement to the existing MSE program would serve the region through its potential to provide experienced and highly qualified mental health counselors.

3. Evidence of Need and Demand

Need for the program

Psychological trauma is common amongst the general population, as 70% of participants reported a history of trauma in one study (Benjet et al., 2018). Psychological trauma is also on the rise amongst the university student population, as 41% of clients reported a history of trauma when attending the University's Counseling Center. Training in this type of counseling is rare, as only two CACREP accredited Master of Counseling Programs offer a trauma certificate (Northern Illinois and Auburn University – as of 2017). In addition, grants, insurance agencies, and specialized practice locations require trauma training often taking on the expense to train their hired clinicians.

WSC is working to get ahead of the cost to employers in our region as many students seek this training early and enhances their employability. It is valuable to pursue this training because it is rare and WSC would be one of three Masters' programs (CACREP accredited) in the USA that would offer this type of training. This training would also benefit students who are seeking employment, as the prevalence of trauma in the general population is high, and counseling centers often would work with clients that have experienced a trauma.

Demand for the Program

Based on the information provided above, demand in this area will continue to be strong. Pairing these classes with the Counseling program's core curriculum broadens and deepens students' understanding of the importance of lifelong learning and professional expertise related to trauma counseling. Students might prefer this extended and complementary specialization because it enhances their existing knowledge base and might result in higher levels of employment due to the high prevalence in the general population. For example, 75.3% of practicing clinicians reported they did not think they were adequately prepared to do trauma counseling (Kumar et al., 2019) though it is estimated that 6 out of 100 people in the United States have experienced posttraumatic stress disorder (PTSD) at some point in their lives (US Department of Veteran Affairs, 2022)

Each course will be offered each summer, starting with the summer of 2023, allowing students to complete the certificate within one term if desired or move more slowly. CSL 606 will be offered in an accelerated 3-week May term, with the other courses scheduled in June and July to ensure that the 606 course is successfully completed. Each course enrollment is expected to result in a minimum of six (6) students, which establishes a conservative estimate that allows the counseling department to offer this program within the CACREP ratio requirements. WSC believes these numbers will continue to increase as student and professional interest is high, keeping in mind that minimum enrollment is six (6) students to proceed with the course delivery at the graduate level.

4. Adequacy of Resources

Faculty and Staff Resources

With our current in-house experts in trauma counseling and specialized full-time faculty, WSC is prepared to teach these courses during the future summer terms with existing faculty. This proposal is expected to result in providing education around trauma work for active counselors in the United States. Faculty teaching these courses will have supplemental work or specialized practice related to these topics.

Physical Facilities

The certificate will be 100% asynchronous online. Physical facilities are adequate.

Instructional Equipment and Informational Resources

Current resources are adequate to deliver the program. The only need is access to Canvas and access to relevant literature about trauma counseling and trauma counselor pedagogy. There will be one textbook for each course that will be updated once relevant literature is published. The textbook will be re-assessed in future semesters.

Budget Projections for the first five years of program

Since the certificate program courses are new, WSC will incur an additional instructional expense to deliver them. WSC currently has qualified faculty to deliver the courses over the summer, which is the term in which all will be offered. Since these courses will be offered in the summer, they will not conflict or interfere with other regular courses offered by these faculty during the fall and spring terms. The costs of instruction will be offset by the revenue generated by student enrollments.

Revenue: Potential revenue is solely the tuition/fees that would be generated by student enrollments. A modest estimate of six (6) new students per course has been set based on minimum graduate course enrollment expectations, with all four courses being offered each summer to provide flexible scheduling for students who want to complete the entire certificate within one summer. While some students may attrit from the program, others may switch into it, balancing out attrition. Therefore, total enrollment of six (6) students in each course has been estimated for the first five (5) years. Based upon current online tuition/fee rates of \$380 per graduate credit (as of FY21-22), revenue generated from the four courses each summer, at a total of nine (9) credits, equates to **\$20,520**.

Estimated total revenue generated for the first five years of the program equates to **\$102,600**. WSC believes this is a conservative estimate of potential revenue, as the perceived interest and demand for this training from both existing WSC Counseling students and individuals currently serving as counselors is high.

Expenses: Offering the certificate will incur additional instructional expenses for faculty to teach these new courses. All four courses will be offered during the summer term, rather than embedded in fall or spring terms. Instructional costs for full-time, specialized faculty (based up specialized faculty salary average for the 21-22 academic year of \$63,000) teaching these courses are \$14,175, if all courses are taught by full-time faculty, or for specialized adjunct faculty are \$9,000, if all credits taught by adjunct. The higher cost of \$14,175 will be used for the first year, with instructional costs for each additional year increasing by 2.5% per year to account for potential salary increases that may occur.

This certificate will not require additional marketing outside of sharing on our WSC website as we do with all counseling programs and in the current catalog. Additional sharing of this program may be delivered in meetings/emails with other professionals, through our partners with BHECN (in which they would incur marketing costs), and in our current

student program orientations and advising sessions. Initial costs to pay specialize faculty to develop the certificate courses is expected to be paid for through BHECN funding as this project aligns with our current implementation of a BHECN-Northeast Site at WSC and Nebraska Behavioral Health Workforce Development. Faculty developing these courses are expected to complete the course development during the summer months on a specialized contract at the rate of \$100 per eight (8) hour day for no more than five (5) days with no more than two (2) faculty members during this time. This will result in a one-time cost of \$1,000.

Estimated total expenses for the first five years of the program equate to **\$74,769**. Net revenue for the first five years, as computed in the tables at the end of the proposal, and based upon a very conservative enrollment of six (6) students per course, equates to **\$27,831**.

5. Avoidance of Unnecessary Duplication

WSC was unable to identify any existing trauma-focused graduate certificates available for Counselors in Nebraska. One related program, Concordia University's Trauma and Resiliency Certificate, is offered as part of its M.Ed. program.

6. Consistency with the Comprehensive Statewide Plan for Postsecondary Education

This proposal will ensure WSC provides access to education needs impacting the mental health workforce and critical education required to serve clients effectively with mental health concerns.

The NSCS prides itself on providing a quality education with solid skills in service of regional workforce needs. This certificate program concentration fits squarely within the NSCS mission, providing students with both the theory and the hands-on experience in trauma counseling to serve the needs of the state and region. The program will create a pool of students trained to work in high need clinical services addressing the need for trauma counseling in the state. The CCPE Plan notes that "Postsecondary education has an important role in supporting the state's economic development goals by contributing to a competent and competitive workforce for our state, by ensuring lifelong learning and training opportunities for our citizens, and by promoting an innovative and entrepreneurial culture that rises to the challenge of globalization."

This program is in accordance with the CCPE Plan's Shared Values and Beliefs of "unique areas of excellence in which they can bring major benefits to the state and to students" and "contributing to a competent and competitive workforce for our state".

TABLE 1: PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

	FY 22-23 Year 1		FY 23-24 Year 2		FY 24-25 Year 3		FY 25-26 Year 4		FY 26-27 Year 5		Total	
	FTE	Cost	FT E	Cost								
Personnel												
Faculty ¹	2	\$14,175	2	\$14,175	2	\$14,175	2	\$14,175	2	\$14,175	2	\$70,875
Professional												
Graduate assistants												
Support staff												
Subtotal	2	\$14,175	2	\$14,459	2	\$14,748	2	\$15,043	2	\$15,344	2	\$73,769
Operating												
General Operating												
Equipment												
New or renovated space												
Library/ Information Resources												
Other (Course Development)		\$1000										
Subtotal												
Total Expenses		\$15,175		\$14,459		\$14,748		\$15,043		\$15,344		\$74,769

¹ Full-time faculty instructional costs are computed at nine (9) credits of teaching load each year, at a summer SCEA faculty rate of 2.5% per credit of faculty salary. The average salary of current WSC Counseling faculty is \$63,000. Therefore, nine (9) credits of instruction, at a summer rate of \$1575 per credit (which is 2.5% of \$63,000), equates to \$14,175 for Year 1. Years 2-5 include an annual 2% increase to the initial instructional costs to account for potential salary raises. Year one also includes costs of \$1000 for course development.

TABLE 2: REVENUE SOURCES FOR PROJECTED EXPENSES - NEW INSTRUCTIONAL PROGRAM

	FY 22-23 Year 1	FY23-24 Year 2	FY24-25 Year 3	FY 25-26 Year 4	FY 26-27 Year 5	Total
Reallocation of Existing Funds						
Required New Public Funds						
1. State Funds						
Tuition and Fees ²	\$20,520	\$20,520	\$20,520	\$20,520	\$20,520	\$102,600
Other Funding						
Total revenue for new program						\$102,600

² Tuition for each year is based upon FY 21-22 current online graduate tuition/fee rate of \$380 per credit, with a minimum enrollment of 6 students enrolled in 9 credits of coursework per summer, which equates to \$20,520 per year.