

Academic Year 2024–2025

Data Type 15 – Faculty Utilization

Faculty utilization data compares the number of students enrolled in each counseling course offered to each course's optimum capacity yielding a calculation of the percentage “full” for each course each semester. This data also tracks the percentage of courses offered by Core MHC Faculty, Adjunct MHC Instructors, and Full-Time non-MHC faculty who are not core to the program. This information is gathered annually by the Seminary of the Southwest's Registrar and Director of Assessment. This information is not used at the individual student level but rather at the program level to determine if the institution and program are meeting its goal of ensuring that the program is optimizing faculty utilization and offering curricular resources of appropriate quality and sufficiency to meet the demands of the program.

Faculty utilization data are reviewed annually by counseling program faculty and staff, and every three years by the interdisciplinary Counselor Education Program Assessment Committee composed of representatives from various degree programs of the Seminary of the Southwest including the Academic Dean. Each annual and three-year review generates recommendations that are then forwarded to counseling program faculty and administrators.

The Optimum Capacity levels for required courses remain set at 25 students enrolled, with the exception of auxiliary and independent study courses and clinical practice courses. Auxiliary courses are capped at 3 students and Independent study courses are capped at 1 student. CACREP establishes a maximum limit of 6 students per Clinical Practicum or Clinical Internship Course when there is not individual or group supervision offered at offsite, and a limit of 12 students per Clinical Practicum and Clinical Internship Course when offsite individual or group supervision is offered, and recommends capping Helping Relationships and Group Counseling at 12. Benchmark for course enrollment is 75% capacity; and benchmark for overall faculty utilization is for 75% of courses to be taught by core full-time MHC faculty.

Faculty Utilization Data Report

Counseling Program Courses	Term	Bench mark	% Full		Term	Bench mark	% Full		Term	Bench mark	% Full
CMH5301 Professional Orientation and Counselor Identity	Spring 2017	25	128%		Fall 2017 (AUX)	3	100%				
CMH5235 Professional Orientation and Ethics in Counseling	Spring 2019	25	84%		Summer 2020	25	36%		Fall 2020	25	144%
	Fall 2021	25	112%		Fall 2022	25	80%		Fall 2023	25	60%
	Fall 2024	25	80%								

CMH5302 Assessment and Testing	Spring 2015	25	52%		Fall 2016	25	56%		Spring 2018	25	76%
	Fall 2019	25	136%		Fall 2020	25	92%		Fall 2021	25	80%
	Fall 2022	25	80%		Fall 2023	25	68%		Fall 2024	25	80%
CMH5303 Helping Relationships and Methods	Fall 2017	12	108%		Fall 2018	12	58%		Fall 2019 - 1	12	67%
	Fall 2019 - 2	12	67%		Fall 2020 - 1	12	75%		Fall 2020 - 2	12	50%
	Fall 2021 - 1	12	84%		Fall 2021 - 2 - ADJ	12	75%		Fall 2021 - Bilingual	3 (AU X)	100%
	Fall 2022 - 1 ADJ	12	100%		Fall 2022 - 2	12	100%		Fall 2022 - Bilingual	1 (AU X)	100%
	Fall 2023 - 1	12	67%		Fall 2023 - 2	12	42%		Fall 2023 - Bilingual	4 (AU X)	100%
	Fall 2024 - 1	12	50%		Fall 2024 - 2	12	50%		Fall 2024 - Bilingual	3 (AU X)	100%
CMH5304 Group Counseling	Spring 2018	12	50%		Spring 2019 - ADJ	12	33%		Spring 2020 - 1	12	58%
	Spring 2020 - 2	12	58%		Spring 2021 - 1	12	83%		Spring 2021 - 2	12	42%
	Spring 2022 -1 - ADJ	12	92%		Spring 2022 -2	12	100%				
	Spring 2023 -1 - ADJ	12	67%		Spring 2023 -2	12	75%		Spring 2023 -3	12	75%
	Spring 2024 1	12	67%		Spring 2024 - 2	12	67%		Spring 2025 - 1	12	67%
	Spring 2025 - 2	12	67%								
CMH5305 Human Growth and Development Across the Lifespan	Fall 2015	25	64%		Spring 2014	25	56%		Summer 2012	25	52%

	Fall 2017 - ADJ	25	92%		Summer 2019	25	60%		Fall 2019	25	100%
	Spring 2021	25	112%		Spring 2022	25	112%		Spring 2023	25	68%
	Spring 2024 - ADJ	25	76%		Spring - 2025	25	80%				
CMH5306 Career and Lifestyle Development	Fall 2015	25	76%		Fall 2012	25	92%		Spring 2011	25	88%
	Spring 2018	3 (AUX)	100%		Summer 2018	25	52%		Spring 2020	25	92%
	Spring 2021	25	124%		Spring 2022	25	80%		Spring 2023	25	96%
	Spring 2024	25	64%		Spring - 2025 - ADJ	25	76%				
CMH5307 Research and Evaluation	Spring 2015	25	76%		Spring 2012	25	60%		Fall 2016	25	68%
	Spring 2018	25	80%		Fall 2019	25	128%		Spring 2021	25	96%
	Spring 2022	25	100%		Spring 2023	25	80%		Spring 2024	25	56%
	Spring 2025	25	76%								
CMH5308 Social, Cultural and Family Diversity	Fall 2015	25	32%		Spring 2014	25	80%		Fall 2016	25	80%
	Spring 2018 - ADJ	25	84%		Summer 2019 - ADJ	25	48%		Spring 2021 - 1	25	80%
	Spring 2021 - 2	25	64%		Spring 2022	28	112%		Spring 2023	25	80%
	Spring 2024	25	76%		Spring - 2025	25	60%				
CMH5309 Interpretation of the Bible for Counseling and Ministry	Fall 2014 - NC	25	84%		Summer 2013 - NC	25	8%		Spring 2017 - NC	25	116%
CMH5323 Spiritual Integration in	Fall 2018	25	148%		Spring 2021 -1	25	100%		Spring 2021 - 2	25	100%

Counseling and Ministry											
	Spring 2023 - 1	25	72%		Spring 2023 – 2	25	100%		Spring 2024	25	72%
	Spring - 2025	25	92%								
CMH5310 Ethics for Counseling and Ministry	Summer 2014 - NC	25	80%		Fall 2012 - NC	25	92%		Spring 2011 - NC	25	108%
	Summer 2018 - NC	25	104%		Summer 2020 - NC	25	164%		Fall 2022	25	180%
	Fall 2023	25	52%								
CMH5311 American Religions for Counseling and Ministry	Spring 2016 - NC	25	80%		Spring 2014 - NC	25	100%		Spring 2018 - NC	25	144%
	Spring 2020 - NC	25	148%								
CMH5330 Issues in Religion for Counseling	Spring 2022	25	192%		Spring 2023	25	96%				
CMH5312 Theological Studies for Counseling and Ministry	Spring 2015 - NC	25	100%		Spring 2013 - NC	25	84%		Summer 2011 - NC	25	56%
CMH5324 Theological Reflection for Care of Souls	Spring 2019 - NC	25	96%								
CMH5313 Introduction to Counseling Theories	Summer 2015	25	28%		Fall 2013	25	76%		Spring 2017	25	92%
	Fall 2018 - ADJ	25	96%		Spring 2020	25	92%		Fall 2020	25	104%
	Fall 2021	25	80%		Fall 2022 - ADJ	25	68%		Fall 2023 - ADJ	25	80%
	Fall 2024 - ADJ	25	68%								
CMH5314 Abnormal Behavior	Fall 2014	25	48%		Spring 2013	25	64%		Summer 2011	25	56%

	Fall 2018 - ADJ	25	80%		Spring 2020	25	100%			
CMH5329 Crisis, Trauma, and Abnormal Behavior	Fall 2021	25	68%		Fall 2022	25	88%		Fall 2023	25 76%
	Fall 2024	25	96%							
CMH5315 Psychopathology	Fall 2016	25	100%		Spring 2018	25	40%		Spring 2018	25 40%
	Spring 2019 - ADJ	25	76%		Summer 2020	25	56%			
	Fall 2021-1	25	116%		Fall 2021-2	25	56%		Fall 2022	25 104%
	Fall 2023	25	60%		Fall 2024 - ADJ	25	68%			
CMH5316 Ethics in Counseling Practice	Spring 2016	25	72%		Spring 2013	25	104%		Spring 2010	25 76%
IND- Independent Study of 5316	Summer 2019	1 (IND)	100%							
CMH5317 Couples, Parents and Family Systems	Fall 2013	25	68%		Fall 2010	25	92%		Spring 2010	25 20%
	Fall 2017	25	104%		Spring 2019	25	20%		Spring 2020	25 29
	Fall 2020	25	172%		Fall 2021				Fall 2023 - ADJ	25 150%
CMH5318 Addictions Counseling	Spring 2016 - ADJ	25	36%		Spring 2015 - ADJ	25	24%		Spring 2012 - ADJ	25 48%
	Fall 2018 - ADJ	25	100%		Fall 2019 - ADJ	25	100%		Summer 2021 -ADJ	25 124%
	Fall 2022 - ADJ	25	80%		Fall 2024 - ADJ	25	100%			
CMH5319 Crisis and Trauma Counseling	Summer 2014	25	36%		Summer 2012	25	38%		Summer 2009	25 72%
	Fall 2017	25	92%		Spring 2019	25	76%		Fall 2020	25 100%
CMH5320 Clinical Practicum	Spring 2016	12	30%		Summer 2016	12	17%		Fall 2016	12 8%

	Fall 2017	6	83%		Spring 2018	6	100%		Summer 2018	12	92%
	Fall 2018	12	8%		Summer 2019	12	25%		Summer 2020 - 1	12	67%
	Summer 2020 - 2	12	42%		Summer 2021 - 1	12	92%		Summer 2021 - 2 - ADJ	12	67%
	Summer 2022 - 1 - ADJ	12	83%		Summer 2022 - 2	12	100%				
	Summer 20223 - 1	12	75%		Summer 2023 - 2	12	75%		Summer 2023 - 3	12	67%
	Summer 2024 - 1	12	67%		Summer 2024 - 2	12	67%				
CMH5321 Clinical Internship I	Fall 2016	12	8%		Fall 2017	6	33%		Spring 2018	6	83%
	Summer 2018	6	100%		Fall 2018 - ADJ	12	83%		Spring 2019	12	16%
	Fall 2019	12	25%		Fall 2020 - 1	12	67%		Fall 2020 - 2	12	42%
	Fall 2021 - 1	12	92%		Fall 2021- 2 - ADJ	12	58%		Fall 2022 - 1 - ADJ	12	92%
	Fall 2022 - 2	12	92%		Fall 2023 - 1	12	75%		Fall 2023 - 2	12	67%
	Fall 2023 - 3	12	67%		Fall 2024 - 1 - ADJ	12	75%		Fall 2024 - 2	12	67%
CMH5322 Clinical Internship II	Fall 2017	6	33%		Spring 2018	6	33%		Summer 2018	6	83%
	Fall 2018	12	58%		Spring 2019	12	83%		Summer 2019	12	16%
	Spring 2020	12	25%		Spring 2021 - 1 - ADJ	12	33%		Spring 2021 - 2	12	75%
	Spring 2022 - 1	12	100%		Spring - 2022 - 2 - ADJ	12	50%		Spring 2023 - 1 - ADJ	12	100%
	Spring - 2 2023	12	83%		Spring 2024 - 1	12	75%		Spring 2024 - 2	12	83%
	Spring 2024 - 3	12	50%		Spring 2025 - 1 - ADJ	12	75%		Spring 2025 - 2	12	67%

CMH5328 Elective – Human Sexuality in the Counseling Practice	Spring 2022	25	88%		Spring 2024	25	64%			
CMH5332 Elective – Play Therapy: Skills & Techniques	Spring 2023 - ADJ	25	76%		Spring 2025	25	68%			

Note: ADJ indicates Adjunct Taught; AUX indicates Auxiliary Course/Independent Study; and NC indicates courses taught by Non-Core Faculty. The Optimum Capacity levels for required courses remain set at 25 students enrolled, with the exception of auxiliary and independent study courses and clinical practice courses which are capped at 12. Program benchmark is 100% capacity for course enrollment and 75% of courses taught by core full-time MHC faculty.

Of the 23 courses taught in the academic year 2024–2025, 17 courses or 74% were taught by core MHC faculty (Benchmark = 75%). This is still substantially within the CACREP requirement of 50%. It is important to note that in the fall semester, there were multiple course releases: two for sabbatical, one for Dean of Beloved Community, and one for the Academic Unit Leader. Of the 23 courses taught in 2024–2025, 23 courses or 100% saw enrollment that were between 50% and 125% capacity (Benchmark = 25 Students for Content Courses; 12 Students for Clinical Practice Courses).

Improvements/Modifications Recommended:

Counseling program course rotations and frequencies are continuously updated and Faculty Utilization data will be monitored in coming academic years. The recommendation is made to monitor these areas in coming years for trends that might indicate courses are needed more often or to be divided into more sections.