



NOTRE DAME  
OF MARYLAND  
UNIVERSITY

June 8, 2018

James D. Fielder, Jr., Ph.D.  
Secretary of Higher Education  
Maryland Higher Education Commission  
Nancy S. Grasmick Building, 10<sup>th</sup> Floor  
6 North Liberty Street, Baltimore, MD 21201

Dear Secretary Fielder:

Enclosed please find our proposal to expand our existing degree program in psychology and propose a certificate in Alcohol and Drug Counseling (post bachelor's level) at Notre Dame of Maryland University (NDMU) School of Arts, Sciences and Business. NDMU has successfully offered certificate programs and has a strong record of enrollment and successful student outcomes. This proposal reflects NDMU's core competency in educating women and men at the post baccalaureate level and supports the NDMU mission of increasing access to transform lives. We currently have a number of students in our existing Baccalaureate program who would who desire a more comprehensive focused post baccalaureate program in order to sit for the Associated Counselor-Alcohol and Drug (CAC-AD) Certificate and move into more demanding career opportunities and address a nation-wide crisis. Providing a new Certificate will effectively meet the needs of our students while also addressing increasing market demands not only in Maryland but across the United States. Consistent with NDMU Mission, this program will also provide increased opportunities for women to enter the field as well as offer co-educational opportunities at the post-baccalaureate level to prepare students for success. NDMU is therefore seeking MHEC's approval to offer a Post-Baccalaureate Certificate (PBC) in Drug and Alcohol counseling both online and in the traditional face-to-face modalities.

The proposed PBC addresses critical need in both the state of Maryland and the nation. This program is built from the existing Psychology undergraduate program at NDMU with new courses to meet specific mandated requirements to allow students to sit for certification (CAC-AD).

The national opioid and addiction crisis is reaching epidemic levels. The final numbers for 2016 showed that approximately 2,000 people died from heroin and other opioid overdoses in the state over the last year, about double the number of deaths in 2015 (<http://baltimore.cbslocal.com/2017/04/23/opioid-deaths-reach-crisis-level/>). Nationally, the trend is even more alarming with a 76% increase in overdose deaths between 1999 and 2012

In addition, this program addresses the 2017-2021 state plan goals and strategies to promote student success and foster innovation. This program will "support workforce development and improve workforce readiness," expand and support research and partnerships, and provide opportunities "to serve the respective needs if both traditional and non-traditional students." Graduates of such a certificate program will be well trained to fill positions within various fields such as health care, non-profit organizations, state and federal agencies, higher education, and crisis centers. Given the increasing social complexity and rapid pace of change in our society a PBC in Drug and Alcohol Counseling provides numerous sectors an evidence-based approach to reduce vulnerabilities and address critical need.

Institution: Notre Dame of Maryland University  
Program: Psychology  
Degree: Post-Baccalaureate Certificate (PBC) in Alcohol and Drug Counseling  
Contact Person: Suzan Harkness, Associate Vice President for Academic Affairs  
410-532-5316, sharkness@ndm.edu

This proposed program increases opportunities for both women and men to enter a well-paying sector of the economy. The curriculum is rigorous and relevant in course design and delivery, and the institution has qualified faculty expertise in the field to ensure compliance with the principles of best practice in the discipline.

A check is enclosed in the amount of \$250.00 for the proposal fee, and an electronic copy of the full proposal has been submitted to the academic programs mailbox. If you have any questions about this proposed expansion, please do not hesitate to call. Thank you in advance for considering this proposal.

Sincerely,



S. Sharon Slear, Ph.D.  
Interim Provost and Vice President for Academic Affairs

cc: Jennifer Frank MICUA

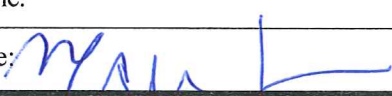


### Cover Sheet for In-State Institutions New Program or Substantial Modification to Existing Program

Institution Submitting Proposal	Notre Dame of Maryland University
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*Each action below requires a separate proposal and cover sheet.*

- New Academic Program New
- Area of Concentration New
- Degree Level Approval New
- Stand-Alone Certificate
- Off Campus Program
- Substantial Change to a Degree Program
- Substantial Change to an Area of Concentration
- Substantial Change to a Certificate Program
- Cooperative Degree Program
- Offer Program at Regional Higher Education Center

Department Proposing Program	Psychology	
Degree Level and Degree Type	Post-Baccalaureate Certificate	
Title of Proposed Program	Alcohol and Drug Counselor	
Total Number of Credits	33	
Suggested Codes	HEGIS: 2104.10	CIP: 51.1501
Program Modality	<input type="radio"/> On-campus <input type="radio"/> Distance Education ( <i>fully online</i> ) <input checked="" type="radio"/> <b>Both</b>	
Program Resources	<input type="radio"/> Using Existing Resources <input checked="" type="radio"/> <b>Requiring New Resources</b>	
Projected Implementation Date	<input type="radio"/> <b>Fall</b> <input type="radio"/> Spring <input type="radio"/> Summer    Year: 2019	
Provide Link to Most Recent Academic Catalog	URL: <a href="http://catalog.ndm.edu/?school_year=2018-2019">http://catalog.ndm.edu/?school_year=2018-2019</a>	
Preferred Contact for this Proposal	Name: Suzan Harkness	
	Title: Associate Vice President for Academic Affairs	
	Phone: 410 532-5316	
	Email: sharkness@ndm.edu	
President/Chief Executive	Type Name: Marylou Yam	
	Signature:	Date:
Approval/Endorsement by Governing Board	Type Name:	Date:
	Signature: 	Date: 6/8/18

Revised 5/15/18

**Academic Proposal  
Notre Dame of Maryland University  
Addiction Counseling Alcohol and Drug (Post-Bachelor's Certificate)**

**A. Centrality to institutional mission statement and planning priorities**

***Provide a description of the program, including each area of concentration and how it relates to the institution's approved mission.***

Notre Dame of Maryland University (NDMU) continues to respond to women and men returning to school by providing high-quality undergraduate degrees and certificate programs in today's competitive fields. Students in the Alcohol and Drug Counseling concentration will have the opportunity to complete 33 credits in psychology, counseling, human development and substance abuse/addiction to support their interests and expand their career goals needed to sit for state certification and achieve the Certificate Associated Counselor – Alcohol and Drug (CAC-AD). NDMU seeks to build on success of its undergraduate bachelor's program by offering current students and others from outside the NDMU alumni community the option of completing a focused concentration resulting in a Post Bachelor's Certificate (PBC). Notre Dame will continue to emphasize personal and professional ethics in its curricula for undergraduate students in keeping with the values central to its mission.

***Explain how the proposed program supports the institution's strategic goals and provide evidence that it affirms it as an institutional body.***

The Post-Bachelor's Certificate in Alcohol and Drug was developed with input from students and professionals who understand the need for and value of advanced national certification that specializes in substance abuse counseling, and from students who seek to complete curriculum preparation allowing them to sit for a certification to advance their career growth in the field after completing their undergraduate degree—either directly after graduation, or after working for some time in the field. Maryland's citizens will benefit from a more highly educated and focused pool of trained counselors, who will move into the community post-graduation to work with and support individuals who suffer from alcohol and/or drug addiction. The variety of delivery methods (online, hybrid, face to face) will increase access to those students who require greater flexibility in degree and course offerings. Students will be able to begin at the bachelor's level, complete curriculum that will provide a pathway to those interested in receiving certification from the state.

The University's strategic plan includes an initiative to respond to market demand for innovative programs and programs where the workforce need is great. The concentration in Alcohol and Drug Counseling enables students to apply their undergraduate degree in Psychology or a related discipline and Post-Bachelor's curricular training in Alcohol and Drug counseling to prepare to sit for state certification. This concentration seeks students and graduates to meet the statewide mandate to provide increased options for substance abuse treatment and counseling.

**B. Critical and Compelling Regional or Statewide Need Identified in the State Plan**

***Provide evidence that the perceived need is consistent with the Maryland State Plan for Postsecondary Education.***

The Maryland Higher Education Commission State Plan: *Increasing Student Success with Less Debt 2017-2021* goals and strategies call for Access, Success and Innovation. The Alcohol and Drug concentration allows students access to an innovative curricular pathway to prepare to and earn a state certificate that will support their advancement in the workforce meeting the critical need



across Maryland. The proposed concentration will provide a high quality affordable pathway that fosters innovation and includes support services to ensure student success. The curriculum and support services are designed to facilitate on-time completion, include career planning and advising, and provide innovative pedagogical options that serve the needs of both traditional and non-traditional students. This concentration will also provide unique opportunities with health agencies in the Baltimore regions to support partnership building and student experiential learning.

This program is built from the existing Psychology undergraduate program at NDMU with new courses in the post-baccalaureate program established with specific curricular requirements to provide preparation and education to students to sit for state certification and to also respond to the Maryland state mandate and workforce growth/shortages.

The national opioid and addiction crisis is reaching epidemic levels. The final numbers for 2016 showed that approximately 2,000 people died from heroin and other opioid overdoses in the state over the last year, about double the number of deaths in 2015. problems (<http://baltimore.cbslocal.com/2017/04/23/opioid-deaths-reach-crisis-level/>). Nationally, the trend is even more alarming with a 76% increase in overdose deaths between 1999 and 2012, as the following graph illustrates.

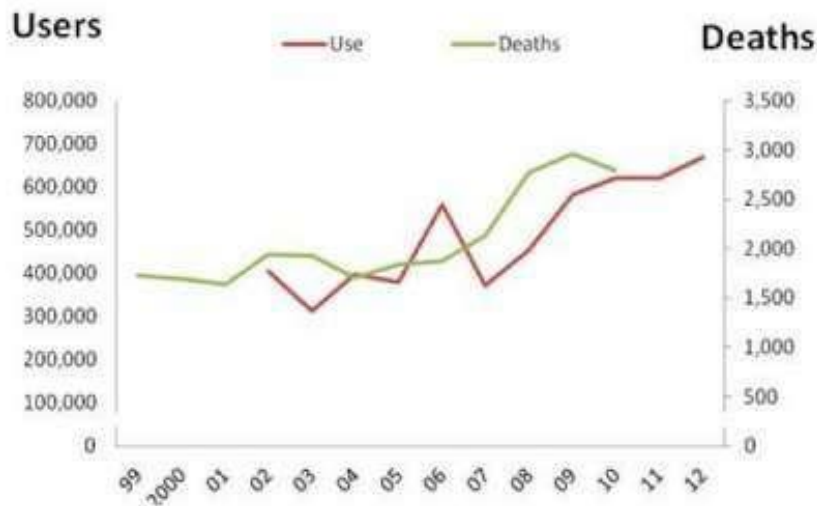
Heroin and fentanyl, a powerful synthetic opioid, killed 1,468 Maryland residents in the first nine months of 2016, up 62 percent from the same period in 2015, according to state data. Many of those who overdosed initially abused prescription painkillers and other opioids. The trends are part of a nationwide opioid epidemic. Recently, the US Congress passed a series of legislation aimed at both preventative care and treatment. The 21st Century Cures Act was signed by President Barack Obama in December. It will provide \$1 billion over two years for state grants to support opioid abuse prevention and treatment activities. CARA, a bipartisan bill, was signed into law by Obama shortly before he left office. CARA assists drug-dependent newborns and their parents. The federal Department of Health and Human Services has just awarded Maryland a \$10 million grant under this Act to support new efforts in training, education, diagnosis, treatment and maintenance for individuals with substance abuse problems (<http://baltimore.cbslocal.com/2017/04/23/opioid-deaths-reach-crisis-level/>). Additionally, Maryland Gov. Larry Hogan this summer escalated his administration's response to the opioid-addiction crisis, declaring a state of emergency and committing an additional \$50 million over the next five years to beef up enforcement, prevention and treatment services. ([https://www.washingtonpost.com/local/md-politics/hogan-declares-opioid-state-of-emergency/2017/03/01/5c22fcfa-fe2f-11e6-99b4-9e613afeb09f\\_story.html?utm\\_term=.031b265a4f80](https://www.washingtonpost.com/local/md-politics/hogan-declares-opioid-state-of-emergency/2017/03/01/5c22fcfa-fe2f-11e6-99b4-9e613afeb09f_story.html?utm_term=.031b265a4f80)).

The opioid and heroin crisis, coupled with funding for treatment and support of addicts has increased marketplace demand for substance abuse and addiction counselors nationally and in Maryland. Overall, employment opportunities are predicted to grow by 22% by 2024, (BLS.gov) much faster than the average growth. Although there are a small number of certificate programs and one master's program in Maryland in this field, there is not enough capacity to meet the market demand. With an average national starting salary of \$41,000 per year, this field will be attractive to the psychology undergraduate, which make up one of the largest pools of graduating majors in the state, providing a good candidate base for entry into this pathway (<http://www.mhec.state.md.us/publications/Documents/Research/AnnualPublications/2017DataBook.pdf>).

C. Quantifiable and reliable evidence and documentation of market supply and demand in the region and state.

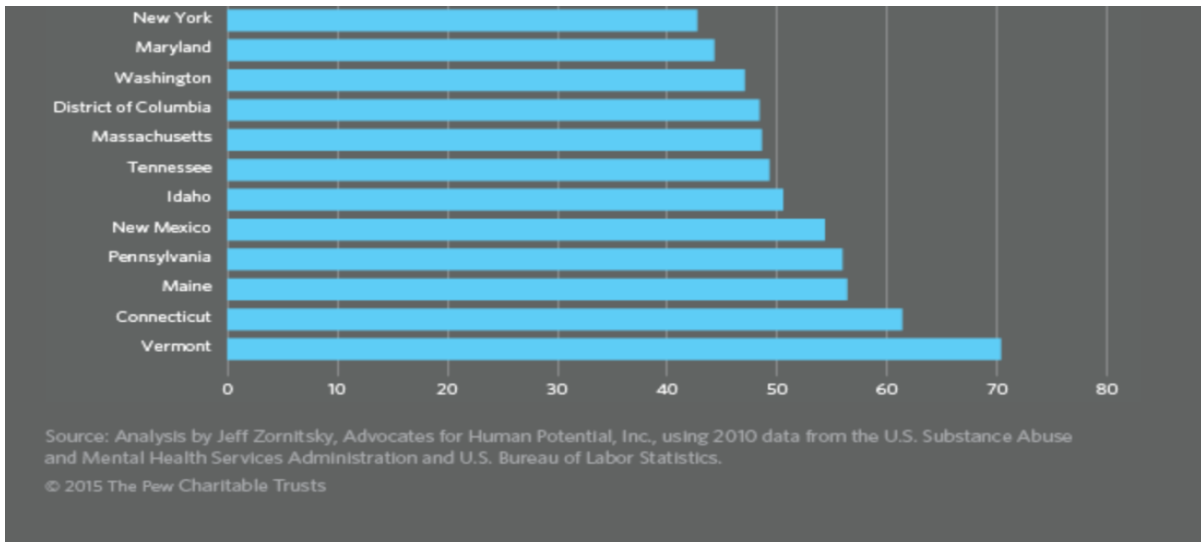
***Present data and analysis projecting market demand and the availability of openings in in a job market to be served by the new program.***

The on-ground Psychology program at NDMU is one of the largest majors in the Women’s College. Graduates go one to employment in a diverse range of fields. Job growth in Maryland is strong and demand for college graduates is stronger. Chart 2 below outlines employment growth by sector.



<https://www.drugabuse.gov/about-nida/legislative-activities/testimony-to-congress/2016/americas-addiction-to-opioids-heroin-prescription-drug-abuse>

Nationally, the average is 32 behavioral health specialists for every 1,000 people afflicted with the disorder. No one has determined what the ideal number of providers should be, but experts agree the current workforce is inadequate in most parts of the country. A Pew Charitable Trust study estimates that there are around 40 counselors per 1,000 individuals in Maryland – slightly about the national average—but with addiction and deaths at a point of statewide crisis, as declared by Governor Hogan, the need to educate and certify additional counselors at the post-baccalaureate level is clear.



<http://www.pewtrusts.org/en/research-and-analysis/blogs/stateline/2015/4/01/how-severe-is-the-shortage-of-substance-abuse-specialists>

According to the most recent survey results from the National Institute on Drug Abuse (NIDA), 8.6% of Americans required treatment for substance abuse and alcohol is the substance that is reportedly abused most. The substance that appears to be most on the rise is opioid (i.e., prescription pain killer or pain reliever) abuse. Opioid use, misuse, and abuse has received much recent media attention, as it is a substance that has high addiction potential and is dangerously lethal. In 2015 alone, there were over 16,000 deaths from prescription opioid overdose (<http://counselor-education.com/issues-related-shortage-addiction-substance-abuse-counselors-united-states/>)

***Discuss and provide evidence of market surveys that clearly provide quantifiable and reliable data on the educational and training needs and the anticipated number of vacancies expected over the next 5 years.***

The Bureau of Labor Statistics (data.bls.gov) employment data for 2016 show the following information for employment growth in Maryland, which at 6% is nearly double the national average. As noted above, one-quarter of these job require at least a Bachelor's degree. The Bureau also projects, across all applications, 2,640,900 jobs in the workforce in Maryland, with more than 600,000 requiring a college degree. Data for substance abuse and behavioral disorder counselors show a median pay of \$41,070 per year at the Bachelor's level, with a projected job growth of 22% (much faster than average) over the next ten years, largely fueled by the nationwide opioid and heroin addiction crisis.

Quick Facts: Substance Abuse and Behavioral Disorder Counselors	
<a href="#">2016 Median Pay</a>	\$41,070 per year \$19.75 per hour
<a href="#">Typical Entry-Level Education</a>	Bachelor's degree
<a href="#">Work Experience in a Related Occupation</a>	None
<a href="#">On-the-job Training</a>	None
<a href="#">Number of Jobs, 2014</a>	94,900

Quick Facts: Substance Abuse and Behavioral Disorder Counselors	
<a href="#">Job Outlook, 2014-24</a>	22% (Much faster than average)
<a href="#">Employment Change, 2014-24</a>	21,200

In fact, according to a Maryland Addictions Directors Council report (<http://madc.homestead.com/>), there is a significant shortage of professionals qualified to treat individuals with substance abuse disorders. In Maryland, an estimate 436,278 are in need of treatment. There are 39,080 people currently in treatment, which represents only 9% of the actual need. Thirty-seven percent of those approved by the Maryland State Board of Professional Counselors and Therapists are trainees who are not yet certified, and over 85% of those approved by the Board require supervision in order to provide substance counseling. The increasing need for services combined with the lack of highly qualified, educated, and certified professionals has created a critical behavioral health workforce shortage. (<https://health.maryland.gov/bopc/Pages/index.aspx>).

Given these statistics, as well as the President and the Governor’s declaration of a state of emergency related to substance abuse and addiction, it is not hard to understand the importance of adequately trained, educated, and certified professionals to serve this population. The NDMU post-baccalaureate certificate in Drug and Alcohol Counseling concentration proposes to contribute to meeting this need and responding to the call to action from state and national leaders.

***Provide data showing the current and projected supply of prospective undergraduates.***

Based on current enrollment in the face-to-face program and interest expressed by prospective students in the fully online program, it is anticipated that at least 10 students will enroll in the first year of the program, with a goal of enrolling 5 additional new students per year by the 4<sup>th</sup> year of the program and 10 in the fifth year. The retention rate from the first year to the second year of the program is estimated at 75%. Projected 5-year enrollment is presented below:

**Projected Enrollment**

Fall 2018	Fall 2019	Fall 2020	Fall 2021	Fall 2022
10	23	38	48	57

**Projected Completers**

May 2020	May 2021	May 2022	May 2023	May 2024
8	18	25	30	45

**D. Reasonableness of program duplication, if any**

***Identify similar programs in the state and/or same geographic area. Discuss similarities and differences between the proposed program and others in the same degree to be awarded.***

There are eleven addiction counseling certification training programs in the State of Maryland: Bowie State University, Kaplan University, Morgan State University, Baltimore City Community College, Loyola University Maryland, Frederick Community College, The Community Colleges of Baltimore County,



Coppin State University, Wor-Wic Community College, Anne Arundel Community College, and Washington Adventist University.

By definition, there cannot be significant variation between the programs due to state requirements for the student to be eligible to take the state certification examination. NDMU's concentration will present a curricular pathway of required curriculum and competencies such that students will be able to demonstrate competencies for eligibility to take the certification examination. While NDMU's program will meet the bachelor's level curricular requirements as outlined in COMAR 10.58.07.07 (<http://www.dsd.state.md.us/comar/comarhtml/10/10.58.07.07.htm>), NDMU's concentration will include a focus on specific issues related to women and addiction, women and pregnancy, prevention efforts, and behavioral pain management. Additionally, NDMU's focus on educating women and men as leaders will equip NDMU students to serve in leadership roles in developing innovative prevention and treatment efforts to combat addiction in Maryland.

***Provide justification for the proposed program.***

Given the addiction crisis in the United States, especially related to opiate addiction (which includes heroin addiction and prescription pain medications), and especially in Maryland, there is a need for addiction counselors to serve Maryland citizens suffering from addiction. Providing a concentrated curricular pathway to allow students the opportunity to expand their career options and sit for state certification serves students, citizens, and the state need. Moreover, NDMU offers a unique focused concentration to include counseling related to women and addiction, women and pregnancy, prevention efforts, and behavioral pain management.

**F. Relevance to Historically Black Institutions (HBIs)**

***Discuss the program's potential impact on the implementation or maintenance of high-demand programs at HBIs.***

Two HBIs in the state of Maryland offer related programs; one offers a Masters and one offers a certificate. However, due to the need for certified counselors, the high level of substance abuse and addiction in the Baltimore metropolitan region, it is unlikely that the NDMU certificate program will negatively impact enrollment at these institutions. The governor and the president have declared an additions crisis, and alcohol and drug counseling has been identified as an area of critical need.

***Discuss the program's potential impact on the uniqueness and institutional identities and missions of HBIs.*** This program will have no impact on the uniqueness and institutional identities and missions of area HBIs.

**G. Adequacy of curriculum design and delivery to related learning outcomes consistent with Regulation 3.10 of COMAR.**

***Provide list of courses, educational objectives, intended student learning outcomes, general education requirements, specialized accreditation, and contracts with other institutions.***

The School of Arts, Science, and Business will offer the post-baccalaureate concentration in Alcohol and Drug counseling within its Psychology department. Using the curriculum guidelines for the Certificate Associated Counselor-Alcohol and Drug (CAC-AD), this post-baccalaureate concentration of study provides students with the requisite courses to sit for state certification and move into the field as a certified counselor upon passing the state exam. Under the guidance of an academic advisor, the student will enroll in and complete 33 credits beyond the bachelor's degree. The curriculum requirements are listed below.

The post-baccalaureate concentration in Alcohol and Drug Counseling at Notre Dame of Maryland University is directly informed by the Substance Abuse and Mental Health Services Administration's *Addiction Counseling Competencies* (<https://store.samhsa.gov/shin/content/SMA12-4171/SMA12-4171.pdf>).

Notre Dame of Maryland University will provide the necessary courses consistent with the COMAR regulations in the state of Maryland (<https://health.maryland.gov/bopc/Pages/cac-ad.aspx>) for students to complete the academic requirements to take the state certification examination.

### **Post-Baccalaureate Certificate Concentration in Addiction Counseling Objectives**

1. Students will acquire a transdisciplinary foundation of the complex contributions and underpinnings of addiction and demonstrate content knowledge by being able to explain the nature, characteristics, and mechanisms of addiction across the lifespan informed by current evidenced based scientific literature from a transdisciplinary perspective.
2. Students will demonstrate readiness for practice in the assessment and intervention techniques consistent with a bachelor's level certification training in providing clinical services to persons in need of addiction treatment.
3. Students will demonstrate a working understanding of substance abuse, mental health, and legal systems, will demonstrate skills in effectively navigating these systems in order to access and provide coordinated addiction services for clients, and will demonstrate the ability to work as a member of an interdisciplinary team.
4. Students will become proficient in the necessary knowledge, skill, and abilities to academically qualify to take the state certification examination to pursue state certification as a certified associate counselor – alcohol and drug (CAC-AD).

### **Learning Objectives**

1. Students will demonstrate competence in using clinical interviewing in conducting a biopsychosocial assessment and demonstrate skill in the use of clinical assessment instruments in assessing substance related use and abuse disorders.
2. Students will demonstrate competence in making differential diagnoses and an ability to diagnose co-occurring disorders.
3. Students will demonstrate competence in developing an integrated treatment plan for treating addiction and co-occurring disorders that may including individual counseling, group counseling, family counseling, and other evidenced based treatments such as 12 step programs.
4. Students will demonstrate cultural competency and sensitivity to gender in the assessment and treatment of addiction.

Notre Dame of Maryland University will provide the necessary courses consistent with the COMAR regulations in the state of Maryland (<https://health.maryland.gov/bopc/Pages/cac-ad.aspx>) for students to complete the academic requirements to take the state certification examination. In addition to the completion of academic requirements, per Maryland State regulations, students must complete supervised clinical hours for which the student will be responsible for arranging and completing. The university does not award a degree or certificate in addiction counseling. The State of Maryland awards the professional certificate once the student has satisfied all of the academic and supervised experience.

Assessment of learning objectives will be completed through measuring how well students achieve the learning objectives of the required courses. Although some student may decide not to pursue the supervised training required to take the certification examination, the ultimate measure of program effectiveness would be the percentage of students who complete the NDMU program who successfully become a certified associate counselor – alcohol and drug (CAC-AD).

**Post-Baccalaureate Certificate Concentration in Addiction Counseling (Alcohol and Drug)**

**1. Student will have already been awarded a Bachelor’s degree in a human service field**

**2: Requires minimum of 33 credits beyond the bachelor’s degree**

PSY 207: Psychopathology (3 credits) \*online

PSY 3XX: Ethics that includes Alcohol and Drug Counseling Issues (3 credits) \*online

PSY 306: Theories and Techniques of Counseling and Psychotherapy (4 credits)

PSY 4XX: Group Counseling (4 credits)

PSY 4XX: Addictions Treatment Delivery (4 credits)

PSY 4XX: Medical Aspects of Chemical Dependency (Pharmacology) (3 credits) \*online

PSY 461: Practicum I (4 credits)

PSY 462: Practicum II (4 credits)

C: Choice of 3 of the following:

PSY 233: Human Development (3 credits) \*online

PSY 411: Topics in Substance Related and Addictive Disorder (topic rotates) (3 credits) \*online

PSY 4XX: Family Counseling (4 credits)

PSY 4XX: Treatment of Co-occurring Disorders (3 credits) \*online

**3: Have completed not less than 1 year with a minimum of 2,000 hours of clinically supervised experience in alcohol and drug counseling approved by the Board of Professional Counselors and Therapists. <https://health.maryland.gov/bopc/Pages/cac-ad.aspx>**

**4: Must pass the International Certification Reciprocity Consortium (ICRC)/Alcohol and Other Drug Abuse (AODA) Examination and the Maryland Law Test**

<b>Course descriptions</b>	
PSY 207	Psychopathology (3 credits): Considers and studies intensively the wide range of disordered behaviors from the different scholarly perspectives that comment on "abnormality." Explores the nature of abnormality; the relationships between body and mind, and brain and behavior; and the significance of abnormal personal patterns to human relationships.
PSY 233	Human Development (3 credits): Explores the principles of developmental psychology from infancy through adulthood and includes general consideration of developmental tasks through the lifespan. Prerequisite: PSY-101.
PSY 3XX	Ethics in Alcohol and Drug Counseling Issues (3 credits): Examines the ethical standards according to the American Psychological Association and applies the standards to common ethical and clinical conundrums, with an emphasis on issues related to drug and alcohol related disorders. Students practice applying the ethics code and demonstrate critical thinking in how to approach and solve clinical issues ethically and competently.
PSY 306	Theories and Techniques of Counseling and Psychotherapy (4 credits): Introduces counseling perspectives, models, ethics and counseling skills for students interested in the helping professions. Surveys major theoretical paradigms and emphasizes mastery of basic communication skills useful in interpersonal relations settings. All students participate in lectures, class demonstrations, role playing and peer practice by using departmental counseling suites. This is the foundation course for PSY-406 Advanced Therapeutic Techniques. Prerequisites: PSY-210, PSY-205, and PSY-207 and Technical Standards as evaluated by the department. Lab Required.
PSY 4XX	Group Counseling (4 credits): Group counseling (4 credits): Examines the theories and techniques of group counseling. Students will demonstrate and understanding of the empirical literature related to group therapy for psychiatric illness with a specific focus on substance abuse counseling and 12 step programs. Students will demonstrate the techniques in conducting group counseling. Technical standards apply. Lab required. Prerequisite: PSY 306.
PSY 4XX	Family Counseling (4 credits): Explores the major theoretical models of family therapy and associated counseling techniques. Examines the family dynamics related to addiction and how the family dynamics may serve to maintain the addiction in the identified patient. Students will demonstrate techniques of family counseling. Technical Standards Apply. Lab Required. Prerequisite: PSY 306.
PSY 4XX	Treatment of Co-occurring Disorders (3 credits): Explores a range of treatment approaches to co-occurring disorders. Students will demonstrate the ability to conceptualize co-occurring disorders and to develop an evidenced based treatment plan with observable and measurable outcomes consistent with the literature. Prerequisite: PSY 306.
PSY 4XX	Addictions counseling (4 credits): Explores the range of theoretical models and techniques related to addiction counseling. Students will demonstrate knowledge of the evidenced based treatments for addiction and demonstrate the ability to effectively use clinical techniques to treat addiction. Technical standards apply. Lab Required.
PSY 4XX	Topics in Substance Related and Addictive Disorder (topic rotates) (3 credits): Topics in Substance Related and Addictive Disorder (3 credits): Examines a range of topics related

	to substance use disorders. Topics will be selected based on the current issues and needs in Maryland.
PSY 461	<p>Practicum I (4 credits): Provides opportunities for field experience for qualified students under professional supervision. Allows for consultative meeting with practicum coordinator concerning career goals and aspirations, which then determine the nature of a placement most consistent with student abilities and interests. Offers students an additional opportunity for advanced training and increased levels of professional responsibility through Practicum II. Requires students to meet academic and background requirements for chosen placement and to attend an academic seminar in addition to fieldwork. Prerequisite: junior psychology major status and conference with coordinator. Not open to liberal arts majors or psychology minors. Prerequisites: Technical Standards as evaluated by the department. Cannot retake if student receives a failing grade. [4 credits] Students will not be permitted to repeat PSY 461 or PSY 462 if they receive a failing grade (D or F) or are removed from their practicum site due to an ethical violation. Ethical violations are defined by the American Psychological Association's Ethical Principles of Psychologists and Code of Conduct. Ethical violations may include plagiarism. The practicum requirement cannot be waived or completed through another institution. 200 hours are required.</p>
PSY 462	<p>Practicum II (4 credits): Provides opportunities for field experience for qualified students under professional supervision. Allows for consultative meeting with practicum coordinator concerning career goals and aspirations, which then determine the nature of a placement most consistent with student abilities and interests. Offers students an additional opportunity for advanced training and increased levels of professional responsibility through Practicum II. Requires students to meet academic and background requirements for chosen placement and to attend an academic seminar in addition to fieldwork. Prerequisite: junior psychology major status and conference with coordinator. Not open to liberal arts majors or psychology minors. Prerequisites: Technical Standards as evaluated by the department. Cannot retake if student receives a failing grade. [4 credits] Students will not be permitted to repeat PSY 461 or PSY 462 if they receive a failing grade (D or F) or are removed from their practicum site due to an ethical violation. Ethical violations are defined by the American Psychological Association's Ethical Principles of Psychologists and Code of Conduct. Ethical violations may include plagiarism. The practicum requirement cannot be waived or completed through another institution. 200 hours are required.</p>

**H. Adequacy of Articulation**

NDMU has numerous articulations with other institutions for Nursing and Pharmacy students, we may amend these institutional affiliations to serve as potential practicum placements (considerations include: Johns Hopkins Center for Addiction and Pregnancy, Johns Hopkins Bayview Community Psychiatry, Kolmac Clinics, University of Maryland, Sheppard Pratt, local health departments, NIDA, and Sinai). We are also interested in extending out affiliations and articulations with Community Colleges to ensure their students have access to this opportunity.



**I. Adequacy of faculty resources.**

**Provide a brief narrative demonstrating the quality of program faculty. Include a summary list of faculty with appointment type, terminal degree title and field, academic title/rank, status, and the courses each will teach.**

**Full Time Faculty**

The faculty teaching in the program will remain the same as for the face-to-face program. Current full time faculty who are licensed psychologists will support the program in addition to new faculty being hired in adjunct, part time, and full time capacities (1). A faculty member with a clinical license and online course design and delivery experience will be contracted to design and develop existing and new courses for any hybrid or online courses.

<b>Faculty Name</b>	<b>Appointment Type</b>	<b>Terminal Degree Title and Field</b>	<b>Academic Rank, status</b>	<b>Courses to be taught</b>
Irena Fedorvosky, Psy.D.	Full Time Faculty Member	Psy.D.	Assistant Professor and Licensed Psychologist	PSY 207: Psychopathology PSY 3XX: Ethics that includes Alcohol and Drug Counseling Issues PSY 306: Theories and Techniques of Counseling and Psychotherapy PSY 4XX: Group Counseling PSY 233: Human Development PSY 4XX: Family Counseling
Maria Mouratidis, Psy.D.	Full Time Faculty Member	Psy.D.	Professor, Department Chair, and Licensed Psychologist	PSY 207: Psychopathology PSY 3XX: Ethics that includes Alcohol and Drug Counseling Issues PSY 306: Theories and Techniques of Counseling and Psychotherapy PSY 4XX: Group Counseling PSY 4XX: Family Counseling Disorder (topic rotates) PSY 461: Practicum I PSY 462: Practicum II
New Full Time Tenure Track Hire	Full Time Faculty Member	Psy.D. or Ph.D.	Assistant Professor and Licensed Psychologist with a specialty in addiction treatment	PSY 4XX: Addictions Treatment Delivery PSY 4XX: Medical Aspects of Chemical Dependency (Pharmacology) PSY 4XX: Treatment of Co-occurring Disorders PSY 411: Topics in Substance Related and Addictive Disorder (topic rotates) PSY 461: Practicum I PSY 462: Practicum II

**J. Adequacy of library resources.**

Notre Dame of Maryland University is part of the Maryland Interlibrary Consortium. The library holdings are indicated below:

Search location	Search terms	All	2011-2018
Books available at LNDL	Substance-related disorders -- therapy	360	57
Books available at all USMAI libraries	Substance-related disorders -- therapy	132	11
Journal articles available full-text via PsycInfo	(drug addiction or substance use disorder) AND (counseling or psychotherapy)  *All terms searched as subject heading	448	148
Journal articles available full-text via PsycInfo	(drug addiction or substance use disorder) AND (counseling or psychotherapy)  *All terms searched as a major subject heading	92	22
Journal articles available full-text via PsycInfo	(drug addiction or substance use disorder) AND (counseling or psychotherapy)  *Term 1 searched as major subject heading. Term 2 searched as subject heading.	224	49
Journal articles available full-text via Seeker (searches across most of the library's databases).	(drug addiction or substance use disorder) AND (counseling or psychotherapy)  *Note this is keyword search not a subject search as databases do not share common subject terms so a subject term search is not available.	20,604	8,856

Students in the program will also have online access to all consortium and NDMU online resources available through the library. The Library houses a considerable number of psychology titles to support graduate and undergraduate study. In addition to the vast resources available, we are proposing purchasing additional specialized e-journals and books to support the program over a five-year period in the amount of \$7,000.

**K. Adequacy of physical facilities, infrastructure and instructional equipment.**

No new facilities or instructional equipment are required for this program.

**L. Adequacy of Financial Resources with Documentation**

<b>TABLE 1: REVENUE</b>					
<b>Resource Categories</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>
1. Existing Funds	0	0	0	0	0
2. Tuition/Fee Revenue (c+g below)	\$62,400	\$143,520	\$244,416	\$308,736	\$377,568
a. # F/T Students	0	0	0	0	0
b. Annual Tuition/ Fee Rate	0	0	0	0	0
c. Total F/T Revenue (a x b)	0	0	0	0	0
d. # P/T Students (anticipated Students)	10	23	38	48	57
e. Credit Hr. Rate	\$520	\$520	\$532	\$532	\$532
f. Annual Credit Hr.	12	12	12	12	12
g. Total P/T Revenue (d x e x f)	(10x520x12) \$62,400	(23x520x12) \$143,520	(38x536x12) \$244,416	(48x536x12) \$308,736	(57x552x12) \$377,568
3. Grants, contacts, & other external sources	0	0	0	0	0
4. Other Sources (technology fee \$170.00)	\$3,400	\$7,820	\$12,920	\$16,320	\$19,380
<b>TOTAL (add 1-4)</b>	<b>\$65,800</b>	<b>\$151,340</b>	<b>\$257,336</b>	<b>\$325,056</b>	<b>\$396,948</b>

**Revenue Narrative**

2a. Assumes no full-time students enrolled in program

2d. Assumes 15-20% attrition rate

2e. Assumes a 3% tuition increase year 3 and year 5

2f. Assumes students complete 12 credit hour within the academic year as part-time students

3. Grants and Contracts: We have not identified additional sources of funding for this program, although there may be opportunities we could pursue in the future. We do not plan to rely upon grants or contracts to make this program viable

4. Assumes a \$170.00 technology fee charged fall and spring semester

Table 1 is a conservative estimate of expected revenue for the program for the first five years

<b>TABLE 2: EXPENDITURES</b>					
<b>Expenditure Categories</b>	<b>2018-2019</b>	<b>2019-2020</b>	<b>2020-2021</b>	<b>2021-2022</b>	<b>2022-2023</b>
1. Faculty (b + c below)	0	\$39,000	\$78,000	\$79,560	\$120,931
a) # FTE	0	.5	1	1	1.5
b) Total Salary	0	\$30,000	\$60,000	\$61,200	\$93,024
c) Total Benefits	0	\$9,000	\$18,000	\$18,360	\$27,907
2. Admin. Staff (b + c below)	0	0	0	0	0
a) # FTE	0	0	0	0	0
b) Total Salary	0	0	0	0	0
c) Total Benefits	0	0	0	0	0
3. Support staff	0	0	0	0	0
4. Equipment	0	0	0	0	0
5. Library		\$2,000	\$2,000	\$1,500	\$1,500
6. New or Renovated Space	0	0	0	0	0
7. Other Expenses Software, marketing, faculty development, and course development	\$33,250	\$25,300	\$25,300	\$10,000	\$10,000
8. TOTAL (add 1-7)	\$33,250	\$66,300	\$105,300	\$91,060	\$132,431

**Expenditures Narrative**

- 1. Faculty (# FTE, Salary, and Benefits): Salary plus 30 percent benefits. Assumes using the majority of existing faculty to build the curriculum and a total increase of 1.5 faculty
- 2. Assumes no additional administrative staff will be required
- 3. Assumes no additional Support Staff will be required
- 4. Assumes no additional Equipment will be required
- 5. Assumes modest increases in Library holdings: specialized e-journals and books to support the program
- 6. Assumes no New or Renovated Space will be required
- 7. Assumes other modest expenses: Expenses include \$60,000 to market the program during the first five years; and course/faculty development expenses the first three years.

**M. Adequacy of provisions for evaluation of the program.**

***Discuss procedures for evaluating courses, faculty, and student learning outcomes.***

The Concentration in Addiction Counseling Alcohol and Drug (Post-Bachelor's level) will be subject to the same requirements as all programs for course, faculty and program evaluation. All NDMU students complete course evaluations online at the end of each of their courses, and this will continue for the online certification preparation curriculum concentration courses. Faculty are evaluated annually by their department chairperson as provided for in the NDMU faculty handbook, and this will continue for full time faculty teaching in the new concentration initiative. Adjunct faculty teaching at NDMU are evaluated by the department chairperson.

The University Assessment Plan at NDMU guides the assessment of student learning outcomes at all levels of the institution. Every course syllabus must contain learning outcomes for the program and the course, and assess those outcomes every year. Departments prepare and submit an annual student learning outcomes assessment report, which is reviewed by the University Assessment Committee. Feedback for these reports is provided to the chairs and the faculty at department and individual meetings. All requests for resource allocation and budget change must be supported by assessment data, including coursed based outcomes results.

**N. Consistency with the state's minority student achievement goals.**

***Discuss how the proposed program addresses minority student access and success, and the institution's cultural diversity goals and initiatives.***

The recruitment and retention of minority students is a high priority for Notre Dame, which regards outreach to minority populations as an integral part of our mission. Notre Dame continues to serve approximately 48 percent of students of color in its overall student population. The cross-disciplinary approach of this area of concentration, and its openness to students from a variety of undergraduate backgrounds, will make the proposed post-baccalaureate certificate accessible to a wide range of students. Additionally, Notre Dame's academic support resources, including the Academic and Career Enrichment Center, are designed to help bolster the retention of all students, including minority students.

**O. Relationship to low productivity programs identified by the Commission.**

***If the proposed program is directly related to an identified low productivity program, discuss how the fiscal resources may be redistributed to this program.***

This program is not related to an identified low productivity program. The on-ground Psychology major is one of the largest majors at NDMU.

**P. Adequacy of Distance Education Programs**

**If proposing a distance education program, please provide evidence of the "Principles of Good Practice.**

NDMU, a member of Maryland Online, has adopted the *Quality Matters™* standards as the guidelines for design, development and delivery of all online courses and programs at Notre Dame. Courses are developed under the criteria outlined in the *Quality Matters™* rubric, and go through an internal peer review process (*Quality Matters™* qualified reviewers) prior to delivery. Faculty wishing to teach online are required to complete a *Quality Matters™* webinar that review best practice in design and delivery of online courses and programs. Courses that are online or hybrid will be comparable to the face to face format will meet the University Credit Hour Policy of 2250 minutes of instruction. Each course proposed will need to demonstrate how the course will satisfy the University Credit Hour Policy.