

International Accreditation of Counseling Services (IACS) Annual Assessment (RSMo. 173.2530)

Missouri State University
2024-2025

This report is compiled on an annual basis pursuant to state statute.

173.2530: Report on compliance with standards for mental health services provided on campus — Beginning in the 2021-22 school year, and continuing on an annual basis thereafter, each public institution of higher education shall publish a report measuring compliance with the standards promulgated by the International Association of Counseling Services, Inc., relating to mental health services provided on college campuses. The report shall include a measure of the institution's ability to adequately meet student mental health needs. All reports required by this section shall be made available to the public. ([Link](#))

For the most recent version of the IACS standards from which this report was compiled, click [here](#).

I. RELATIONSHIP OF THE COUNSELING CENTER WITH THE UNIVERSITY COMMUNITY	
A	Administrative Independence and Neutrality The MSU Counseling Center operates independently and with neutrality. The Center does not engage in mandatory assessments or consultations. If required to do so, the assessment or consultation would be conducted after providing informed consent. Sharing of information would be permitted only with a Release of Information from the student.
B	University and Community Relationships The MSU Counseling Center collaborates extensively with key Student Affairs departments, including Magers Health and Wellness, the Office of the Dean of Students and related units including: Fraternity and Sorority Life, Student Activities Council, Parent and Family Programs and Residential Life. Other campus partners include: Student Government Association, International Services, University Safety, Athletics, The Bear Cave – Student Resource Center, Title IX, and numerous academic units and community partners.
C	Reporting Structure The MSU Counseling Center reports directly to the Dean of Students Office and has routine, direct communication. There are regularly scheduled meetings between the Counseling Center Director and the Dean of Students. As needed, additional meetings as well as phone and electronic communications are used to address issues arising between scheduled meetings. Crisis intervention, outreach, individual and group counseling, training, and consultation with the campus regarding student development and campus safety, are among the services provided by the Center.
D	Accreditation of Multiple Counseling Services and Merged Centers

	The MSU Counseling Center functions as a single, non-merged counseling and mental health department on campus.
E	Embedded Counseling Services The MSU Counseling Center does not currently provide embedded counseling on campus.
II. COUNSELING SERVICES ROLES AND FUNCTIONS	
A	Individual, Couples and Group Counseling The MSU Counseling Center provides individual, couples and group counseling services that are responsive to student needs and consistently strives to balance making services accessible while maintaining the capacity to provide students with ongoing counseling services. (II.A.1) Staff are hired with attention to their ability to provide services that address the needs of various student communities. Awareness and growth towards inclusive excellence and multicultural competence is expected of Counseling Center staff. (II.A.2) The Center conducts a client survey that invites student users to provide feedback about their counseling experience and to offer suggestions about improvements. This is completed at the end of each semester. The CCMH data set allows comparisons across centers of comparable size and type that inform process and service adjustments/improvements. The Counseling Center also elicits student and campus feedback on outreach offerings and special events. (II.A.3) All professional and administrative support staff at the MSU Counseling Center are selected carefully and thoroughly trained regarding appropriate policies and procedures. (II.A.4) All supervision is provided appropriate to the level of the trainee and in accordance with accreditation standards, state licensure laws, academic program rules and staff supervision experience. (II.A.5)
B	Psychiatric Services Psychiatric referrals to either Magers Health and Wellness Center on campus or to community providers are provided to MSU students as needed. The Counseling Center works closely with the medical providers on campus to connect students to services, and to accept referrals as well.
C	Case Management Services The MSU Counseling Center provides clinical case management services to students via designated clinical trainees under supervision of licensed clinical staff. These providers offer assistance with referrals (on and off campus), connection to resources within our stepped care model and psychoeducation as appropriate. Our clinical case managers provide services that are protected as confidential and/or privileged in accordance with state law.

D	<p>Testing</p> <p>Psychological and/or diagnostic testing needs are managed via referrals to either the Learning Diagnostic Clinic on campus or through community providers.</p>
E	<p>Crisis Intervention and Emergency Services</p> <p>In-person crisis services provided by Center staff are available whenever the Counseling Center is open. The availability of these services is widely advertised and well known by members of the campus community. To aid in staff availability for unplanned visits, especially those designated as crisis, clinical senior staff have designated Coverage times during all business hours. If a staff member is not available during normal business hours, a representative of the Counseling Center will assist the student with making a call to ProtoCall.</p> <p>In addition, when the Center is not open (after business hours and weekends), crisis services are available by calling the Center's phone number and being connected with our contracted, after-hours service (ProtoCall) for assistance with de-escalation, support, and decision making about whether the student would benefit from more immediate support (i.e., welfare check by law enforcement, transport to local emergency department or psych hospital for evaluation, etc.). 988 is another resource shared with students.</p> <p>The Center receives a report of any contact for appropriate follow up. The use of crisis services including ProtoCall is available to students, parents or other members of the campus community with concerns about a student.</p>
F	<p>Outreach Interventions</p> <p>The Counseling Center has a robust outreach and prevention function coordinated by our clinical staff. Staff engage in outreach upon request and also sponsor outreach initiatives focused on assisting students to effectively engage in the educational process. Outreach is also focused on supporting faculty, staff, parents and others, to more effectively assist students in many ways. Partnerships with numerous Schools/Colleges, and departments, including (but not limited to) the Bear Cave, Athletics, Student Wellness and SGA, contribute to the awareness of resources and encourage help-seeking behaviors among students who would perhaps be less comfortable seeking out counseling services.</p>
G	<p>Consultation Interventions</p> <p>MSU Counseling Center staff provide a highly utilized and well-regarded consultation service to students, parents, faculty, staff, administrators and other members of the campus community on a variety of student concerns, safety issues, and student development topics; however, confidentiality of student information is not compromised. (II.G.1) (II.G.2)</p> <p>Counseling Center clinicians serve as consultants on committees and participate in campus discussions related to campus disruptions and safety concerns. The Center staff are not responsible for making academic or administrative decisions about students. (II.G.3)</p>

H	<p>Referral Resources</p> <p>The Counseling Center maintains strong connections with the local counseling provider community, as well as with campus resources, that can assist students in their progress towards degree completion. Whenever possible, students are assisted with identifying resources appropriate for their needs. When presenting concerns are outside of the scope of Counseling Center services, we partner with the student and work alongside them to facilitate and arrange appropriate services and supports.</p> <p>Student willingness to follow through on referrals will vary regardless of the level of assistance provided to bridge them until an external appointment is available. Whenever possible and feasible, referral resources are provided to students while considering the availability, experience of student navigating systems, and cost to the student.</p>
I	<p>Research</p> <p>MSU CC does not currently participate in any research efforts (II.I.1 and II.I.2)</p> <p>At this time no active, local research projects are being conducted; however, if approached, the Counseling Center would consider assisting researchers by providing information that is de-identified and does not risk the Center’s reputation for maintaining confidentiality for student information. (II.I.3)</p> <p>Staff are encouraged and supported to engage in national and regional professional development activities, including presenting at conferences and workshops, as time and funds allow. Several staff members are active in local, regional and national associations, and have presented at conferences and meetings. Some staff are also engaged in the activities of local and regional professional organizations. (II.I.4)</p>
J	<p>Program Evaluation</p> <p>The MSU Counseling Center conducts a client feedback survey that invites student users to provide feedback about their counseling experience and to offer suggestions about improvements. The CCMH data set (CCAPS—Counseling Center Assessment of Psychological Symptoms) allows comparisons across centers of comparable size and type that informs process and service adjustments/improvements. The Center also gathers and evaluates feedback data from outreach events, campus trainings and groups offerings.</p>
K	<p>Training Programs</p> <p>The MSU Counseling Center trains four or more Graduate Assistants and/or clinical trainees annually within the Master of Science in Counseling, Social Work and Clinical Psychology programs at MSU. The four GA slots are filled as openings occur through an application/interview process. Additional trainees undergo application and interview prior to placement as well. All supervision is provided</p>

	appropriate to the level of the trainee and in accordance with accreditation standards, state licensure laws, academic program rules and staff supervision experience. In-service training is held weekly throughout the academic year for staff learning and development.
III. ETHICAL STANDARDS	
A	Selection of Staff and Training on Policy/Ethics All professional and administrative support staff at the MSU Counseling Center are selected carefully and thoroughly trained regarding appropriate policies and procedures.
B	Confidentiality of Counseling The MSU Counseling Center's policies and procedures regarding client confidentiality and handling of protected health information are consistent with professional ethical standards and legal statutes. Staff and trainees are carefully trained to adhere to these policies.
C	Imminent Danger In cases in which it is determined that a client presents as a clear and immediate danger to self or others, counseling professionals are trained in and cognizant of relevant ethical principles, statutes, and local mental health guidelines, as well as responsive procedures.
D	Psychological Tests The MSU Counseling Center utilizes self-report measure of symptomology appropriate for a college population (CCAPS-62 and CCAPS-34). Staff adhere to professional and ethical standards when preparing, administering, or disseminating the results of this brief psychological measure. Trainees receive appropriate supervision by licensed staff members when engaging in any clinical services, including when utilizing the CCAPS measures.
E	Research The MSU Counseling Center does not currently participate in research.
F	Case Records The MSU Counseling Center maintains electronic records, with past physical records having been uploaded into the electronic database as of present. All procedures for record storage adhere to professional and legal standards of practice. Digital records are housed with the secure Titanium Schedule server, which is entirely separate from the MSU standard server.
G	Disposition of Records MSU's procedures for the disposition of client and agency records are consistent with all relevant guidelines, standards, and statutes.
H	Access to Records Access to client records is limited to appropriate counseling service personnel. An informed, signed release of information is obtained from the client before records or other confidential information is shared with any other individual/unit within the University or outside agencies.
I	Shared Electronic Records System

	The MSU Counseling Center does not share an electronic records system with medical or other units.
J	Regulatory Awareness Staff and trainees are carefully trained to adhere to relevant civil and criminal laws, including obligations and limitations imposed on the institution by national, regional, and local constitutional, statutory, regulatory, and institutional policy.
K	Technology Staff utilize necessary technology in accordance with professional and legal standards. MSU Counseling Center is supported by Campus IT Services when technical assistance is required. Computerized client data is stored on a secure server that is only accessible to staff and trainees at the Center. Video recordings for supervision purposes are stored on a separate secured server from client records and are only accessible to trainees and their supervisors. Recordings are electronically shredded at the end of treatment. Remote access is secured via encrypted networks (MSU Campus VPN). Staff are trained on appropriate behavior when handling electronic clinical data. (III.K.1) Staff are aware of confidentiality risks associated with email communication and how to communicate with clients in this fashion consistent with ethical practices and policies, laws, and regulations. (III.K.2) All electronic equipment and confidential information transmitted electronically are secured from unauthorized access and informed consent is sought whenever confidential information is transmitted electronically. (III.K.3) The current MSU Counseling Center website meets the identified criteria. (III.K.4)
L	Telemental Health Services and Contracted Services MSU Counseling Center provides telemental health services to students on an as needed basis. All CC counseling staff have been adequately trained to provide quality telemental health services according to guidelines set out by national authorities. The MSU CC contracts with the national provider, ProtoCall Services, to provide adjunctive mental health crisis care during non-business hours.
IV. COUNSELING SERVICES PERSONNEL	
A	Diversity Competencies of Staff The MSU Counseling Center hiring procedures reflect a commitment to hiring staff members who demonstrate cultural competency in working with students from diverse backgrounds and identities.
B	Director The MSU Counseling Center is currently led by Director, Allicia Baum, PsyD, Licensed Clinical Psychologist. Dr. Baum earned her Master of Arts in Psychology (2000) and Doctor of Psychology (2002) degrees from the Forest Institute of Professional Psychology, formerly located in Springfield, Missouri. FIPP was

accredited through the American Psychological Association (APA). Dr. Baum completed her supervised predoctoral internship at Mercy Medical Center – North Iowa Professional Psychology Consortium (2002), and her supervised postdoctoral residency at Burrell Behavioral Health in Springfield, Missouri (2003). (IV.B.1.a; IV.B.1.b; IV.B.1.f).

Dr. Baum was employed full-time by Burrell Behavioral Health as an outpatient clinician from January 2003-October 2011 (IV.B.1.c). During that time, she provided outpatient therapy services, psychological assessments, clinical supervision (psychological trainees, interns, residents, PLPC and licensed staff), professional consultation, as well as professional development. Her professional focus during those clinical years was on attachment theory, trauma-focused assessment and treatment, assessment and diagnosis of autism spectrum disorders, as well as a multitude of other areas. She served as a clinical leader and supervisor within the outpatient department. She has presented on mental health-related topics at the local, regional and state levels, as well as virtually, for many years.

Dr. Baum worked for K-12 public schools from 2011-2023. She served in a leadership role within the Special Services department, as well as with school-based counselors and social workers. She led the gifted and talented assessment and placement program. She sat on both wellness and at-risk committees within the school and community. She has also been a per course instructor in higher education for many years, while sponsoring an undergraduate practicum placement program for Missouri State University Students within two local K-12 school districts. She has worked on several multidisciplinary teams within her various professional roles, leading both an evaluation team at BBH, as well as special education assessment teams within the schools. This vast experience enables Dr. Baum to effectively represent the Center to the campus community (IV.B.1.d)

Dr. Baum has been a Licensed Clinical Psychologist in the state of Missouri since 2004 (IV.B.1.e).

The responsibilities of the Counseling Center Director are in line with standards IV.B.2.a-i. This includes serving on the leadership team of the Dean of Students (IV.B.2.e).

C Professional Staff

Staff at the MSU Counseling Center are highly qualified for their positions and meet all the professional qualifications and responsibilities outlined in Section IV.C.

D Other Center Administrative Staff

The MSU Counseling Center can develop its administrative structure based on size and need, and any individuals appointed to fill positions such as associate or assistant director are appropriately vetted based on their qualifications and expertise.

E	<p>Trainees</p> <p>The Counseling Center has a robust training program that includes graduate level clinical trainees (practicum, interns, field placements, etc.) selected from MSU's Counseling, Psychology and Social Work programs. This work is coordinated and overseen through the student's graduate program and the student's direct supervisor in the CC. Each trainee is provided with a minimum of one hour of direct supervision weekly. Case assignment to trainees is based on their current level of training and competency. They also participate in multiple training seminars over the year and receive supervision for their outreach activities. Onboarding of clinical trainees and graduate assistants involves a standard training process, continual assessment of skills within a training rubric and active monitoring of caseload. (IV.E.1. and IV.E.3)</p> <p>Currently the MSU Counseling Center is partnering across campus on the development of a predoctoral internship campus consortium. However, there is no predoctoral internship in the Center currently. (IV.E.2)</p> <p>The MSU Counseling Center does not offer Post-Doctoral Residents/Fellows/Post-Graduate Practitioner positions currently. (IV.E.4)</p> <p>The MSU Counseling Center provides training and oversight for on-campus Mental Health Ambassadors (MHA). These students are vetted and interviewed through an established application process. They are overseen by the CC Assistant Director. (IV.E.5)</p>
F	<p>Administrative Support Staff</p> <p>The MSU Counseling Center employs a full time Administrative Assistant, one parttime front desk employee, as well as student workers. Student workers assist with scheduling clients and answering the telephone at the front desk as the CC does not have adequate well-trained administrative support staff required to meet the needs of the Center at this time. Front office needs are being assessed on an ongoing basis.</p>
G	<p>Professional Status</p> <p>Counseling Center staff are not considered faculty and are coded as "staff." However, the mental health professionals employed at the counseling center are well respected and considered to be the mental health experts on campus.</p>
V. RESOURCES AND INFRASTRUCTURE	
A	<p>Professional Development</p> <p>Release time is supported to attend low/no cost professional development. Some funding for more professional development is available but is limited compared</p>

	<p>with the size of the staff and CEU/training requirements for maintaining licensure. (V.A.1)</p> <p>Counseling service staff are provided with opportunities for clinical/peer supervision and case consultation. Unlicensed staff members are under the supervision of licensed staff. (V.A.2)</p> <p>The MSU Counseling Center has weekly scheduled in-service training for the professional clinical staff, as well as clinical trainees. This is a combination of training, workshops, seminars and case conceptualization presentations. (V.A.3)</p> <p>Staff are members of and participate in appropriate professional organizations, such as: AUCCCD, ACA, NASW, EMDRIA, and are encouraged to accept leadership responsibilities within their respective local and national organizations. (V.A.4)</p> <p>Staff attend relevant campus events and seminars, as well as local, regional, provincial and national professional meetings. (V.A.5)</p>
B	<p>Consultation Resources</p> <p>MSU CC staff have access to a variety of resources for consultation, such as professional staff in the CC, across campus, and within the Springfield, Missouri, community, as well as available written and electronic resources.</p>
C	<p>Number of Staff</p> <p>The definition of an FTE Professional staff member adopted by the IACS Board of Directors is one full-time clinical/administrative position, excluding clerical staff and all trainees (such as Pre-Doctoral Interns, Post-Doctoral Residents, Externs, Interns, Graduate Assistants, etc.).</p> <p>The MSU Counseling Center has a 1:1991 FTE staff to student ratio, not including dual-enrollment students, during the fall and spring semesters based on Fall 2025 enrollment numbers and staff hired. (V.C.1)</p> <p>Administrative support staff is not adequate for assuming all receptionist and secretarial duties required for the MSU Counseling Center; thus, support is offered through the hiring of work study students and parttime workers. Administrative support staff are overseen by the Center Director. (V.C.2)</p>
D	<p>Center Budget</p> <p>The MSU CC Director has responsibility for managing all aspects of the center's budget.</p>
E	<p>Compensation – Salary and Benefits</p> <p>At the MSU Counseling Center, salaries are commensurate with credentials, experience and responsibilities (V.E.1) and are in line with the broader MSU community and peer institutions (V.E.2). Staff are provided with opportunities to advance to positions of responsibility within the Center as positions become</p>

	available (V.E.3). The current assistant director, who has been with the Center for over 20 years, is an example of opportunities for advancement.
F	<p>Physical Facilities</p> <p>The Counseling Center is readily accessible to students and is physically separate from administrative offices, campus police, and judicial/conduct offices. (V.F.1)</p> <p>All offices are equipped with a telephone, computer, and adequate furniture. Printers are shared among groups of staff based on their physical location within the building and are placed in central areas that are secured (require key access) and available to all staff assigned to that printer. Privacy and confidentiality are ensured through sound-insulation and the use of hallway white noise machines. (V.F.2)</p> <p>Professional counseling staff and clinical trainees have access to computers and technology support for scheduling, record-keeping, data storage/file management, research, and publication activities. (V.F.3)</p> <p>Students have access to a separate and private reception/waiting room when they come to the MSU Counseling Center. The reception area is quickly becoming inadequate for the number of clientele who come to the center for services. Current efforts are being made to assess needed physical changes to the space. (V.F.4)</p> <p>All MSU staff and students have access to MSU libraries which have an extensive collection of psychology/counseling journals and texts. All members of campus (including staff) have access to Wi-Fi while on campus. (V.F.5)</p> <p>The Center does not administer psychological tests which require specialized accommodations. Clients complete a limited number of self-report measures (CCAPS-62 and -34, CCMH Demographic questionnaire, initial evaluation paperwork) via our web component. If accommodations are needed to complete these measures, support is available to students. (V.F.6)</p> <p>Adequate space is maintained for group counseling sessions and staff meetings (V.F.7); and, there is adequate space for storage (V.F.9).</p> <p>Counseling services with training components have adequate audio-visual recording and observation capability as an integral part of supervision. (V.F.8)</p> <p>There are currently no security cameras in or near the MSU Counseling Center that pose a risk to confidentiality. (V.F.10)</p> <p>As the MSU Counseling Center is not an embedded center, V.F.11 is not applicable.</p>
G	Malpractice/Liability Insurance

	The State of Missouri System provides liability insurance. Individuals may purchase additional or separate coverage at their discretion. (V.G.)
VI. SPECIAL CONCERNS	
A	Issues Affecting Counseling Centers Outside of the United States Not applicable.