

Annual Program Effectiveness Report

Faulkner University

College of Education

Department of Graduate Counseling Programs

Clinical Mental Health Counseling

Faulkner University

2025

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Faulkner University Graduate Counseling has been in continuous operation since admitting its first class in the fall of 2010. Faulkner has two programs: Clinical Mental Health Counseling and School Counseling, both of which can lead to licensure as a Professional Counselor and Certified School Counselor respectfully. Together these programs exist to fulfill our mission which states:

> *The graduate program bridges traditional academia with practical experiences for a well-rounded education that explores various areas of counseling and mental health while integrating Christian principles to the profession. Courses are designed to develop your counseling skills through a variety of classes and collaborative classroom and field experiences. Curriculum has been developed to meet the state and national regulatory criteria, leading to licensure and certification of professional counselors. Graduates of Faulkner's Master of Science in Clinical Mental Health Counseling program are prepared to work in a variety of clinical settings, including community agencies, state agencies, churches, and Christian ministries.*

Program Objectives

1. Students will demonstrate an understanding of the professional roles, responsibilities, and the ethical practice of the counselor.
2. Students will develop the skills, knowledge, and cultural sensitivity to work within a diverse society, including engagement in social justice and advocacy.
3. Students will apply their understanding of an individual's biological, social, and psychological development as a foundation of clinical practice.
4. Students will identify a variety of factors that contribute to client well-being and guide clients in their exploration of career development.
5. Students will integrate their knowledge of counseling theories and their ability to build rapport and develop a therapeutic alliance.
6. Students will demonstrate their understanding of the group process, as well as effective therapist characteristics.
7. Students will apply their knowledge of selecting, administering, and interpreting effective assessments.
8. Students will evaluate the efficacy of research relevant to the practice of clinical counseling.
9. Students will demonstrate the knowledge and skills needed to provide treatment for a broad range of mental health issues in a variety of settings.
10. Students will demonstrate their ability to ethically integrate spirituality in counseling.

Student Demographics

Applicants for 2025

Student Demographics	Spring 2025		Summer 2025		Fall 2025	
Number of Students	20		12		6	
Race	Black/African American	10	Black/African American	7	Black/African American	4
	White	7	White	5	White	1
	Unknown	3			Unknown	1
Gender	Male	5	Male	2	Male	0
	Female	15	Female	10	Female	6

Enrollment for 2025

Student Demographics	Spring 2025		Summer 2025		Fall 2025	
Number of Students	11		5		10	
Race	African American	4	African American	3	African American	6
	White	6	White	2	White	4
	Unknown	1				
Gender	Male	9	Male	1	Male	2
	Female	2	Female	4	Female	8

Graduates for 2025

Student Demographics	Spring 2025		Summer 2025		Fall 2025	
Number of Students	7		0		6	
Race	Black/African American	4	Black/African American		Black/African American	2
	White	3	White		White	4
Gender	Male	0	Male		Male	2
	Female	7	Female		Female	4

Employment Data

Graduates for 2025	Employed	Employed in Counseling Field
13	13	12

For the spring, summer and fall semesters of 2024, Faulkner University had 15 graduates from the Clinical Mental Health Counseling program. As of January 2025, 13 graduates are presently working in the field and 8 of those graduates have their associate/provisional license and are currently under supervision. Two of the graduates are currently awaiting state board approval to award their ALC and begin the supervision process and one is applying in the next cycle. Two students did not to respond to questions about their employment and/or licensure.

National Counselors Exam (NCE)

As of January 2026, no graduates from 2025 have reported taken the National Counselor Exam.

Evaluation Reports and Modifications

After a review of our data for each KPI in our program, as well as a review of our aggregate data, our faculty met to discuss implementing changes, as needed, to our evaluation process. These changes focused on areas where our KPIs fell below the 80% threshold or where the faculty reasoned that communication of expectations could be improved. Efforts to implement changes showed significant improvement in our students meeting the KPI expectations from 2022 and 2023. Below is a list of those KPIs that fell below 80%, or that the faculty though could be improved and the program modification implemented.

- *Spring 2025 and Fall 2025*
  Area 9: Clinical Mental Health Counseling
  KPI 2: COU 6355 Crisis Memoir Analysis Rubric (Item 8)
  80% of students will score 2-competent or higher on item 8 of the Crisis Memoir Analysis Rubric

Finding: 77% (2 of 9) students scored less than 2 on the rubric item in Spring 25. 67% (2 of 6) scored 2-competent or higher in Fall 25. The threshold was not met.

Modification: Item #8 of the Crisis Memoir Rubric continues to challenge students. In 2025 students failed below the threshold for this item. In reviewing the assignment and KPI the Core Faculty have determined that the KPI is still an important measure for our program. The Core Faculty has determined that an instructional video will be added along with the ability to meet with the course instructor for detailed instructions.

- *Fall 2025*
  Area 5: Counseling and Helping Relationship
  KPI 1: COU 6340 Analysis of the Helping Relationship Term Paper Rubric (Item 5)
  80% of students will score 3-competent or above on item 5-Person of the Therapist on the 6340 Analysis of the Helping Relationship Final Research Paper Rubric.

Finding: 83% (5 of 6) students scored a 3 on the rubric item. One student scored 0.

- COU 6695 Internship in Counseling

  For our 2024 annual report faculty indicated the following:

  For the Spring, Summer and Fall semesters of 2024 the faculty noted that several students had not completed the Internship course in one semester, with some students taking two to three semesters. Though no specific modification has been adopted, the faculty is in discussions about how to better help students complete their internship experience in a timely manner and will further discuss strategies to measure the standard, objective and KPI at the upcoming Spring 2025 mid-term meeting.

For 2025 faculty decided no modifications were needed. This decision reflects acknowledgement that most of our students are professionals working and are not able to complete the requirements at the same pace.