



Annual Program Effectiveness Report

Faulkner University

College of Education

Department of Graduate Counseling Programs

Clinical Mental Health Counseling

Faulkner University

2022

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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 which can lead to licensure as a Professional Counselor. 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. Student 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. Student 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 2022

| Student Demographics | Spring 2022 | | Summer 2022 | | Fall 2022 | |
|----------------------|-------------|---|-------------|---|-----------------|---|
| Number of Students | 15 | | 9 | | 10 | |
| Race | Black | 8 | Black | 5 | Black | 3 |
| | White | 6 | White | 4 | White | 6 |
| | African | 1 | | | Native American | 1 |
| | | | | | | |
| Gender | Male | 6 | Male | 0 | Male | 2 |
| | Female | 9 | Female | 9 | Female | 8 |
| | | | | | | |

Enrollment for 2022

| Student Demographics | Spring 2022 | | Summer 2022 | | Fall 2022 | |
|----------------------|------------------|---|------------------|---|------------------|---|
| Number of Students | 9 | | 6 | | 9 | |
| Race | African American | 5 | African American | 3 | African American | 3 |

| | | | | | | |
|---------------|---------|---|--------|---|-----------------|---|
| | | | | | | |
| | White | 3 | White | 3 | White | 5 |
| | African | 1 | | 0 | Native American | 1 |
| | | | | | | |
| Gender | Male | 3 | Male | 2 | Male | 2 |
| | Female | 6 | Female | 4 | Female | 7 |

Graduates for 2022

| Student Demographics | Spring 2022 | | Summer 2022 | | Fall 2022 | |
|-----------------------------|--------------------|---|--------------------|---|------------------|---|
| Number of Students | 8 | | 5 | | 4 | |
| Race | African American | 3 | African American | 4 | African American | 2 |
| | White | 4 | White | 1 | White | 2 |
| | Hispanic | 1 | | | | |
| | | | | | | |
| Gender | Male | 1 | Male | 1 | Male | 1 |
| | Female | 7 | Female | 4 | Female | 3 |

Employment Data

| Graduates for 2022 | Employed | Employed in Counseling Field |
|---------------------------|-----------------|-------------------------------------|
| 17 | 16 | 13 |

For the spring, summer and fall semesters of 2022, Faulkner University had 17 graduates from the Clinical Mental Health Counseling program. As of March 2023, 13 graduates are presently working in the field and nine 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. One student chose not to respond to the outreach.

National Counselors Exam (NCE)

As of March 2023, no graduates from 2022 have 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. Below is a list of those KPIs that fell below 80% and the program modification implemented.

- *Fall 2022.*
Area 1: Professional Counseling Orientation/Ethical Practice.
KPI 2: COU 6345 Ethics in Counseling Discussion Rubric
80% of students will score 24 or higher on the Ethics in Counseling Discussion Rubric

Finding: 71% (6 of 8) scored 24 or higher on the rubric. Two students scored a 21.

Modification: A fourth question was added to the discussion questions to address expectations more clearly and the rubric was updated to reflect the new content expectation.

- *Spring 2022*
Area 1: Professional Counseling Orientation/Ethical Practice.
KPI 4: COU 6695 Internship Final Evaluation Form (Item 16)
80% of students will score 2: Competent on item 16-Demonstration of Ethical Behavior

Finding: 71% (5 of 7) students scored 2 or higher on the item. Two students scored 1: Developing

Modification: The entire scoring process for the Mid-term and Final Internship Evaluation Form was modified to reflect a more accurate expectation and process of evaluating students. The previous rating scales of 0 = non-performance, 1 = developing and 2 = competent was updated to 1 = novice, 2 = developing and 3 = Competent. In addition, though the Mid-term evaluation for COU 6695 Internship in Counseling is not considered a KPI, it will be reviewed by the faculty every semester to identify possible issues before Final Evaluation Form is submitted.

- *Spring 2022*
Area 3: Human Growth and Development
KPI 4: COU 6695 Internship in Counseling Case Presentation Rubric (Item 5)
80% of students will score 3: Competent or higher on item 5 of the rubric.

Finding: 71% (5 of 7) scored 3 and two students scored 2 on the rubric.

Modification: Other issues were identified with the teaching of COU 6320 Life Span Development, and the course will now be taught by core faculty indefinitely.

- *Spring 2022*
Area 4: Career Development

KPI 4: COU 6695 Internship in Counseling Final Evaluation (Item 5)

80% of students will score 2: Competent on item 5- Assisting with Career Development of Clients on the evaluation.

Finding: 71% (5 of 7) score 2 and two students scored 1 on the evaluation.

Modification: The entire scoring process for the Mid-term and Final Internship Evaluation Form was modified to reflect a more accurate expectation and process of evaluating students. The previous rating scales of 0 = non-performance, 1 = developing and 2 = competent was updated to 1 = novice, 2 = developing and 3 = Competent. In addition, though the Mid-term evaluation for COU 6695 Internship in Counseling is not considered a KPI, it will be reviewed by the faculty every semester to identify possible issues before Final Evaluation Form is submitted.

- *Summer 2022*

Area 6: Group Counseling and Group Work

KPI 1: COU 6350 Group Counseling Discussion 6: Basic Skills for Group Leaders

80% of students will score 8 or higher on the discussion.

Finding: 71% (5 of 7) scored 10. One student scored 5 and one student scored zero.

Modification: No changes were made to this assignment. The student who scored a zero did not submit the assignment and the student who scored a 5 submitted the assignment late but met criteria for a score of 10.

- *Fall 2022*

Area 6: Group Counseling and Group Work

KPI 2: COU 6375 Legal and Ethical Issues in Counseling Final Exam (Item 47)

80% of students will score correct on item 47 of the COU 6375 Final Exam

Finding: 77% (7 of 9) scored correct and two students scored incorrect.

Modification: Question 47 of the final exam concerns confidentiality in the group setting. We have reviewed the course content for COU 6375 and added another instance in the course that addresses confidentiality in the group setting.

- *Fall 2022*

Area 8: Research and Program Evaluation

KPI 2: COU 6345 Counseling in the Community Final Paper Rubric (Item 4)

80% of students will score 2: Competent or higher on item 4 of the rubric.

Finding: 71% (5 of 7) scored 3 and two students scored a one on the rubric item.

Modification: More details were added to the final paper rubric to better reflect expectations. In addition, the two students who did not meet the KPI expectations were identified to struggle in other areas of the program. As COU 6345 is one of two courses a new student is required

to take, considerations for changes in our admissions process are being discussed and may be implemented based on KPI data from upcoming semesters.

- *Fall 2022*

Area 9: Clinical Mental Health Counseling

KPI 1: COU 6310 Counseling Theories Theories Paper Rubric (Item 2)

80% of student will score 2: Proficient or higher on item 2 of the rubric.

Findings: 71% (5 of 7) scored 2 or higher on the rubric item. Two students scored a one.

Modification: The faculty reviewed the course content and was satisfied that the rubric item was appropriate and detailed expectations for the KPI were clear. As COU 6310 is one of two courses a new student is required to take, considerations for changes in our admissions process are being discussed and may be implemented based on KPI data from upcoming semesters.

- *Spring 2022*

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 rubric.

Findings: 71% (5 of 7) students scored 2 or higher on the item. Two students scored a one.

Modifications: In reviewing the assignment and KPI it was determined that the KPI (item 8) was too broad in scope and more detail was added to the assignment description that better reflected and differentiated what was expected.