



2023 ANNUAL REPORT

John Brown University
Department of Graduate Counseling



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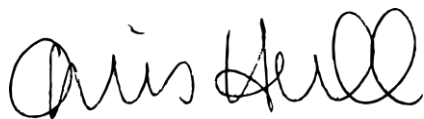
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Department Chair Message

This Annual Report captures data from the academic year 2023 within the Department of Graduate Counseling (DGC) at John Brown University (JBU) specific to the MS in Counseling (MSC) degree program. This report provides important program and student demographic data, including graduation, retention, and job placement information. This report also provides program constituents an opportunity to review and better understand the department's mission, program objectives, and student learning data across key performance indicators as an aspect of quality assurance and program transparency. The DGC appreciates all of the students, program alumni, site supervisors, and employers of program graduates who provided feedback on the MSC program utilized in this report. A special thank you also goes out to JBU's Institutional Effectiveness Director, Lynette Duncan, and the DGC administrative and clinical staff for collecting, organizing, and publishing the data provided in this report.

Please send any questions or feedback related to the data in this report directly to me at chull@jbu.edu.

Thank you.

A handwritten signature in black ink that reads "Chris Hull". The signature is written in a cursive style with a large, looped "C" and "H".

Chris Hull, Ph.D., LPC, NCC, ACS, CTMHP
Professor of Counseling
Graduate Counseling Department Chair

Introduction to the Department of Graduate Counseling (DGC)

The Department of Graduate Counseling (DGC) is housed within the College of Education and Social and Behavioral Sciences (CESBS). The DGC offers a 60-credit hour Master of Science in Counseling (MSC) degree. This degree program is CACREP accredited through 2032. Students enrolled in the MSC degree can add emphases in Marriage and Family Therapy (MFT), Play Therapy (PT), and/or Adventure Therapy (AT) to this program. The MSC degree and emphases assist graduate students seeking careers in the professional counseling and related fields.

The DGC offers graduate counseling programming in two locations: Northwest Arkansas (NWA) and Little Rock, Arkansas (LR). The NWA location has two regional centers in Springdale and Siloam Springs, AR. JBU has partnered with Northwest Arkansas Community College (NWACC) to offer classes at their Washington County campus in Springdale, AR. The NWACC Washington County campus is conveniently located in the middle of the Bentonville-Fayetteville urban corridor and provides well-equipped classrooms, wireless internet, and comfortable student lounge areas. The Counselor Education Center in Siloam Springs is conveniently situated on JBU's main campus and houses JBU faculty/staff offices and the JBU Community Counseling Clinic, a clinical training center for counseling students. The Little Rock campus houses the Counselor Education Center @ Little Rock and the JBU Community Counseling Clinic @ Little Rock. This campus features two state-of-the-art counseling classrooms, faculty and staff offices, student lounge, computer lab area, and a 5-room training clinic.

The JBU Community Counseling Clinics (CCC) are training laboratories and therefore extensions of JBU classrooms and DGC coursework. These training clinics allow DGC students (trainees) enrolled in a clinical course to practice foundational helping skills in a professional laboratory setting under the purview of DGC faculty and staff. Faculty and staff who provide clinic oversight to trainees in the CCC hold relevant degrees, licenses, and credentials in counseling from various educational institutions, state boards, and professional associations as determined by JBU and following specialized accreditation standards governing the profession. As such, these dedicated laboratory spaces are designed so that trainees can practice a variety of therapeutic modalities, including individual, couples, family, and play therapy. Clients who seek treatment at a CCC site are made aware of and must consent to receiving care in this enhanced training setting, including the audiovisual recording of each counseling session conducted by a trainee for supervision purposes.

DGC Mission Statement

The DGC provides Christ-centered counselor training that promotes personal development, academic excellence, and clinical competency.

DGC Program Objectives

- Students will demonstrate an understanding of a spiritual/religious/Christian worldview as it relates to counseling practice (Christ-centered).
- Students will identify, develop, and demonstrate personal and professional counseling dispositions (Personal Development).
- Students will demonstrate mastery of core counseling knowledge (Academic Excellence).
- Students will synthesize and apply core clinical skills with diverse populations and problems (Clinical Competency).

DGC Student Learning Outcomes

Curricular Area (CACREP Core Domains)	DGC's Student Learning Outcome (CACREP key performance indicator)
Professional Counseling Orientation and Ethical Practice	By graduation, students will apply and manage the ethical responsibilities and professional functions of clinical mental health counselors
Social & Cultural Diversity	By graduation, students will assess and develop cultural/spiritual sensitivities and counseling competencies that promote equity, diversity, and inclusion.
Human Growth and Development	By graduation, students will analyze and integrate theories of human development theories that promote wellness and resilience within counseling contexts.
Career Development	By graduation, students will appraise and correlate the interrelatedness of mental health and vocational functioning.

Counseling and Helping Relationships	By graduation, students will effectively perform and appropriately apply counseling skills in developing and maintaining effective therapeutic relationships across diverse client populations.
Group Counseling & Group Work	By graduation, students will effectively perform and appropriately apply group leadership skills across diverse group experiences.
Assessment and Testing	By graduation, students will manage and model appropriate use of counseling assessments, including procedures for screening and reporting trauma, crisis, and risk.
Research & Program Evaluation	By graduation, students will interpret and critique the appropriate analysis and use of data in counseling.
Program Domains	DGC's Student Learning Outcome (CACREP key performance indicator)
Clinical Mental Health Counseling	By graduation, students will adapt and facilitate the appropriate identity, competencies, and scope of practice specific to the role of clinical mental health counselor.
Professional Disposition	By graduation, students will exemplify and embody the appropriate dispositional competencies and behaviors specific to the role of a counseling professional.
Program Mission	By graduation, students will recognize and discern diverse spiritual and religious values and their impact on psychosocial functioning and counseling treatment.

DEMOGRAPHIC INFORMATION

The following section of the Annual Report provides data on a number of important student demographic categories across the MS in Counseling (MSC) degree program in 2023.

Demographic Characteristics of Program Applicants/Admits

The following table shows demographic data (gender, race, and age) for students who applied and/or were admitted to the MS in Counseling program during the 2023 calendar year. Please note that some admits may have applied to the program prior to 2023 and therefore would not be represented in this data.

2023 Data - MS in Counseling program

	Northwest Arkansas (NWA)		Little Rock (LR)	
	Applicants	Admits	Applicants	Admits
Gender				
Female	56	103	22	32
Male	34	22	13	7
Race (IPEDS Classification)				
American Indian or Alaska Native	3			1
Asian		1		
Black or African American	3	5	11	4
Hispanic of any race	5	10		2
Nonresident Alien	28		18	
Race/Ethnicity Unknown	1			
Two or more races		3		
White	50	106	6	29
Age				
22 or Younger	19	23	1	3
22-30	28	44	9	9
31-40	24	18	13	15

41-50	14	29	10	6
51-60	4	10	1	6
60 or Older				

Demographic Characteristics of Enrolled Students

The following table shows demographic data (gender, race, and age) for students enrolled in the MS in Counseling program during the 2023 calendar year.

Headcount

	LR	NWA	Total
Female	75	162	237
Male	15	47	62
Total	90	209	299

Headcount

	LR	NWA	Total
Hispanic/Latino	3	20	23
American Indian		1	1
Asian		2	2
Black or African American	20	8	28
White	66	162	228
Two or More Races	1	14	15
Unknown		1	1
Non-Resident		1	1
Total	90	209	299

	LR	NWA	Grand Total
Average of AGE	34	34	34

Demographic Characteristics of Graduates

As per the Student Enrollment Data (above), there were 61 graduates of the MSC degree program in 2023. 49 of these graduates were from the NWA location and the remaining 12 were from the LR location.

Graduates

	LR	NWA	Total
Female	10	36	46
Male	2	13	15
Grand Total	12	49	61

Graduates

	LR	NWA	Total
Hispanic/Latino		3	3
Black or African American	4		4
White	8	43	51
Two or More Races		3	3
Grand Total	12	49	61

	LR	NWA	Total
Average of AGE	34	36	36

PROGRAM DATA

The following section of the Annual Report provides data on a number of important program categories across the MS in Counseling (MSC) degree program in 2023.

Number of Program Graduates

Graduates

	LR	NWA	Total
Grand	12	49	61
Total			

Pass Rates on Credentialing Exams

The Arkansas Board of Examiners in Counseling and Marriage & Family Therapy provides National Credentialing Exam (NCE) pass rates to institutions based on licensure application data. In 2022, 99 DGC graduates took the NCE resulting in an 85% pass rate.

Program Completion Rates

Graduation Rate

	Graduated	Still Enrolled	Total
2021	44%	56%	100%
LR	37%	63%	100%
NWA	47%	53%	100%
2022	17%	83%	100%
LR	8%	92%	100%
NWA	21%	79%	100%
2023	0%	100%	100%
LR	0%	100%	100%
NWA	0%	100%	100%
Total	30%	70%	100%

Job Placement Rates

Landed

	Yes	No	Total
2020	40	6	46
2021	38	2	40
2022	53	0	53
2023	64	2	66

Primary Status within 6-months of graduation

Data compiled from survey responses, National Student Clearinghouse (NSC), social media, and other online sources

Percentage of graduates represented	77%	
Post-Grad status		
	2023	Total
Employed FT	55	160
Employed PT	8	26
Grad School		8
In GS as GA	1	1
Unemployed, searching	2	10
Total	66	205

CLINICAL TRAINING DATA

The DGC prepares students for a career in professional mental health counseling through a developmental philosophy and approach to clinical training and supervision. This philosophy of clinical training entails a process of gradually introducing the student to the knowledge, skills, and dispositional attributes of the professional counselor over time, across a sequenced curriculum, and under the direct supervision of program faculty. As the trainee develops greater knowledge, skill, and character, faculty grant the trainee a greater level of clinical responsibility and autonomy under their supervision.

Trainees will complete their Practicum experience at a JBU Community Counseling Clinic (CCC) in Siloam Springs (CCC-NWA) or Little Rock (CCC-LR). These training clinics provide low/no-cost counseling services to a diverse client demographic. Trainees will complete their internship experience at an external site (counseling agency or practice) in the local community in a role and setting relevant to the practice of clinical mental health counseling. These external sites include but are not limited to community mental health counseling agencies, psychiatric hospital units, inpatient treatment centers, private counseling practices, faith-based counseling centers, and school-based mental health service agencies.

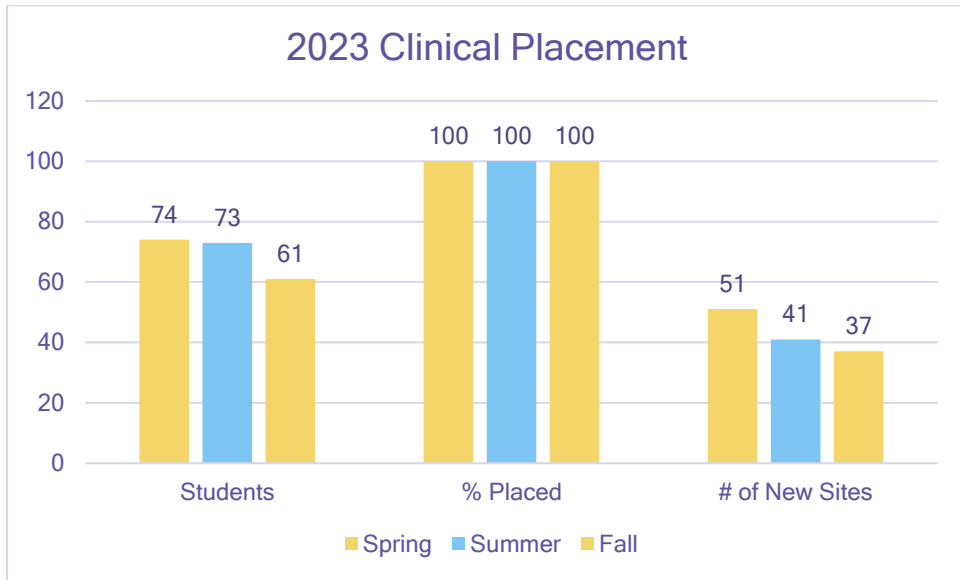
The following section of the Annual Report will focus on data collected from our two clinics for the calendar year 2023.

Clinical Training Objectives

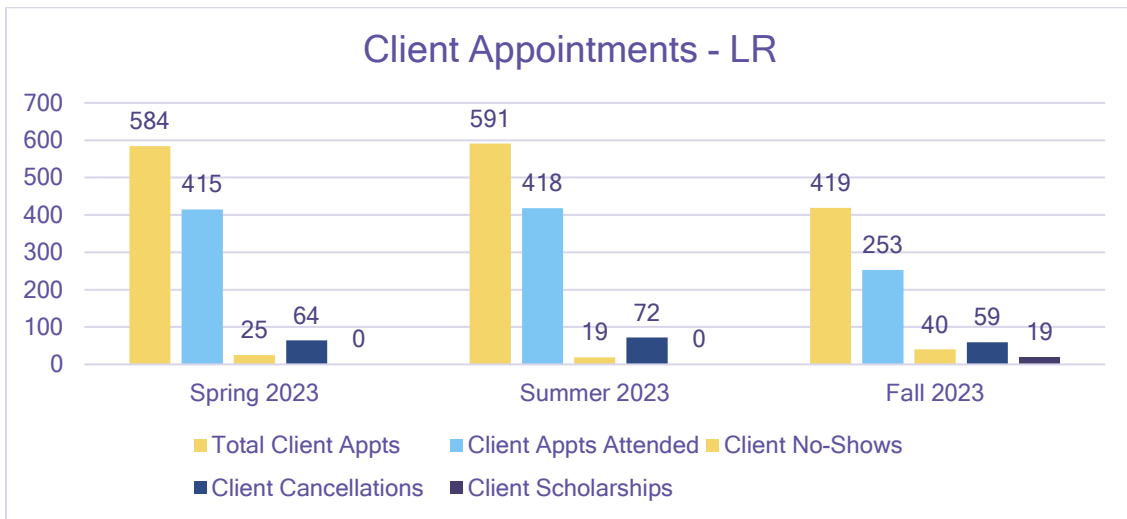
- To provide trainees relevant, developmentally appropriate, counseling-training experiences where they become familiar with and practice a variety of professional services and activities in diverse clinical settings.
- To ensure trainees receive weekly individual and group supervision interaction with site and faculty supervisors.
- To provide trainees with opportunities to record counseling sessions for supervision or receive live supervision at each site where they provide counseling services.
- To prepare trainees for more advanced clinical experiences and post-graduate functioning.

Clinical Placement

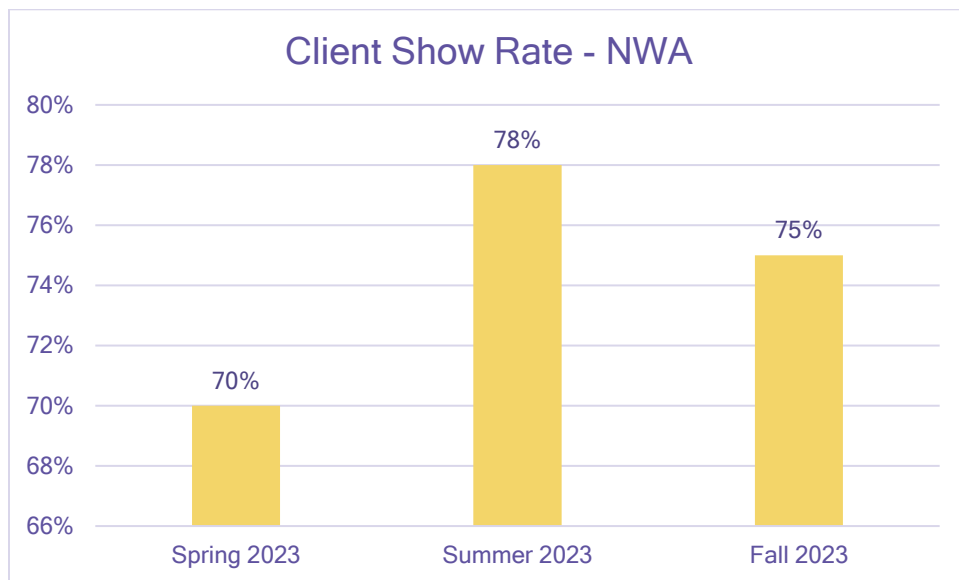
The DGC placed 100% of Practicum and Internship students at DGC-run Community Counseling Clinics (Practicum) or local counseling agencies (Internship) in 2023.



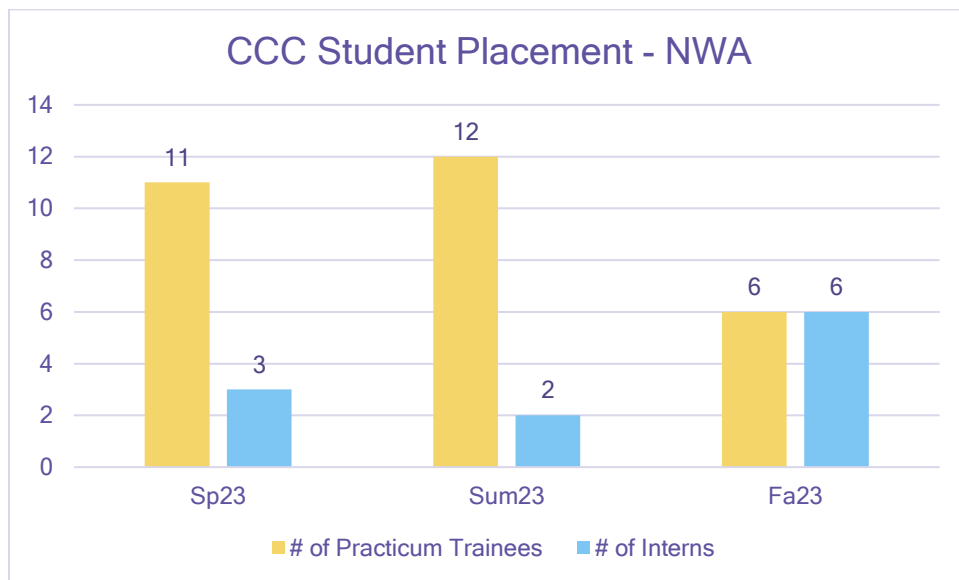
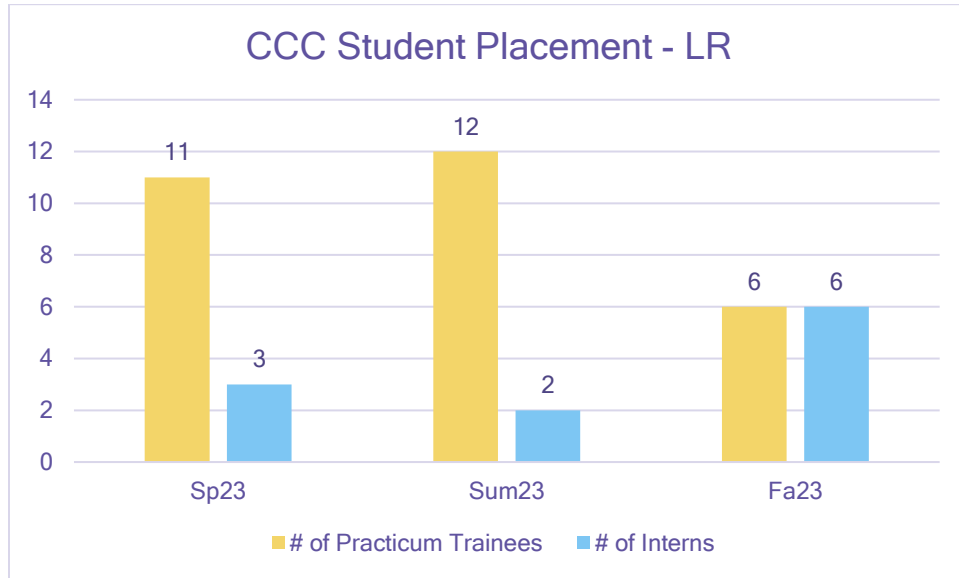
Client Appointments



Client Show Rates

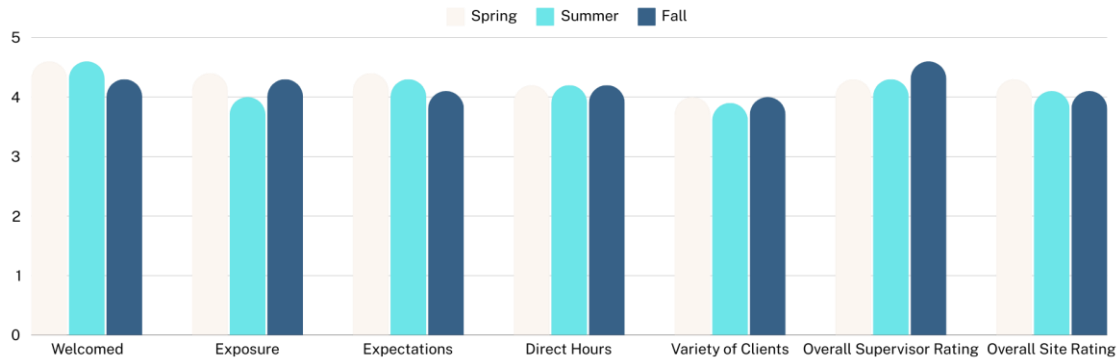


Student Placement at CCC



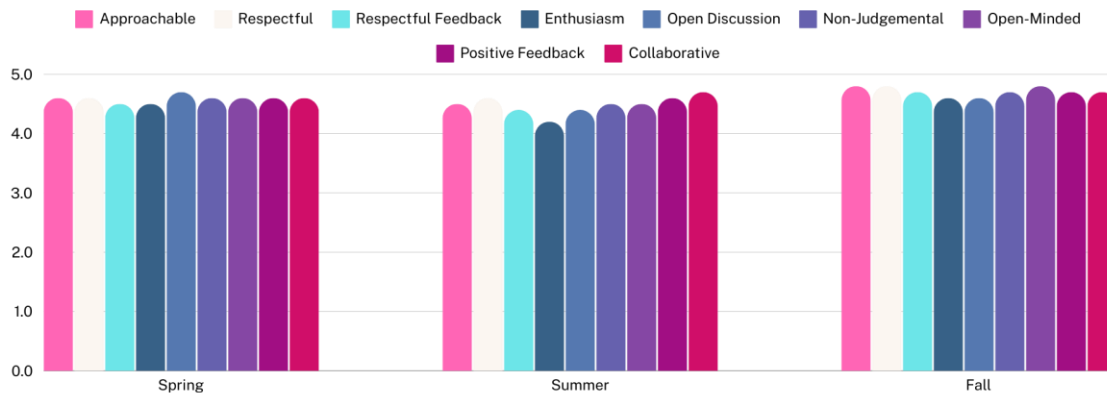
Student/Trainee Evaluation of Clinical Site Placement

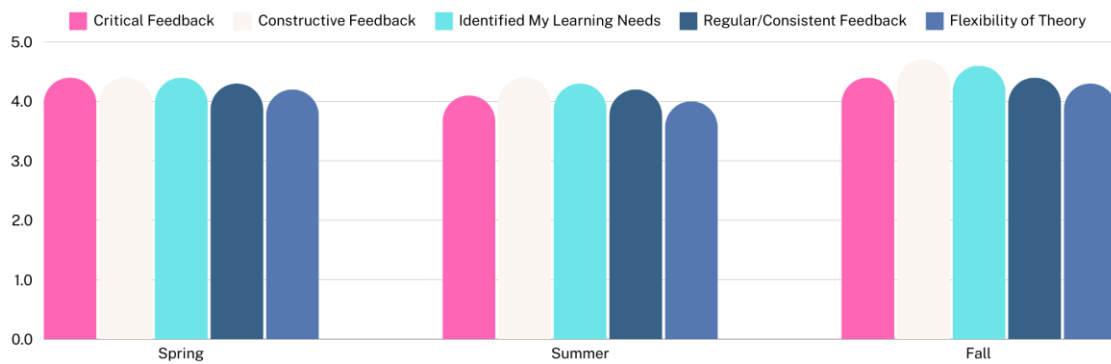
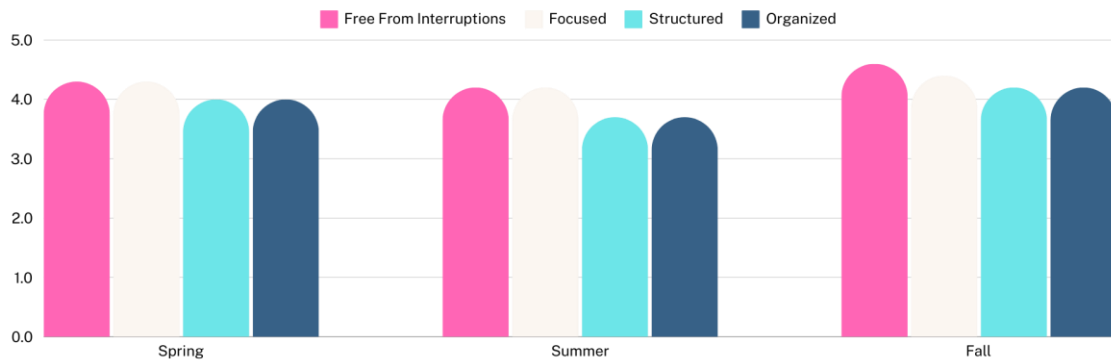
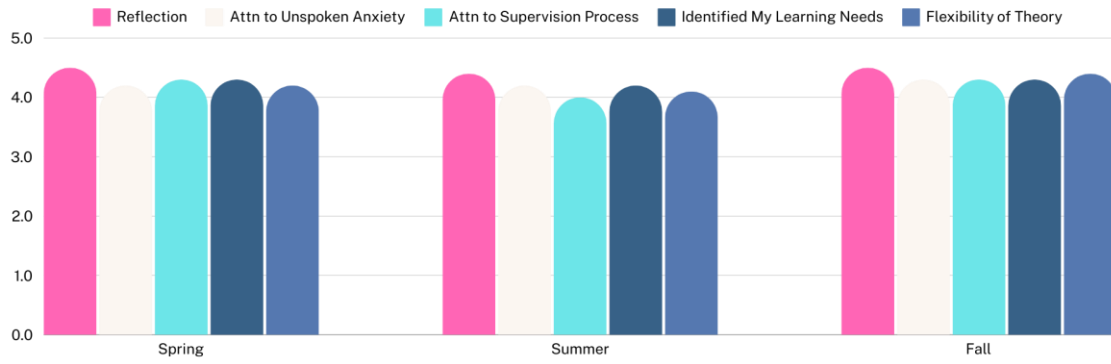
Each semester, the JBU Graduate Counseling Field Placement Directors send two Microsoft Forms surveys to active counselors in training (CIT) evaluating satisfaction with their placements, specifying between their clinical site placement. This is in addition to mid-term and final evaluations for the purpose of collecting feedback useful for future placement decisions. Ninety-eight students completed placement surveys in 2023. Ratings are based on a 5-point Likert scale where 1 = Strongly Disagree and 5 = Strongly Agree.



Student/Trainee Evaluation of Site Supervisors

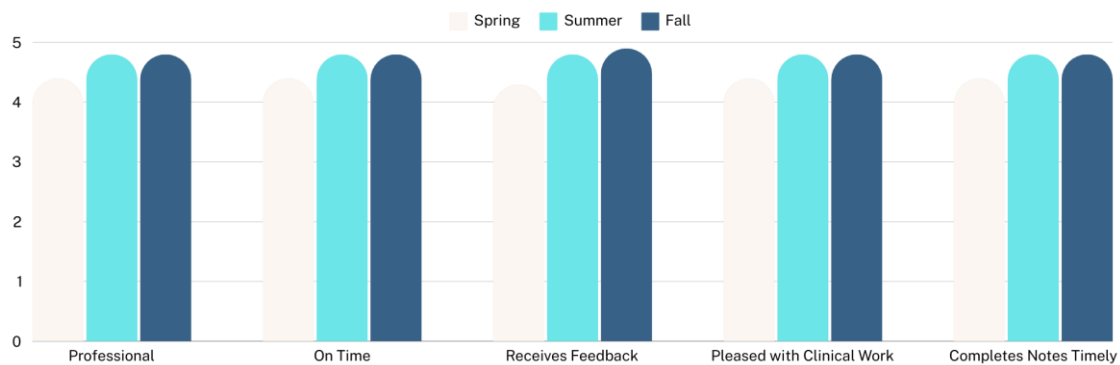
Each semester, the JBU Graduate Counseling Field Placement Directors send two Microsoft Forms surveys to active counselors in training (CIT) evaluating satisfaction with their placements, specifying between their site supervisors. This is in addition to mid-term and final evaluations for the purpose of collecting feedback useful for future placement decisions. Eighty-seven students completed placement surveys in 2023. Ratings are based on a 5-point Likert scale where 1 = Strongly Disagree and 5 = Strongly Agree.





Site Supervisor Evaluation of Student/Trainees

Each semester, the JBU Graduate Counseling Field Placement Directors send one Microsoft Forms survey to active site supervisors evaluating satisfaction with DGC student/trainees whom they are supervising. This is in addition to mid-term and final evaluations for the purpose of collecting feedback useful for future placement decisions and student performance. Eighty-two site supervisors completed this survey in 2023. Ratings are based on a 5-point Likert scale where 1 = Strongly Disagree and 5 = Strongly Agree.



PROGRAM EVALUATION AND ASSESSMENT DATA

The Department of Graduate Counseling (DGC) at John Brown University (JBU) evaluates the MS in Counseling program across the Student Learning Outcomes (SLOs), or CACREP Key Performance Indicators (KPIs), as outlined [above](#). The DGC uses multiple measures across multiple points in the counseling program to collect program assessment data. These measures have been developed and are evaluated utilizing a variety of assessment strategies across three aspects of the counseling program: 1) didactic course assignments measuring counseling knowledge, 2) clinical experiences measuring counseling skill and professional disposition, and 3) nationally normed comprehensive exam measuring the retention of learning over time. Performance is rated using a competency-based rubric as follows: 1 = below expectation, 2 = meets expectation, and 3 = exceeds expectation. The DGC expects performance ratings across SLOs to be 2 or above. Ratings of 2.75 and higher are considered exceeding expectation.

Results of Student Learning Outcome Assessments – Knowledge and Skill

The assessment results of performance across knowledge and skill student learning outcomes (SLOs) are outlined in the tables below. Table 1 provides performance results for the MS in Counseling program in aggregate, with achievement meeting or exceeding performance expectations across all measures expect one (Research and Program Evaluation section of the CPCE). Table 2 provides performance results for the Northwest Arkansas (NWA) program location, with achievement meeting or exceeding performance expectations across all measure for the 2022 calendar year. Table 3 provides performance results for the Little Rock (LR) program location, with achievement meeting or exceeding performance expectations on six measures and falling below expectations on eight measures.

Table 1 – Aggregate Knowledge/Skill SLO Data

2023 - Student Learning Outcome Data (Total Program)

		Spring	Summer	Fall	Total
<i>CACREP Domain</i>	<i>SLO (KPI) Measures</i>	% Meets or Exceeds Expectations			
Professional Counseling	Measure 1	97%	91%	N/A	94%
Orientation and Ethical Practice	Measure 2	95%	97%	94%	95%

Social & Cultural Diversity	Measure 1	93%	94%	N/A	94%
	Measure 2	84%	86%	94%	88%
Human Growth and Development	Measure 1	95%	N/A	100%	98%*
	Measure 2	89%	93%	94%	92%
Career Development	Measure 1	100%	N/A	100%	100%*
	Measure 2	95%	79%	82%	85%
Counseling and Helping Relationships	Measure 1	N/A	N/A	N/A	N/A
	Measure 2	89%	90%	94%	91%
Group Counseling & Group Work	Measure 1	100%	100%	100%	100%
	Measure 2	95%	97%	94%	95%
Assessment and Testing	Measure 1	N/A	N/A	N/A	N/A
	Measure 2	84%	90%	100%	91%
Research & Program Evaluation	Measure 1	94%	100%	N/A	98%
	Measure 2	89%	90%	82%	88%
Clinical Mental Health Counseling	Measure 1	N/A	N/A	N/A	N/A
	Measure 2	95%	90%	94%	92%
Program Mission	Measure 1	N/A	N/A	96%	96%

*Asterisked scores indicate totals where data was missing or unable to be retrieved from JBU's AEFIS program assessment platform.

"N/A" indicates a semester when the course was not offered or a new KPI measure that has not yet been implemented.

Table 2 – Northwest Arkansas (NWA) Knowledge/Skill SLO Data

2023 - Student Learning Outcome Data (NWA)

	Spring	Summer	Fall	Total

<i>CACREP Domain</i>	<i>SLO (KPI) Measures</i>	% Meets or Exceeds Expectations			
Professional Counseling Orientation and Ethical Practice	Measure 1	100%	Online	N/A	100%
	Measure 2	95%	96%	89%	94%
Social & Cultural Diversity	Measure 1	Online	Online	N/A	N/A
	Measure 2	84%	88%	89%	87%
Human Growth and Development	Measure 1	Online	Online	Online	Online
	Measure 2	89%	92%	89%	91%
Career Development	Measure 1	Online	Online	Online	Online
	Measure 2	95%	76%	78%	83%
Counseling and Helping Relationships	Measure 1	N/A	N/A	N/A	N/A
	Measure 2	89%	96%	89%	92%
Group Counseling & Group Work	Measure 1	100%	100%	100%	100%
	Measure 2	95%	96%	89%	94%
Assessment and Testing	Measure 1	N/A	N/A	N/A	N/A
	Measure 2	84%	88%	100%	89%
Research & Program Evaluation	Measure 1	94%	Online	N/A	94%
	Measure 2	89%	92%	89%	91%
Clinical Mental Health Counseling - specialty area	Measure 1	N/A	N/A	N/A	N/A
	Measure 2	95%	88%	89%	91%
Program Mission	Measure 1	N/A	N/A	100%	100%

“N/A” indicates a semester when the course was not offered or a new KPI measure that has not yet been implemented. “Online” indicates the KPI measure was in an online course; JBU’s program assessment platform AEFIS, cannot extract student data by program location within online courses.

Table 3 – Little Rock (LR) Knowledge/Skill SLO Data

2023 - Student Learning Outcome Data (Little Rock)

		Spring	Summer	Fall	Total
<i>CACREP Domain</i>	<i>SLO (KPI) Measures</i>	% Meets or Exceeds Expectations			
Professional Counseling Orientation and Ethical Practice	Measure 1	94%	N/A	N/A	94%
	Measure 2	N/A	100%	100%	100%
Social & Cultural Diversity	Measure 1	Online	Online	N/A	N/A
	Measure 2	N/A	75%	100%	92%
Human Growth and Development	Measure 1	Online	Online	Online	Online
	Measure 2	N/A	100%	100%	100%
Career Development	Measure 1	Online	Online	Online	Online
	Measure 2	N/A	100%	88%	92%
Counseling and Helping Relationships	Measure 1	100%	93%	95%	95%
	Measure 2	N/A	50%	100%	83%
Group Counseling & Group Work	Measure 1	100%	100%	N/A	100%
	Measure 2	N/A	100%	100%	100%
Assessment and Testing	Measure 1	N/A	N/A	100%	100%
	Measure 2	N/A	100%	100%	100%
Research & Program Evaluation	Measure 1	N/A	Online	N/A	N/A
	Measure 2	N/A	75%	75%	75%
	Measure 1	100%	N/A	N/A	100%*

Clinical Mental Health Counseling - specialty area	Measure 2	N/A	100%	100%	100%
Program Mission	Measure 1	N/A	N/A	88%	88%

*Asterisked scores indicate totals where data was missing or unable to be retrieved from JBU's AEFIS program assessment platform.

"N/A" indicates a semester when the course was not offered or a new KPI measure that has not yet been implemented. "Online" indicates the KPI measure was in an online course; JBU's program assessment platform AEFIS, cannot extract student data by program location within online courses.

Results of Student Learning Outcome Assessments – Disposition

The assessment results of student learning outcomes (SLOs) related to disposition are outlined in the tables below. The MS in Counseling assesses professional disposition via the Professional Disposition Competency Assessment - Revised (PDCA-R), a ten domain Likert-scale evaluation. Disposition is measured at multiple points in the program across each clinical course, including Counseling Skills, Group Counseling, Practicum, Internship 1, Internship Extension, and Internship 2. Performance is rated using a competency-based rubric as follows: 1 = below expectation, 2 = meets expectation, and 3 = exceeds expectation. The DGC expects performance ratings across SLOs to be 2 or above. Ratings of 2.75 and higher are considered exceeding expectation.

Table 1 provides 2023 PDCA-R results for the MS in Counseling program in aggregate, with achievement meeting expectations across all points where disposition was measured. Table 2 provides PDCA-R results for the Northwest Arkansas (NWA) program location, with achievement meeting expectations across all points where disposition was measured. Table 3 provides PDCA-R results for the Little Rock (LR) program location, with achievement meeting expectations across all points where disposition was measured.

Table 1 – Aggregate Disposition SLO Data

2023 - PDCA-R Disposition Assessment (Aggregate Data)

		Spring	Summer	Fall	Grand Total
<i>CACREP Domain</i>	<i>SLO (KPI) Measures</i>	% Meets or Exceeds Expectations			
Professional Disposition	CNL 7413 Counseling Skills	100%	100%	98%	99%

	CNL 7123 Group Counseling	100%	100%	100%	100%
	Practicum	100%	100%	100%	100%
	Internship 1 & 2	100%	98%	100%	99%

*Asterisked scores indicate totals where data was missing or unable to be retrieved from JBU's AEFIS program assessment platform.

Table 2 – Northwest Arkansas (NWA) Disposition SLO Data
2023 - PDCA-R Disposition Assessment (NWA)

		Spring	Summer	Fall	Total
<i>CACREP Domain</i>	<i>SLO (KPI) Measures</i>	% Meets or Exceeds Expectations			
Professional Disposition	CNL 7413 Counseling Skills	100%	100%	97%	99%
	CNL 7123 Group Counseling	100%	100%	100%	100%
	Practicum	100%	100%	100%	100%
	Internship 1 & 2	100%	100%	100%	100%

*Asterisked scores indicate totals where data was missing or unable to be retrieved from JBU's AEFIS program assessment platform.

Table 3 – Little Rock (LR) Disposition SLO Data
2023 - PDCA-R Disposition Assessment (Little Rock)

		Spring	Summer	Fall	Total
<i>CACREP Domain</i>	<i>SLO (KPI) Measures</i>	% Meets or Exceeds Expectations			

Professional Disposition	CNL 7413 Counseling Skills	100%	N/A	100%	100%
	CNL 7123 Group Counseling	100%	100%	N/A	100%
	Practicum	100%	100%	100%	100%
	Internship 1 & 2	100%	93%	100%	98%

*Asterisked scores indicate totals where data was missing or unable to be retrieved from JBU's AEFIS program assessment platform.

SUMMARY OF 2023 PROGRAM ASSESSMENT RESULTS

The majority of the assessment data was at or above expected performance levels across the MS in Counseling program's student learning outcomes. The Department of Graduate Counseling faculty and staff will review this data at their annual spring Department Retreat to evaluate the program objectives and learning in more detail. However, for the purposes of this report, a few overarching themes were noted in the 2022 program assessment results as follows:

- *Overall student performance across program SLOs meets or exceeds expectation.*
- *Student performance on national comprehensive exams could improve across the following domains: Career Development, Assessment & Testing, and Research and Program Evaluation*
- *Student disposition ratings remained quite stable over time and may be a result of increased disposition-based assignments across the curriculum.*
- *Student performance improved on the Research and Program Evaluation section of the CPCE compared to last year and now meets expectation, but could continue to improve.*
- *Some SLOs are being measured across online courses open to students from both program locations, thus limiting the program from disaggregating performance by location across these SLOs.*
- *Internship Case presentation and capstone presentation data could not be disaggregated by JBU's program assessment platform, thus limiting the program's assessment of performance across these important capstone skill demonstrations.*
- *Disaggregated data indicates that students in Little Rock performed better than students in NWA across CPCE domains covered in online courses.*
- *The majority of clinical placements are rated highly by students despite their ongoing anxieties around accruing direct hours or receiving consistent supervision.*

2023 Program Evaluation Review

The Department of Graduate Counseling (DGC) faculty and staff met on April 19 & 20, 2024 to review the M.S. in Counseling degree program. Specifically, the DGC reviewed the 2023 program evaluation data, clinic data, student demographic information, and data from follow-up surveys with alumni, site-supervisors, and employers. The DGC faculty/staff then conducted an analysis of the program and

discussed program modifications and changes for 2024/25 based on these data sets. The following sections outline the results of the 2023 Program Evaluation Review.

Program Modifications & Changes

The Department of Graduate Counseling (DGC) faculty and staff met on April 19 & 20, 2024 to review the M.S. in Counseling degree program. Specifically, the DGC reviewed the 2023 program evaluation data, clinic data, student demographic information, and data from follow-up surveys with alumni, site-supervisors, and employers. The DGC faculty and staff discussed a number of program modifications/changes based on a review of the 2023 Program Evaluation data as follows:

- **Modify program assessment plan/process as follows:**
 - *Update Internship Blackboard course gradebook so Case Presentation 2 and the Capstone Presentation assignment grades are provided in the same gradebook column. This will allow the program assessment software (AEFIS) to pull this KPI data according to the program assessment plan.*
 - *Integrate CACREP 2024 standards in to the program assessment plan as needed.*
 - *Develop revise or additional KPIs in Career Development, Testing and Assessment, and Research & Program Evaluation to increase attention on these domains.*
- **Curricular changes:**
 - *Eliminate 2-credit hour Psychopharmacology; integrate content in to Psychopathology & Diagnosis course.*
 - *Add 1-credit hour Practicum Individual Supervision course to allow full-time, CACREP core faculty provide the majority of supervision within this entry-level clinical experience.*
 - *Add 1-credit hour Advanced Integration of Spiritual/Religious Values in Counseling course to be taken concurrently with Internship.*
 - *Revise the Marriage & Family Therapy emphasis by eliminating 6-credit hours of MFT Field Experience 1 and 2 and adding an MFT Special Topics course. This change was recommended due to the lack of MFT placements and relational hours available to students over the past 5 years.*
 - *Add the group leadership assignment from the Practicum course to Internship 1 and 2 courses; this change will allow students more flexibility to complete this CACREP requirement Practicum OR Internship.*
 - *Redesign online courses (Career Counseling, Testing & Assessment, Human Growth & Development, and Addictions Counseling) as managed curriculum to achieve more content consistency across these specific courses.*
 - *Add integrative texts to all courses; integrative texts align with our institutional and program mission as a faith-based program. Currently there are 5-6 courses that lack a*

required “integrative” text, although supplemental integrative material may be referenced in the syllabus.

2023-24 Strategic Plan Updates

- *Complete the CACREP site visit and achieve special program accreditation.*
 - **Achieved** - The MS in counseling program was accredited by CACREP in 2024 through 2032.
- *Identify new classroom space in NWA; move from Rogers campus for Fall 2023 semester and beyond.*
 - **Achieved** - the DGC has partnered with Northwest Arkansas Community College (NWACC) to lease classroom space in Springdale, AR.
- *Identify new classroom, office, and clinic space in Little Rock; move campuses for Spring 2024 semester and beyond.*
 - **Achieved** - JBU was able to renegotiate a new lease and will remain in its current location.
- *Develop strategic plan for increasing clinic use and revenue, including leasing space to counseling/medical professionals.*
 - **In progress** - The DGC continues to look for avenues to increase clinic partnerships and grow its client census, particularly in Little Rock. Clinic fees were increased in 2024 and has led to an immediate increase in overall clinic revenue.

Strategic Plans & Initiatives for Academic Year 2024-25

The DGC developed strategic initiatives for the next academic year (2024-25) as follows:

- Transition to a new Executive Clinical Director due to faculty retirement.
- Hire new full-time core faculty due to faculty retirement.
- Hire part-time Field Placement Coordinator in NWA due to increasing enrollment and concurrent placement demands.
- Initiate and deliver new Special Topics courses as electives, including an International Studies course option.
- Revise student remediation policies and procedures.
- Assess faculty/staff workload and salary in light of overall institutional budget processes and increasing enrollments.