



## **Counselor Education**

**2024-2025**

# **Program Evaluation Outcomes Report**

This report is located on the NDSU Counselor Education program web page and is written in accordance with *CACREP standard 4.D*, which states that “Counselor education program faculty disseminate an annual report that includes, by program level, (1) a summary of the program evaluation results, (2) subsequent program modifications, and (3) any other substantial program changes. The report is published on the program website in an easily accessible location, and students currently in the program, program faculty, institutional administrators, and personnel in cooperating agencies (e.g., employers, site supervisors) are notified that the report is available.”

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# **NDSU Counselor Education 2024-2025 Program Evaluation Outcomes Report**

## **PURPOSE OF THIS REPORT**

- The 2024-2025 annual program evaluation report is a summary of program data gathered for the purpose of program evaluation and development. A portion of this report is based on the 2016 CACREP standards. The program is transitioning to the 2024 standards so a portion of this report reflects the new standards.
- This report provides results of continuous, systematic evaluation of our program and its objectives (*CACREP Standard 4.D.*).
- This report identifies program modifications and substantial program changes.
- This report is made available to stakeholders including students currently in the program, program faculty, institutional administrators, advisory council members, and personnel in cooperating agencies (e.g., employers, sites supervisors).

## **DATA INCLUDED IN THIS REPORT**

- Applicant data
- Student demographic data
- Graduate demographic data
- Student outcome data
- Data-based curricular changes
- Program modifications
- Substantial program changes

## **NDSU COUNSELOR EDUCATION PROGRAM'S MISSION STATEMENT**

The mission of the NDSU counselor education program is to graduate students who possess the appropriate academic preparation, clinical skills, dispositions, and personal growth to excel as professional counselors and counselor educators. Our priorities focus on relational practices, teaching, research/scholarly activities, and service. The overall goal is to instill in students a commitment to life-long learning and professional counselor practice that integrates theory, ethically and culturally appropriate counseling strategies, research, and specific professional setting expectations. The standards promulgated by our accrediting body, CACREP, and a variety of professional associations guide the program's curriculum and objectives.

The NDSU CNED faculty members' priorities are teaching, research/scholarly activities, and service. The goal of the Counselor Education Program is to facilitate student learning. Although expectations for each faculty member vary, as a group, the faculty members expect that faculty and students are committed to learning as a life-long process that involves intellectual, affective, and experiential components. NDSU Counselor Education Program graduates possess the appropriate knowledge, dispositions, and skills for their chosen career field and understand the importance of theory, research, diversity, technology, and ethical practice.

## CURRENT CACREP PROGRAMS

- Clinical Mental Health Counseling (60 semester credit hours)
  - M.Ed.
  - M.S.
- School Counseling (60 semester credit hours)
  - M.Ed.
  - M.S.
- Counselor Education and Supervision (60 semester credit hours)
  - Ph.D.

## DEMOGRAPHICS

The deadline for priority admission consideration into the NDSU Counselor Education program is February 1 each year. Applicants were also given an extended deadline of April 1 provided there was space available in the master's and/or doctoral programs at that time. In 2024-2025, the NDSU Counselor Education program put a hold on School Counseling admissions and did not accept applications for this program. After the initial review of applications, selected applicants were invited to interviews which are held in the spring of each year.

### Applicant Data

Demographic data for NDSU Counselor Education program applicants in 2024-2025 are provided below in Table 1:

*Table 1. 2024-2025 Applicants, Admitted Students, & Enrolled Students*

2024-2025 APPLICANTS, ADMITTED STUDENTS, & ENROLLED STUDENTS			
	Applied	Admitted	Enrolled
Clinical Mental Health Counseling (M.Ed. & M.S.)	43	23	18
School Counseling (M.Ed. & M.S.)	* Didn't accept applications for this program	0	0
Counselor Education & Supervision (Ph.D.)	10	5	2

## Enrolled Student Data

Demographic data for NDSU Counselor Education students enrolled in 2024-2025 are provided below in Table 2 and Table 3:

*Table 2. 2024-2025 Enrolled Students by Degree & Track*

2024-2025 ENROLLED STUDENTS BY DEGREE & TRACK		
<b>MASTER'S</b>	Clinical Mental Health Counseling (CMHC) - M.Ed. & M.S.	44
	School Counseling - M.Ed. & M.S.	1
	"Dual track" (completed both CMHC & School Counseling degree requirements) - M.Ed. & M.S.	1
<b>DOCTORAL</b>	Counselor Education & Supervision	15

*Table 3. 2024-2025 Gender of Enrolled Students*

2024-2025 GENDER & ETHNICITY OF ENROLLED STUDENTS			
		<b>MASTER'S</b>	<b>DOCTORAL</b>
<b>GENDER</b>	Female	38 (82.6 %)	11 (73.3 %)
	Male	8 (17.4 %)	4 (26.7 %)
	Transgender & Non-Binary	0	0
<b>ETHNICITY</b>	African American	3 (6.5 %)	2 (13.3 %)
	American Indian/Native Alaskan	2 (4.3 %)	1 (6.7 %)
	Asian American	1 (2.2 %)	1 (6.7 %)
	Caucasian/White	39 (84.8 %)	9 (60.0 %)
	Hispanic/Latino/Spanish American	1 (2.2 %)	2 (13.3 %)
	Multiracial	0	0
	Other/Undisclosed	0	0

## Graduate Data

Demographic data for NDSU Counselor Education students who graduated in 2024-2025 are provided below in Table 4 and Table 5:

*Table 4. Degrees Awarded in 2024-2025*

<b>DEGREES AWARDED IN 2024-2025</b>		
	<b>Fall 2024 Graduates</b>	<b>Spring 2025 Graduates</b>
<b>Clinical Mental Health Counseling</b>	0	13
<b>School Counseling</b>	1	0
<b>Dual track (CMHC &amp; School Counseling)</b>	0	0
<b>Counselor Education &amp; Supervision Ph.D.</b>	2	3

*Table 5. 2024-2025 Gender & Ethnicity of Program Graduates*

<b>2024-2025 GENDER &amp; ETHNICITY OF PROGRAM GRADUATES</b>			
		<b>MASTER'S</b>	<b>DOCTORAL</b>
<b>GENDER</b>	Female	11 (84.6 %)	2 (40.0 %)
	Male	2 (15.4%)	3 (60.0 %)
	Transgender & Non-Binary	0	0
<b>ETHNICITY</b>	African American	2 (15.4 %)	0
	American Indian/Native Alaskan	1 (7.7 %)	0
	Asian American	0	0
	Caucasian/White	10 (76.9 %)	4 (80.0 %)
	Hispanic/Latino/Spanish American	0	1 (20.0 %)
	Multiracial	0	0
	Other/Undisclosed	0	0

Job placement data for NDSU Counselor Education students who graduated in 2019-2025 are provided below in Table 6.

*Table 6. 2019-2025 Job Placement Rates for Program Graduates*

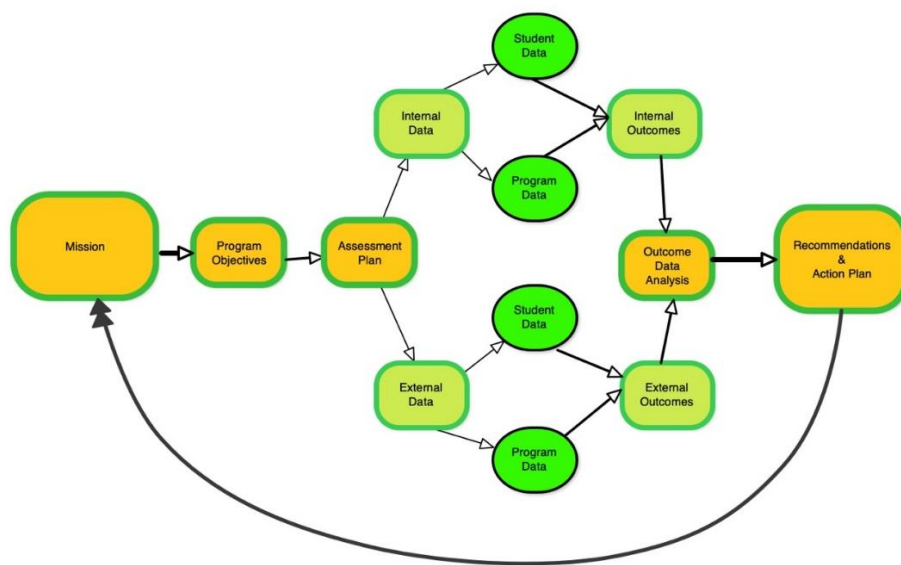
<b>JOB PLACEMENT RATES FOR PROGRAM GRADUATES 2019-2025</b>						
<b>Program</b>	<b>2019-2020 Graduates</b>	<b>2020-2021 Graduates</b>	<b>2021-2022 Graduates</b>	<b>2022-2023 Graduates</b>	<b>2023-2024 Graduates</b>	<b>2024-2025 Graduates</b>
<b>Clinical Mental Health Counseling</b>	100%	100%	100%	100%	100%	100%
<b>School Counseling</b>	100%	100%	100%	100%	100%	100%
<b>Counselor Education &amp; Supervision Ph.D.</b>	100%	100%	100%	100%	100%	100%

## PROGRAM EVALUATION DATA COLLECTION & PROCEDURES

### Program Evaluation Process

Below is Figure 1. *NDSU Counselor Education Program Evaluation Process Diagram* which provides a visual representation of the multiple components and data sources in the NDSU Counselor Education program's continuous and systematic evaluation process.

*Figure 1. NDSU Counselor Education Program Evaluation Process Diagram*



## Program Data Collection Schedule & Procedures

Stakeholders, including students currently in the program, program faculty, institutional administrators, advisory council members, and personnel in cooperating agencies (e.g., employers, sites supervisors), are involved in the program evaluation process. The following data collection schedule is designed for continuous and systematic evaluations from multiple measures of the NDSU Counselor Education program. Table 7 provides information about the program data collection and procedures.

Table 7. Program Data Collection Schedule & Procedures

<b>PROGRAM DATA COLLECTION SCHEDULE &amp; PROCEDURES</b> <i>(Standard 4.A.1-2)</i>			
<b>Data Gathered in Master's and Doctoral Programs</b>			
<b>Data Source</b>	<b>Data Collection Frequency</b>	<b>Procedure For Collecting Data</b>	<b>Responsible Party for Collecting Data</b>  <i>(&amp; providing data to program's CACREP liaison)</i>
Aggregate student assessment data of student knowledge and skills including KPIs based on CACREP standards	Every semester	<i>LiveText</i> was used to collect data. A new data collection system will be used for 2025-26.	All program faculty
Aggregate student professional dispositions data	Every semester  <i>(More data for an individual student may be collected if disposition concerns arise)</i>	NDSU Counselor Education faculty complete disposition forms for their advisees	All program faculty
Student demographics: 1. Number of applicants 2. Student GPAs 3. Number of accepted students 4. Number of matriculated students 5. Applicant and student ethnicity data 6. Applicant and student gender data 7. Completion rates	Once a year	NDSU Counselor Education academic assistant collects this data from admission and graduation information	Counselor Education academic assistant



Graduate placement rates	Once a year	Email recent graduates for placement information	CACREP liaison
Licensure rates	Once a year	Email students & recent graduates for licensure information	CACREP liaison
Data from systematic follow-up studies of graduates, site supervisors, and employers of program graduates	Surveys sent every three years to: 1. program alumni (master's & doctorate) 2. site supervisors 3. employers of program graduates	<i>Qualtrics</i> is used as online survey tool	CACREP liaison
Faculty SROI (Student Rating of Instruction)	Every semester	NDSU Office of Teaching and Learning sends electronic course evaluations to enrolled students	NDSU Office of Teaching and Learning
Practicum supervisors' evaluations of practicum students	Every semester	Practicum supervisors complete evaluations of practicum students	Counselor Education Field experience coordinator
Internship site supervisors' evaluations of student interns	Every semester	Internship site supervisors complete an evaluation	Counselor Education Field experience coordinator
NDSU internship supervisors' evaluations of student interns	Every semester	NDSU internship supervisors complete evaluations of student interns	Counselor Education Field experience coordinator
Students' evaluations of practicum supervisors	Every semester	Practicum students complete written evaluations	Practicum instructor
Students' evaluations of internship site supervisors	Every semester	Internship students complete written evaluations	Internship course instructors

Students' evaluations of NDSU internship supervisors	Every semester	Internship students complete written evaluations	Internship course instructors
Students' professional activities 1. Publications 2. Presentations 3. Professional leadership position 4. Professional activities and involvement	Once a year	E-mail request sent to students for updated information	CACREP liaison
Student theses and dissertations	Every semester	Academic advisors submit completion rates to CACREP liaison	Student's academic advisor
NDSU Counselor Education Advisory Board feedback	Once a year	Feedback from advisory board members is collected during annual board meeting	NDSU Counselor Education program coordinator
<b>Data Only Collected in Master's Program</b>			
<b>Data Source</b>	<b>Data Collection Frequency</b>	<b>Procedure For Collecting Data</b>	<b>Responsible Party for Collecting Data</b>  <i>(&amp; providing data to program's CACREP liaison)</i>
Internship site visit feedback	Every fall & spring semester	Informal feedback from internship site supervisors is solicited during site visits	Internship course instructors
Praxis II results	Every spring semester	School Counseling internship coordinator sends school interns an e-mail requesting Praxis test results	School Counseling internship coordinator
CPCE results	Twice a year	Receive results from Center for Credentialing and Education	NDSU CPCE testing coordinator
NCE results	Once a year	Email students for results	NDSU NCE testing coordinator

<b>Data Only Collected in Doctoral Program</b>			
<b>Data Source</b>	<b>Data Collection Frequency</b>	<b>Procedure For Collecting Data</b>	<b>Responsible Party for Collecting Data</b>  <i>(&amp; providing data to program's CACREP liaison)</i>
Doctoral comprehensive examinations	Every semester	Pass rates of comprehensive examinations	Student's academic advisor

## ASSESSMENT OF STUDENT LEARNING DATA

Key Performance Indicators (KPIs) identified by the NDSU Counselor Education program are assessed using multiple measures and over multiple points of time. Each KPI is assessed at least twice (formative and summative) in each identified course. In fall 2025, the NDSU Counselor Education program is currently finalizing the new KPIs that will be assessed using the 2024 CACREP standards.

*Table 8. 2024 CACREP Standards Crosswalk Where KPIs Will Be Assessed*

<b>STANDARD</b>	<b>Courses Where Standard is Covered &amp; KPIs Will be Assessed</b>
<b>SECTION 3: Foundational Counseling Curriculum</b>	
<b>A: Professional Counseling Orientation and Ethical Practice</b>	
8. ethical standards of professional counseling organizations and credentialing bodies, and applications of ethical and legal considerations in professional counseling across service delivery modalities and specialized practice areas	CNED 715 Professional Orientation and Ethics  CNED 794B CMHC Internship  CNED 794B School Counseling Internship
<b>B. Social and Cultural Identities and Experiences</b>	
1. the influence of heritage, cultural identities, attitudes, values, beliefs, understandings, within-group differences, and acculturative experiences on individuals' worldviews	CNED 710: Counseling Techniques  CNED 716: Social and Cultural Foundations  CNED 715: Professional Orientation & Ethics
<b>C. Lifespan Development</b>	
12. the influence of mental and physical health conditions on coping, resilience, and overall wellness for individuals and families across the lifespan	CNED 712: Counseling Across the Lifespan

	<p>CNED 728: Guidance Administration &amp; Consulting</p> <p>CNED 730: Crisis &amp; trauma in Counseling Practice</p> <p>CNED 794B: CMHC Internship</p> <p>CNED 794B: School Counseling Internship</p>
<b>D. Career Development</b>	
5. strategies for assessing abilities, interests, values, personality, and other factors that contribute to career development	<p>CNED 713: Assessment Techniques</p> <p>CNED 714: Career Counseling and Testing</p>
<b>E. Counseling Practice and Relationships</b>	
3. case conceptualization skills using a variety of models and approaches	<p>CNED 794A: Practicum</p> <p>CNED 794B: CMHC Internship</p> <p>CNED 794B: School Counseling Internship</p> <p>CNED 863: Advanced Clinical Assessment, Report Writing, Treatment Planning</p>
<b>F. Group Counseling and Group Work</b>	
9. ethical and legal considerations relative to the delivery of group counseling and group work across service delivery modalities	<p>CNED 720: Group Counseling</p> <p>CNED 794A: Practicum</p>
<b>G. Assessment and Diagnostic Processes</b>	
15. procedures for identifying and reporting signs of abuse and neglect	<p>CNED 730: Crisis &amp; trauma in Counseling Practice</p> <p>CNED 731: Counseling Children &amp; Adolescents</p> <p>CNED 794B: School Counseling Internship</p>
<b>H. Research and Program Evaluation</b>	
2. identification and evaluation of the evidence base for counseling theories, interventions, and practices	<p>CNED 711: Counseling Theory</p> <p>CMHC Internship site supervisor will complete evaluation</p> <p>School counseling internship- NDSU faculty will review of session recording</p>
<b>SECTION 5-C: CLINICAL MENTAL HEALTH COUNSELING</b>	

4. intake interview, mental status evaluation, biopsychosocial history, mental health history, and psychological assessment for treatment planning and caseload management	CNED 723: Psychopathology and Diagnosis for Counselors  CNED 794A: Practicum  CNED 794B: CMHC Internship  CNED 863: Advanced Clinical Assessment, Report Writing, & Treatment Planning
<b>SECTION 5-H: SCHOOL COUNSELING</b>	
1. models of school counseling programs	CNED 728: Guidance Administration and Consulting  CNED 794B: School Counseling Internship
<b>SECTION 6: DOCTORAL STANDARDS COUNSELOR EDUCATION AND SUPERVISION</b>	
<b>6.B.1. COUNSELING</b>	
e. methods for evaluating counseling effectiveness	CNED 872: Advanced Counseling Theories  CNED 894D: Doctoral Internship
<b>6.B.2 SUPERVISION</b>	
j. evaluation, remediation, and gatekeeping in counseling supervision	CNED 870: Counselor Supervision  CNED 866: Leadership & Advocacy
<b>6.B.3 TEACHING</b>	
a. roles and responsibilities related to educating counselors	CNED 869: Instructional Theory  CNED 870: Counselor Supervision
<b>6.B.4. RESEARCH AND SCHOLARSHIP</b>	
g. research questions or hypotheses appropriate for professional research and publication	Quantitative course ( <i>new course will be selected in Fall 2025</i> )  Qualitative course ( <i>new course will be selected in Fall 2025</i> )  Dissertation
<b>6.B.5 LEADERSHIP AND ADVOCACY</b>	
n. role of self-care in advocacy and leadership	CNED 866: Leadership and Advocacy in Counselor Education  CNED 894D: Doctoral Internship

## NDSU Counselor Education Master's Degree Students' Counselor Preparation Comprehensive Exam (CPCE) Scores

Table 9. NDSU Counselor Education Students' Counselor Preparation Comprehensive Exam (CPCE) Scores

NDSU COUNSELOR EDUCATION STUDENTS' COUNSELOR PREPARATION COMPREHENSIVE EXAM (CPCE) SCORES		
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October 2024		
<i>** Indicates NDSU mean is above National mean</i>		
CONTENT AREA	NDSU Mean	National Mean
Professional Counseling Orientation and Ethical Practices	12.5 **	12.3
Social and Cultural Diversity	11.2 **	10.7
Human Growth and Development	12.8 **	11.8
Career Development	14.7 **	12.9
Counseling and Helping Relationships	11.2	11.2
Group Counseling and Group Work	14.2 **	12.8
Assessment and Testing	12.2 **	11.8
Research and Program Evaluation	14.0 **	12.5
<b>Total</b>	102.7 **	96.0

November 2024		
<i>** Indicates NDSU mean is above National mean</i>		
CONTENT AREA	NDSU Mean	National Mean
Professional Counseling Orientation and Ethical Practices	13.3 **	12.3
Social and Cultural Diversity	12.3 **	10.6
Human Growth and Development	12.7 **	11.6

Career Development	13.7 **	12.7
Counseling and Helping Relationships	12.0 **	11.0
Group Counseling and Group Work	15.3 **	12.6
Assessment and Testing	14.3 **	11.7
Research and Program Evaluation	13.3 **	12.3
<b>Total</b>	107.0 ** (almost 1 standard deviation above national mean)	94.8 (12.7 SD)

December 2024		
** Indicates NDSU mean is above National mean		
CONTENT AREA	NDSU Mean	National Mean
Professional Counseling Orientation and Ethical Practices	12.5 **	12.1
Social and Cultural Diversity	12.5 **	10.7
Human Growth and Development	10.5	11.6
Career Development	13.5 **	12.6
Counseling and Helping Relationships	12.0 **	11.1
Group Counseling and Group Work	15.0 **	12.7
Assessment and Testing	12.5 **	11.6
Research and Program Evaluation	12.5 **	12.3
<b>Total</b>	101.0	94.7

## NDSU Counselor Education Master's Degree Students' National Counselor Examination (NCE) Scores

Table 10. NDSU Counselor Education Students' National Counselor Examination (NCE) Scores from Spring 2025

CACREP Content Areas					
	NDSU Results			National Results	
	Mean	Std Dev		Mean	Std Dev
Professional Counseling Orientation and Ethical Practice	6.4	1.7		7.2	1.7
Social and Cultural Diversity	7.8	1.3		6.7	1.9
Human Growth and Development	11.6	2.4		10.5	2.6
Career Development	7.8	2.3		7.4	2.9
Counseling and Helping Relationships	46.2	6.1		41.4	7.6
Group Counseling and Group Work	13.8	2.6		12.6	2.9
Assessment and Testing	24.2	3.7		22.4	4.4
Research and Program Evaluation	2.2	0.4		2.5	1.2
Score	120.0	10.1	110.8	16.9	

## PROGRAM EVALUATION DATA

### Surveys of NDSU Counselor Education Program Alumni, Site Supervisors, and Employers of Program Graduates

Stakeholders, including students currently in the program, program faculty, institutional administrators, advisory council members, and personnel in cooperating agencies (e.g., employers, sites supervisors), are involved in the program evaluation process. Surveys will be sent to program alumni, site supervisors, and employers of program graduates in fall 2025.

### NDSU Counselor Education Advisory Council Feedback

The NDSU Counselor Education Advisory Council will meet during fall 2025 and meeting feedback will be included in next annual report.



## SUBSEQUENT PROGRAM MODIFICATIONS

### Use of Findings to Inform Program Modifications (CACREP Standards 4.B., 4.C., 4.D., 4.F., & 4.G.)

After reviewing and analyzing program and student learning outcomes data that was collected, program faculty made decisions to implement the following program and course modifications which are listed below in Table 11.

*Table 11. Subsequent Program and Course Modifications*

<b>SUBSEQUENT PROGRAM AND COURSE MODIFICATIONS</b> <i>(CACREP Standards 4.B., 4.C., 4.D., 4.F., &amp; 4.G.)</i>	
<b>PROGRAM OBJECTIVE 1. To provide students with the appropriate academic preparation, clinical experiences, and personal growth opportunities that they can then apply in their work as professional counselors, educators, and supervisors.</b>	
Below is a description of data collected and used to assess Program Objective 1. In addition, programmatic recommendations & changes based on the data are included.	
<b>Data</b>	<b>Program &amp; Course Recommendations &amp; Changes</b>
We use multiple assessment measures to determine if our program is providing students with an appropriate educational experience which includes didactic coursework, clinical experiences, and personal growth opportunities so that our students become successful professional counselors, educators, and supervisors after they graduate from our program. Each semester we gather assessment data pertaining to students' professional dispositions.	<p>Based on the data collected over the past few years, students' professional dispositions has been one of the NDSU Counselor Education (CNED) program's greatest concerns. Taking this information into consideration, the CNED faculty made the decision to create new disposition forms and procedures for working with students who need remediation in this area. We continuously monitor student dispositions and discuss any student concerns during each CNED faculty meeting.</p> <p>The CNED faculty have also implemented a more intense screening process of admission applications. In addition, the faculty are trying to address student dispositional issues as early as possible and creating remediation plans if needed.</p>
Feedback and evaluations completed during Practicum indicated that students would benefit by having the <i>CNED 732: Family Counseling</i> course earlier in the students' graduate program.	As a result of this information, the sequence of the master's degree courses was changed. The students will take CNED 732 before they enroll in Practicum since it is helpful for them to have a better understanding of family counseling before they begin seeing clients.

Most of our enrolled doctoral students work either full-time or part-time. In order to make our doctoral program more accessible to a greater number of potential applicants, the course sequence, semester course loads, and required credits were reviewed.	<p>The CNED faculty decided to change our Ph.D. program from a 3-year program to a 4-year program.</p> <p>In addition, the Ph.D. program changed from a 71-credit program to a 60-credit program.</p> <p>Finally, CNED 876: Advanced Group Counseling and CNED 880: Ethical and Legal Issues in Counselor Education and Supervision courses are no longer required courses in the Ph.D. program.</p>
After the NDSU Counselor Education program was moved out of the School of Education and moved into the new College of Health and Human Sciences, the faculty realized that it would work better if they had more control over the required research course for Counselor Education master's degree students so that they could ensure that CACREP standards would be taught and assessed in this research course.	The CNED faculty created their own research course titled CNED 750: Research and Program Evaluation in Clinical Practice. This course will be taught for the first time during the 2025-2026 academic year.
There has been an increase in the number of counseling interns who complete their internship outside for the Fargo-area. As a result, these students need 3 <sup>rd</sup> year courses which provide a more flexible course delivery method.	The CNED faculty decided to offer more elective courses with the option to either take the course in-person or online. The decision was made so that these courses were more accessible to our 3 <sup>rd</sup> year students who were completing their internships outside the Fargo-area.
After reviewing the NDSU Counselor Education program objectives, it was decided that these objectives will be revised to better fit our current mission and vision for our program.	During the 2025-26 academic school year, the program will use the new program objectives developed by the CNED faculty.
<p><b>PROGRAM OBJECTIVE 2. To prepare students to work in an increasingly diverse world.</b></p> <p>Below is a description of data collected and used to assess Program Objective 2. In addition, programmatic recommendations &amp; changes based on the data are included.</p>	
<b>Data</b>	<b>Program Recommendations &amp; Changes</b>
<p>The NDSU Counselor Education program continually seeks to attract and retain diverse applicants, students, and graduates in order to meet the above program objective. Each year the faculty review program demographic and other characteristics data, and have discussions about identifying methods for recruiting students from a wide range of backgrounds.</p> <p>NDSU Counselor Education faculty believe that having a more diverse student body would create a learning environment which could help better prepare students to work in our diverse world.</p>	<p>The NDSU Counselor Education faculty held a virtual open house event to help connect with prospective students throughout the US and the world. It is recommended that more virtual open houses be held during the next academic year.</p> <p>The program also received funding for student ambassadors who have helped with recruitment activities including help with recruiting a more diverse student body.</p>

Demographic data pertaining to admission applications is gathered and reviewed.	The NDSU Counselor Education faculty plan to revise their program recruitment strategies in efforts to increase student enrollment and increase the diversity of our students.
<b>PROGRAM OBJECTIVE 3. To help student recognize the vast needs of a multicultural society and to respect issues related to all people.</b>  Below is a description of data collected and used to assess Program Objective 3. In addition, programmatic recommendations & changes based on the data are included.	
<b>Data</b>	<b>Program Recommendations &amp; Changes</b>
<p>One way that we assess this program objective is by reviewing the results of student professional disposition evaluation. In addition, we examine the feedback from practicum and internship supervisors in regards to students' sensitivity to multicultural issues and their ability to work in a multicultural society.</p> <p>This program objective is also assessed with the CNED program's professional dispositions performance evaluation which includes 12 standards such as "<i>attention and sensitivity to diversity issues</i>".</p>	<p>Faculty have used data collected from student professional dispositions evaluations to determine if individual meetings need to be held with students to address any issues pertaining to sensitivity to diversity issues.</p> <p>In addition, the faculty are mindful about including materials related to diversity in all courses taught in the program.</p>
Student feedback has indicated that some students need additional writing support when they are working on their dissertation research.	During new student orientation, students are informed about the NDSU Center for Writers, and are encouraged to get extra writing support from this office if needed.
<b>PROGRAM OBJECTIVE 4. To assist students in research projects which reflect their interests and the needs of the counseling profession.</b>  Below is a description of data collected and used to assess Program Objective 4. In addition, programmatic recommendations & changes based on the data are included.	
<b>Data</b>	<b>Program Recommendations &amp; Changes</b>
The faculty gather data about how many students are engaged in research-related activities such as publishing articles/books, presenting at conferences, and participating in professional organizations	<p>The NDSU Counselor Education faculty continue to look for new ways to get students more involved in professional organizations and research-related activities.</p> <p>Students have also been encouraged to present their research interests at professional conferences. It is recommended that the program continues to explore methods for supporting students' research activities.</p>
<b>PROGRAM OBJECTIVE 5. To promote student participation in professional counseling organizations and encourage licensure, certification, and/or credentialing.</b>	
<b>Data</b>	<b>Program Recommendations &amp; Changes</b>

<p>Program faculty monitor student participation levels in professional counseling organizations.</p> <p>Feedback from current and former students indicated that that lack of financial resources is a major barrier to attending professional conferences as a graduate student.</p>	<p>The new CNED 866: Leadership and Advocacy course for doctoral students has served as a catalyst for more doctoral students to serve in leadership positions at state and national levels, and to get involved in advocacy activities.</p> <p>The faculty have made strong effort to encourage students to attend and present at professional conferences. One of our goals is to continue to work at increasing our students' participation in counseling organizations. The faculty continue to advertise online conference that graduate students can attend and/or present at since funding for student travel &amp; professional conferences continues to be an issue for many of our graduate students.</p>
<p>Feedback from students has indicated that many of them have questions about the licensure process in North Dakota and Minnesota.</p>	<p>The Chi Sigma Iota chapter at NDSU has coordinated with our NDSU internship coordinator to provide a workshop on navigating the licensure process in North Dakota and Minnesota. It is recommended that this workshop be held each year for students.</p>
<p><b>PROGRAM OBJECTIVE 6. To encourage self-awareness and self-reflection to help students become better counselors.</b></p>	
<b>Data</b>	<b>Program Recommendations &amp; Changes</b>
<p>NDSU Counselor Education faculty gather professional disposition data each semester. The faculty use this dispositional form to help assess students' level of <i>self-awareness and their ability to self-reflect</i>.</p>	<p>Faculty have used this data to help identify students who need remediation or some other type of support. Students are also required to engage in self-reflection activities while completing their coursework in the program. The recommendation is to continue having students engage in self-reflection activities.</p>
<p><b>PROGRAM OBJECTIVE 7. To seek a high level of professional and ethical behavior through supervision, self-assessment, and feedback from clients.</b></p>	
<b>Data</b>	<b>Program Recommendations &amp; Changes</b>
<p>During practicum, practicum students solicit feedback from their clients who receive counseling in the NDSU Community Counseling Services (CCS) clinic. Clients complete this feedback form at the end of each counseling session.</p>	<p>The practicum instructor uses the information gathered from the completed client feedback forms during supervision sessions with their practicum students. This information is shared with the practicum student in a timely manner so that the student has the opportunity to make any needed changes to the counseling they are providing their clients.</p>
<p>The NDSU Counselor Education program needed to identify a more efficient methods for gathering information during Practicum. Our old hard copy system needed to be updated to reflect current counseling work environments.</p>	<p>The NDSU Community Counseling Services (CCS) training clinic now uses Titanium Schedule, an electronic client records system, that also allows counselors-in-training (CITs) to complete electronic supervision notes. Practicum supervisors can also complete written supervision notes during supervision meetings.</p>

The NDSU Counselor Education program experienced multiple issues with its session recording platform, Landro.	The program stopped using Landro and switch to VALT (a video audio learning tool). VALT has been a much more effective recording and record-keeping software for the NDSU CCS training clinic.
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## SUBSTANTIAL PROGRAM CHANGES

- In 2022, the NDSU Counselor Education program physically moved to a different building on the NDSU campus. The program and its training clinic (NDSU Community Counseling Services) are now located in Morrill Hall.
- In 2023, the NDSU Counselor Education program put a temporary pause on school counseling admissions. The decision was made due to declining school counseling enrollment. A significant reason for the decline in school counseling enrollment was due to the fact that 3 regional counseling programs each received multi-million dollar grants to recruit and fund school counseling graduate students. During this pause in school counseling admission, more clinical mental health counseling students were admitted into the program. The Counselor Education program will reevaluate this decision during the 2025-2026 academic year.
- In fall 2024, NDSU reduced the number of academic colleges from 8 colleges to 5 colleges. The College of Human Development and Education which was the home of the Counselor Education program was dissolved. During the reconfiguration of the academic colleges, the NDSU Counselor Education program was moved out of the School of Education and was moved into the newly formed College of Health and Human Sciences.
- In fall 2024, a new dean, Dr. Teresa Conner, was selected for the new College of Health and Human Sciences.
- In fall 2024, NDSU Counselor Education faculty began transitioning their courses to the 2024 CACREP standards.
- In January 2025, the NDSU Counselor Education program was merged with the Human Development and Family Science department. Dr. Joel Hektner served as the department chair.