2025-26 PhD Program Assessment

1. What were the results of last year's assessment?

- 100% of the CES doctoral students met or exceeded expectations in all courses offered except 2 (841 & 845). 87.50% of the CES doctoral students met or exceeded expectations in 845 and 66.67% in 841.

2. Describe the results of the current academic year's assessment.

- During the period between Fall 2025-Summer 2026 (N=24): 2 students were flagged for academic concerns. 1 student worked with faculty to work on areas for improvement. 1 student voluntarily withdrew from the program.

3. Graduates & Employment

- There were 3 graduates. 1 has obtained employment as a FT Faculty Member in a Counseling Graduate Program and 2 have improved/expanded their current employment roles.

Table Average scores on Key Performance Indicators (KPIs) by PhD course from Fall 2024 and Summer 2026.

Course	KPI	Fall 2024	Spring 2025	Summer 2025	Fall 2025	Spring 2026	Summer 2026	Average score across semesters	Percentage that met/ exceeded expectations
800	Demonstrates skills of clinical supervision. (CES B.2.d.)	NO	NO	NO	NO	**3.00**	NO	**3.00**	100
	evaluation, remediation, and gatekeeping in clinical supervision (CES B.2.i)	NO	NO	NO	NO	**3.88**	NO	**3.88**	100
	culturally relevant strategies for conducting clinical	NO	NO	NO	NO	**3.75**	NO	**3.75**	100

	supervision (CES B.2.k)								
810	Demonstrates pedagogy and teaching methods relevant to counselor education (CES B.3.b)	NO	**3.00**	NO	NO	**3.00**	NO	**3.00**	100
	Uses instructional and curriculum design, delivery, and evaluation methods relevant to counselor education (CES B.3.d)	NO	**3.00**	NO	NO	**3.00**	NO	**3.00**	100
	Demonstrates ethical and culturally relevant strategies in counselor preparation. (CES B.3h)	NO	**3.00**	NO	NO	**3.00**	NO	**3.00**	100
820	culturally sustaining strategies for conducting counseling supervision (B.2.l)	NO	NO	**3.00**	NO	NO	NO	**3.00**	100
825	ethical and culturally relevant strategies used in counselor preparation (CES B.3.h)	NO	**3.50**	NO	NO	NO	**3.00**	**3.25**	87.50
	ethical and culturally relevant strategies for	NO	**3.67**	NO	NO	NO	**3.00**	**3.34**	100

	conducting research (CES B.4.l)								
	strategies of leadership in relation to current multicultural and social justice issues (CES B.5.k)	NO	**x**	NO	NO	NO	**3.00**	**3.00**	100
	ethical and culturally relevant leadership and advocacy practices (CES B.5.l)	NO	**3.33**	NO	NO	NO	**3.00**	**3.17**	87.50
830	emergent research practices and processes (CES B.4.d)	NO	**3.00**	NO	NO	**3.00**	NO	**3.00**	100
840	Ethical considerations and strategies for conducting research. (CES B.4.m)**	**3.00**	NO	NO	**3.00**	NO	NO	**3.00**	100
841	ethical and culturally relevant strategies for conducting research (CES B.4.l)	NO	**3.00**	NO	NO	2.92	NO	2.96	85.71
845	emergent research practices and processes (CES B.4.d)	**3.54**	NO	NO	**3.06**	NO	NO	**3.30**	92.30
	ethical and culturally relevant	**3.67**	NO	NO	**3.13**	NO	NO	**3.40**	85.71

	strategies for conducting research (CES B.4.l)								
850	Demonstrates scholarly examination of theories relevant to counseling (CES B.1.a)	NO	NO	**3.33**	NO	NO	NO	**3.33**	100
	Demonstrates integration of theories relevant to counseling (CES B.1.b)	NO	NO	**3.33**	NO	NO	NO	**3.33**	100
860	current sociopolitical and social justice issues and how those issues affect the counseling profession (CES B.5.h)**	NO	NO	**3.08**	NO	NO	**3.00**	**3.04**	100
	culturally sustaining leadership and advocacy practices (CES B.5.l)**	NO	NO	**3.08**	NO	NO	**3.00**	**3.04**	100
875	Integration of theories relevant to counseling. (CES 6.B.1.b)**	**3.00**	**3.00**	NO	NO	NO	NO	**3.00**	100
	Methods for evaluating counseling effectiveness. (CES 6.B.1.e)**	**3.00**	**3.00**	NO	NO	NO	NO	**3.00**	100

880	evidence-based counseling practices (CES B.1.d)	**3.00**	**3.00**	**3.25**	NR	**3.00**	**3.00**	**3.05**	93.33
	evaluation, remediation, and gatekeeping in clinical supervision (CES B.2.i)	**3.00**	**3.00**	2.75	NR	**3.00**	**3.00**	2.95	86.67
	ethical and culturally relevant strategies for conducting research (CES B.4.l)	**3.00**	**3.00**	**-**	NR	**3.00**	NR	**3.00**	93.33
Average score across KPIs		**3.15**	**3.12**	**3.18**	**3.06**	**3.14**	**3.00**	**3.03**	96.48

Note: NO = course not offered, NR = Not Recorded, NA = Not Assessed. 3.00 = Meets Expectations. Averages of 3.00 and above are bolded.
* = Last time this KPI was assessed, **=2024 CACREP Standard