

SOUTHEASTERN UNIVERSITY




**Clinical Mental Health  
Counselor Education  
Program**

**ANNUAL**

**EVALUATION**

COUNSELOR EDUCATION

2024



## Letter from the Director



Welcome to Southeastern University's Counseling Program!

It's with immense joy and excitement that I welcome you to our thriving counseling program here at Southeastern University. As your director, I'm truly thrilled to see the passion and dedication that defines our community.

In just 2.5 years, we've achieved remarkable success, building a program that is not only academically rigorous but profoundly relational. This success is built on the foundation of our incredible faculty, who bring nearly 200 years of combined teaching experience, blending rich tradition with innovative approaches.

Our program is more than an academic pursuit; it's a relational journey. We believe that counseling, at its core, is about connection. It's about cultivating the foundations of healthy relationships that empower both counselors and those they serve. Let us challenge ourselves to remember that in the moments that matter most, our default should be humility, kindness, respect, honor, compassion, and hope. We are created in God's image, and every interaction is an opportunity for wholeness and healing.

A heartfelt thank you to our exceptional faculty, our dedicated students, and the supportive administration at Southeastern University. Your collective commitment and passion are the cornerstones of our program's success. Faculty, your expertise and dedication are invaluable. Students, your eagerness to learn and grow inspires us daily. Administration, your unwavering support enables us to achieve our vision. We are truly grateful for each of you.

We want to highlight our commitment to process integration. This isn't just theory; it's the lived experience of becoming whole, present, and guiding others towards healing. By truly seeing and hearing each person's story, we reflect the Creator and honor the created. Healing occurs in these encounters, through our full presence, not just words. Integration means practicing faith and counseling together, leading to deeper connections with ourselves, others, and God.

To further enhance your experience and ensure even greater effectiveness, we are actively making strategic changes to our program. We are constantly evolving to meet the needs of our students and the demands of the counseling field. We are taking the successes we have had and building upon them to create an even more effective and fulfilling program.

This journey is messy, challenging, and at times, it will stretch you. But it will also shape you into a counselor and a person more fully alive, more deeply connected, and more attuned to the sacred work of healing. We are building a community where we find safety in our commitment to the One who calls us and to the community we are building together.

We are excited to bring our rich history, tradition, and passion into the virtual classroom. And while we excel in our online format, we are dedicated to fostering deep, meaningful connections. Counseling is, after all, about relationship, and we are committed to excelling at that.

Let's continue to make this journey fun, exciting, and filled with growth. We are called to something greater, and together, we will continue to become what God has called us to be. Welcome to the SEU counseling family!

Blessings, Dr. David Lawson. Director of Counselor Education



## INTRODUCTION

The Council for Accreditation of Counseling and Related Educational Programs (CACREP) requires programs to report information pertaining to outcomes, program evaluation, and programmatic changes annually and made publicly available.

The Southeastern University Counseling Program conducted its annual faculty review in March 2025, following the structured evaluation process outlined in the Comprehensive Evaluation Plan. This review aimed to assess student performance, program effectiveness, and areas for improvement. Faculty analyzed various data points, including key performance indicators (KPIs), professional counseling performance evaluations (PCPE), student course evaluations, and external advisory feedback. The following report summarizes the key findings and recommendations from the review.

## Mission

Our mission in the Southeastern University Counselor Education Program is to educate and prepare competent professional counselors from diverse backgrounds to advance the profession through practice, scholarship, research, leadership, advocacy, and service. SEU faculty desire to inspire qualities of the mind, heart and soul that will prepare students to reach their full potential. Therefore, we seek to help students become integrative practitioners who understand the power of the therapeutic relationship in the healing process.

# Program Objectives

1

To establish and maintain a diverse, supportive and integrative learning community with curricular experiences that promotes a professional counseling identity.

2

To provide opportunities for students to engage in experiences that promote personal and professional growth and self-awareness, resulting in their ability to provide ethically sound and culturally responsive counseling services.

3

To provide curricular experiences whereby students exemplify the knowledge, skills and dispositions needed to counsel individuals, groups and families.

4

To engage students in developing an ethically responsible and theoretically grounded approach to integrating a Christian worldview in their counseling practices.

5

To engage in community partnerships to provide diverse experiential learning opportunities.



## PROGRAM HIGHLIGHTS

<b>Currently Enrolled Students</b>	<b>146</b> 112 ft/34 pt
<b>2024 Graduates</b>	<b>20</b>
<b>Degree Completion Rate</b>	<b>40%*</b>
<b>Employment Rate</b>	<b>85%**</b>
<b>CPCE Exam Pass Rate</b>	<b>100%</b>



*\*30% of students are still in the program  
\*\* within 1 month post-graduation*

## STUDENT DEMOGRAPHICS

### Spring 2024 Entering Class

<b>Black</b>	<b>32%</b>
<b>Hispanic</b>	<b>20%</b>
<b>Mixed Race</b>	<b>3%</b>
<b>Asian</b>	<b>3%</b>
<b>White</b>	<b>43%</b>

### Fall 2024 Entering Class

<b>Black</b>	<b>9%</b>
<b>Hispanic</b>	<b>27%</b>
<b>Mixed Race</b>	<b>9%</b>
<b>Asian</b>	<b>2%</b>
<b>Native American</b>	<b>2%</b>
<b>White</b>	<b>53%</b>

<b>CACREP STANDARD</b>	<b>KEY PERFORMANCE INDICATORS</b>	<b>Core Class</b>	<b>Field Work</b>
<b>Professional Counseling Orientation and Ethical Practice</b>	Demonstrate a strong counseling professional identity by coherently describing the history and philosophy of the profession, the importance of ethical practice, and engaging in advocacy on behalf of the profession and clients.	<b>98.86%</b>	<b>100%</b>
	Demonstrate knowledge and application of professional ethical standards and legal considerations in the practice of counseling.	<b>95%</b>	<b>95.65%</b>
<b>Social and Cultural Identities and Experiences</b>	Employ multicultural awareness, knowledge, and skills in working with, advocating for, and counseling individuals with diverse cultural identities, worldviews, values, and beliefs.	<b>92.86%</b>	<b>95.65% pt.1 100% pt.2 100% pt 3 100% pt 4</b>
<b>Lifespan Development</b>	Describe how various factors influence development across the lifespan and impact functioning, resilience, wellness, and coping as well as counseling implications in work with diverse clients.	<b>98.45%</b>	<b>100%</b>
<b>Career Development</b>	Utilize career development theories and models to employ developmentally appropriate interventions for career development with diverse client populations.	<b>97.22%</b>	Starting in 2025
<b>Counseling Practice and Relationships</b>	Demonstrate the knowledge and skills including theoretically sound and evidence-based practices necessary to develop an effective therapeutic relationship.	<b>79.45%</b>	<b>95.65%</b>
<b>Group Counseling and Group Work</b>	Demonstrate the knowledge and skills required for group development and counseling.	<b>97.78%</b>	<b>100%</b>
<b>Assessment and Diagnostic Processes</b>	Identify effective assessment strategies for the use of counseling research, diagnosis, treatment planning, and consultation.	<b>98.44%</b>	<b>100%</b>
<b>Research and Program Evaluation</b>	Apply counseling research to inform evidence-based practice.	<b>80.46%</b>	<b>100%</b>
<b>CMHC</b>	Illustrate the necessary skills to develop culturally sustaining interventions and treatment plans.	<b>100%</b>	<b>91.67%</b>
	Demonstrate knowledge of practice management, including third-party reimbursement, court-referred clients, and integrated care.	<b>95%</b>	<b>100%</b>



## ASSESSMENT OF PROGRAM OBJECTIVES

The table below provides an overview of the the program objectives and the student success rates for each one.

<b>Establish and maintain a diverse, supportive and integrative learning community with curricular experiences that promotes a professional counseling identity.</b>	<b>83.33%</b>
<b>Provide opportunities for students to engage in experiences that promote personal and professional growth and self-awareness, resulting in their ability to provide ethically sound and culturally responsive counseling services.</b>	<b>100%</b>
<b>Provide curricular experiences whereby students exemplify the knowledge, skills and dispositions needed to counsel individuals, groups and families.</b>	<b>95.24% -Student Response</b> <b>100%-Site Supervisor Response</b>
<b>Engage students in developing an ethically responsible and theoretically grounded approach to integrating a Christian worldview in their counseling practices.</b>	<b>83.33%</b>
<b>Engage in community partnerships to provide diverse experiential learning opportunities.</b>	<b>66.67%</b>

## Site Supervisor Feedback

Question	Strongly Agree	Agree	Neutral	Strongly Disagree	Disagree
The counseling students from Southeastern University are well prepared for working with clients at our site.	64%	36%			
The students demonstrates sufficient knowledge and skills to handle clients sessions effectively.	55%	45%			
Southeastern University counseling students are open to learning and receiving feedback at our site.	64%	36%			
The students display a professional attitude in interactions with clients, staff, and other stakeholders.	82%	9%	9%		
The counseling students show genuine interest in contributing to our site and it's mission.	73%	27%			
The students are open to taking on a variety of tasks and responsibilities at our site.	64%	27%	9%		



## Site Supervisor Feedback

Question	Strongly Agree	Agree	Neutral	Strongly Disagree	Disagree
Southeastern University counseling students are organized and manage administrative tasks (e.g., documentation, scheduling) effectively.	55%	36%	9%		
The students maintain proper records and complete necessary paperwork in a timely manner.	55%	36%	9%		
Southeastern University faculty provide adequate support and communication to our site regarding their students.	64%	27%	9%		
I feel comfortable reaching out to Southeastern University faculty, if any concerns arise with their students.	91%	9%			
The university has adequately prepared students to handle ethical dilemmas in a professional manner.	55%	45%			
Overall, I am satisfied with my experience working with Southeastern universities counseling students.	91%	9%			

# Programmatic Changes & Modifications



## Academic Quality Indicators

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Faculty reviewed student performance against Key Performance Indicators (KPIs) to assess alignment with program objectives. The primary areas of concern included:

- KPI 5: Identified as a gap, with the first assessment scheduled for Spring 2026.
- KPI 6: Only 2 of 13 students passed. Faculty recommended a more selective screening and interview process.
- KPI 9: Performance was below expectations (15 of 25 students passed). Faculty identified that the same cohort caused lower scores for KPI 6 and KPI 9.
- KPI 10: Several summer practicum students failed and subsequently dropped the program.
- Overall KPI Performance: Strong in other areas, but faculty emphasized the need for continuous evaluation and refinement.

Action Plan: Faculty will enhance screening and interview procedures, improve faculty engagement in student evaluations, and revise the assessment process for underperforming KPIs.



## Professional Counseling Performance Evaluation

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Students received PCPE evaluations during Fall 2024 and Spring 2025 residency sessions. Key observations included:

- Multicultural Competency Challenges: Some students demonstrated resistance to working with diverse populations, including LGBTQ+ clients. Faculty recommended additional training in residency and skills exercises.
- Attendance and Participation: Issues were identified in reporting, with incorrect data entry requiring correction.

# Programmatic Changes & Modifications



## ➔ Professional Counseling Performance Evaluation

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- Appearance and Grooming: Summer 2024 outlier cases were identified and addressed through site supervisor interventions.
- Wellness Support: Some students in practicum required personal counseling. Faculty implemented remediation plans and emphasized wellness in residency.

Action Plan: Faculty will integrate targeted multicultural competency training and case conceptualization video assessments into future PCPE evaluations.

## ➔ Practicum and Internship Evaluations

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Feedback from site supervisors highlighted:

- The need for improved faculty engagement and oversight.
- The importance of additional support mechanisms for students struggling with practical applications.

Action Plan: Faculty will refine the practicum and internship structure and introduce more support strategies, including increased faculty presence in evaluations.

## ➔ Community Advisory Committee Review

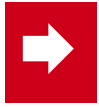
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Faculty reviewed external feedback to align the program with professional trends. Key updates included:

- Ensuring compliance with CACREP residency requirements.
- Enhancing tracking of student enrollment and retention data.
- Developing adjunct and affiliate faculty orientation programs.

Action Plan: Faculty will continue refining curriculum updates and tracking mechanisms to align with industry standards.

# Programmatic Changes & Modifications



## Alumni Success and Employment Data

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Alumni tracking data showed:

- 50% of students graduated within eight semesters.
- 25% of students are still in progress.

Action Plan: Faculty will continue monitoring alumni success rates and making data-driven curriculum adjustments.



## Aggregate Data and Trend Analysis

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The faculty conducted a comprehensive review of long-term student success trends:

- Overall performance data indicates program stability and effectiveness.
- The CACREP accreditation submission is in a strong position.

Action Plan: Faculty will continue tracking data and refining strategies to maintain accreditation and program excellence.



## Conclusion

The annual faculty review for the Southeastern University Graduate Counseling Program demonstrated a commitment to continuous improvement and student success. While the program has strong areas, including student engagement in helping relationships and strong CACREP alignment, targeted improvements in KPIs, multicultural competencies, and research skills are necessary. The faculty will implement structured action plans to address these areas, ensuring the program remains dynamic, effective, and aligned with accreditation standards.

