Memorandum

To: Dr. Cecilia Cornell

From: Dr. James Ermatinger, Interim Dean
       College of Education and Human Services

Date: April 12, 2012

RE: Human Development Counseling Program Review

Strengths: The HDC program review is well written, formulated, and referenced to the national accrediting agency: Council for Accreditation of Counseling and Related Educational Programs (CACREP). The program has changed its course offerings and times to meet the needs of an increasing number of full-time students. The program received re-accreditation in 2010 through 2017; in addition, the new concentration, Marital, Couple, and Family Counseling, received initial accreditation through October 31, 2012 with follow up in spring 2012 which they have met. Since the program is accredited by CACREP, the standards for assessment, curricular competencies, admissions, and exit projects are tightly controlled. During the review period the program has made some curricular changes to meet accreditation needs, including:

- refining their admission process especially through a more complete admissions form
- raising the undergraduate GPA to 3.0
- incorporating conditional admission components
- eliminating prerequisites and revising application deadlines

The biggest change was in 2005 when the State mandated the addition of three more courses; this resulted in a total reconfiguring of the program’s curriculum from 4 hours to 3 hours. The program has also revised the closure process to make it more efficient. In addition, the program eliminated the Online Graduate Certificate Program due to State employees no longer receiving incentives to finish as well as limitations in faculty resources. The program has a job placement rate of 80-90 percent depending on the national economy. A high proportion of students and alumni indicate that they are satisfied with their education: for alumni, 88.5% (28.8 excellent; 46.2 very good; 13.5 satisfactory) which is on par with previous satisfaction surveys. Students in HDC perform above the national average for the National Counselor Examination with a pass rate of over 95%. The program review describes the demographics of the program, the admission process, advising, and retention initiatives. The faculty members in the department are all well qualified and are active in their profession. Student demand has been growing after the “rebuilding” phase in 2002.
Previous Recommendations: The previous program review had several recommendations:

- *Hire more faculty members*: the program has hired new faculty, boosting their FTE from 3 to 5 to meet the recommendation.
- *Enable practicum and internship students to provide treatment services to members of the local community under live supervision in the department’s Counseling and Therapy Training Center*: due to faculty turnover this recommendation was delayed and is currently being planned.
- *Seek upgrades for the Training Center*: this has been accomplished.
- *Expand/increase minority recruitment*: the program has initiated steps to increase minority recruitment.
- *Seek accreditation for the Marriage and Family Therapy area of study*: accomplished.
- *Arrange for NCE preparation workshops*: this has not been implemented due to resources; however, the program is exploring this option.
- *Explore the feasibility of clinically-based portfolios*: the program had this during 2005-2006 but the individuals overseeing this project left the university; the program has been exploring other options as detailed in the review.
- *Establish a mentoring program within Sigma Sigma Upsilon*: this was not done due to departure of a faculty member; this recommendation is being developed for the next review.

Areas of Concern: The program has been expanding which has put strain on department faculty members and the program. The program will need to increase its curriculum from 50 to 60 hours as mandated by CACREP. The program was told in 2001 that there would be 2 tenure track faculty in each of the three areas; at present this has not occurred.

Recommendations: The program seeks a Clinical Instructor to meet the demands of its growing enrollment, and is supported in this request by the College. The department should continue to examine its Training Center as a possible treatment center. The department will need to ensure that the new requirements for CACREP are implemented. As the department continues to grow they will need to be cognizant of minority recruitment and mentoring. The department may wish to examine post-master’s certificates and testing preparation classes as well as testing on site to help our students.