



DBU

DALLAS BAPTIST UNIVERSITY

———— Master of Arts in Professional Counseling ————

2025 Annual Assessment Review

2025 Annual Assessment Review
Dallas Baptist University
Master of Arts in Professional Counseling

An annual comprehensive assessment of the MAPC program was conducted for review of the 2025 calendar year in January 2026. Assessment areas included admissions information, candidacy information, demographic information, students' knowledge/learning outcomes, students' personal and professional counseling dispositions, and evaluation of students' skills/practices. Data sources included admission interview ratings, candidacy assessment evaluations, graduate/student survey, alumni survey, and a stakeholder's surveys, student learning outcomes based on coursework, NCE exam scores, course summative exams, and the practicum and internship end of semester evaluations.

The program achieved CACREP accreditation on July 17, 2025, after the CACREP site visit that took place on the DBU campus during February 23rd-26th of 2025.

The annual assessment process, conducted by full-time MAPC faculty members, utilized the 2016 and 2024 CACREP guidelines. Results of the review were reported to the College of Humanities and Social Sciences, the Graduate Office, and the Dallas Baptist University administration. The review process is ongoing, using a variety of methods of assessment and data from multiple sources to determine if the following program objectives and CACREP standards are being met. Data are collected to evaluate each component.

MAPC PROGRAM OBJECTIVES

The program's mission and objectives were aligned to meet CACREP standards starting back in 2019. The evaluation measures, also aligned with the 2016 CACREP standards, were created to assess program performance related to the mission and objectives of the program. Preliminary work has started on aligning our program to the 2024 CACREP standards and are scheduled for full implementation by May 2026.

Master of Arts in Professional Counseling Program Objectives:

1. Provide Christ-centered quality counseling education to produce graduates who integrate faith and learning in a diverse world.
2. Produce graduates who demonstrate the appropriate knowledge, skills, and dispositions required for the successful practice of clinical mental health counseling.
3. Equip graduates with the prerequisites to pass the National Counseling Examination (NCE) and meet the requirements for licensure as a professional counselor in Texas.
4. Cultivate a professional counselor identity among faculty through organizational involvement, research, publications, presentations, and community service.

VITAL STATISTICS

MAPC ENROLLMENT & STUDENT DEMOGRAPHICS

DBU seeks to recruit, support, and encourage a diverse student population. Demographic information is collected upon admission through graduation. Pertinent demographic information gathered includes age, gender, and ethnicity. Review and analysis include calculating frequencies and percentages by category to assess the program objectives, recruiting efforts, graduation rates, and other analyses as needed.

| MAPC Program Enrollment Data | 2025 |
|---|--------------|
| Number of Program Inquiries | 95 students |
| Number of Program Applications | 169 students |
| Number of Complete Program Applications | 120 students |
| Number of New Students Accepted into Program | 66 students |
| Number of Total Students Enrolled in Program for 2025 | 149 students |

For the 2025 calendar year, the MAPC department enrolled a total of 149 students, up from 122 students in the 2024 calendar year. The counseling department demographic data is listed below. MAPC students' ages ranged from 20 to 74 years for the calendar year 2025, with a mean age of 29, and a median age of 25. The percentage of males in the MAPC program has risen from 12% in 2023 to 16% in 2024, and to 18% in 2025, which is a positive and desirable trend. The university, department, and program work to ensure that qualified applicants of diverse backgrounds and ethnicities are admitted into the program and receive the necessary support to successfully complete all graduation requirements for the MAPC degree. For comparison purposes, the demographic data for all LPCs in Texas shows that nearly 70% of LPCs in Texas are white. This reinforces the positive progress being made at DBU, with the MAPC program's enrollment of nearly 50% minority students is working to address the under-representation of diversity in the counseling profession in Texas. For calendar year 2025, the MAPC had a 98% retention rate.

| Diversity of MAPC Students | 2024 |
|--|--------------|
| White (79 students) | 53 % |
| Hispanic (27 students) | 18 % |
| Black or African American (31 students) | 21 % |
| Asian/International (9 students) | 6 % |
| Pacific Islander/Native American/Alaska Native (3) | 2% |
| Female to Male Ratio Percentages (122 to 27) | 82%: 18% |
| Average Age (Mean=X) | 29 years old |

During the 2025 calendar year, 26 students graduated from DBU's Master of Arts in Professional Counseling program under the CACPREP standards. The total number of CACREP and CACREP-aligned graduates currently stands at 67 graduates. The MAPC Program has submitted an exception report requesting that all 67 graduates be grand-fathered as CACREP since all graduates completed the CACREP-aligned program, and we are currently awaiting CACREP's ruling on this matter.

| MAPC Program Graduates | Number of CACREP- Aligned Graduates |
|------------------------|-------------------------------------|
| Spring 2025 | 11 |
| Summer 2025 | 7 |
| Fall 2025 | 8 |
| 2025 Total | 26 |

The MAPC department graduated 26 total students during the 2025 calendar year, and the demographic data is listed below. MAPC graduates ranged from 23 to 44 years old for the calendar year 2024, with a mean age of 27 years old, and a median age of 26.

| Demographic Data on Graduates in 2024 | Graduates |
|--|--------------|
| White (13) | 50% |
| Hispanic (7) | 27% |
| Black or African American (1) | 4% |
| Asian/International (4) | 15% |
| Pacific Islander/Native American/Alaska Native (1) | 4% |
| Female (23) to Male (3) Ratio Percentages | 88%: 12% |
| Mean Age | 27 years old |

MAPC graduates historically perform well on licensing and certification examinations. During the 2025 calendar year with twenty-six 2025 DBU graduates, 20 have already taken and passed the National Counselor Examination, with a 91% passing rate, and 16 of the 26 graduates have already received their LPC-Associate licenses. Two students did not pass the NCE exam on their first attempt and will be re-taking this spring. The other six students are in the process of preparing to sit for the NCE.

| NCE: Percentage of Students Passing in 2025 | Program 2025 Graduates |
|---|------------------------|
| Number of Students who took the NCE | 22 |
| Number of Students Passing the NCE | 20 |
| MAPC Passing Percentage for NCE | 91% |

PROGRAM EVALUATION

CACREP KEY PERFORMANCE INDICATORS AND LEARNER-CENTERED OUTCOMES RATINGS ASSESSED IN 2025

The Master of Arts in Professional Counseling Program has maintained a sustained effort to review and assess student learning over the past six years through careful evaluation of the program's learner-centered outcomes. Learner-centered outcomes were revised to mirror the 2016 CACREP standards in 2019. The LCOs are an important part of the annual program reviews and serves as an integral part of the development of action plans for improved student learning and program development and will be updated to reflect the CACREP 2024 Standards this spring. The program's annual reviews have reported consistent improvement in student learning and enhanced program development.

The MAPC Program faculty has identified Key Performance Indicators (KPIs) to assess student performance according to the 2016 CACREP standards. Throughout the year, students and instructors upload KPI-related performance data into an online data management system, *Tevera*. Faculty review results and share the results with MAPC Stakeholders. The faculty implements curriculum revisions based on the assessment review. In some cases, even though criteria are met, the faculty nevertheless implements changes intended to further strengthen student learning and performance.

The 2016 CACREP standards were assigned to the twenty MAPC courses and each syllabus indicates where and how each standard is addressed within the curriculum. All standards were included in course-specific evaluation rubrics and the data were collected using evaluation rubrics created within the *Tevera* database, beginning in 2021. In reviewing the aggregated data from *Tevera*, a total of 238 ratings are assessed on all standards across the eight common core areas representing foundational knowledge expected of all graduate counseling students.

Instructors in every MAPC course assess students on multiple standards. The minimum benchmark for all course standards (i.e., meeting expectations) is a score of 2 out of 3 in *Tevera*. A score of 2.50 or greater is considered the ideal benchmark for 2025. Based on KPIs in courses in the MAPC program, areas of strength and areas for growth were identified.

The following were found to be strengths of the MAPC program for 2025 with scores far above the 2.50 benchmark: COUN 5313 Group Counseling ($X = 3.0$: Group Leadership Activity; $X = 3.0$: Stage Theory Exam; and $X = 3.62$: Instructor Evaluation), and COUN 5318 Basic Counseling Skills ($X = 3.0$: Instructor Evaluation).

Based on the data gathered in *Tevera*, the Alumni Survey, The Student Survey, the Graduate Survey, the Stakeholders Survey, scores on the Candidacy exam, and the information from NCE exams, the two areas for growth have again been identified as COUN 5316 Research Methods and COUN 6316 Advanced Counseling Methods and Crisis Intervention. The *Tevera* scores also indicated that these two courses could be improved showing COUN 5316 Research Methods ($X = 2.53$: Comprehensive exam, $X = 2.38$ Instructor Evaluation, and $X = 2.33$ Research Project), which are under the benchmark score. COUN 6316 Advanced Counseling and Crisis

Intervention also had scores under the benchmark score ($X = 2.00$: Instructor Evaluation, $X = 2.00$ Case Study). The recommendation section includes improvements that will be implemented during the 2026 calendar year to make gains in these two courses. As these two courses were identified during our 2025 Annual Report, and some changes were enacted which will be described below, further changes are planned in 2026.

For the common core standards, there were 5,309 ratings assigned over all of the courses in the 2025 Tevera reports. 98% of the ratings assigned were either *meets expectations* or *exceeds expectations*. The aggregate mean score (mean of means) for all evaluated areas was $X = 2.63$, which falls above the target benchmark of 2.50.

INTERNSHIP SITE SUPERVISOR REPORTS

Internship Site Supervisors rated the performance, skills, and dispositions of DBU MAPC Counseling Practicum and Internship students at the middle and at the close of the students' semesters in the clinical classes. Based on evaluations from site supervisors of the clinical students final semester enrolled in the course, *COUN 6319 – Internship II*, across Spring 2025, Summer 2025, and Fall 2025, the percentage of interns who were rated as 8- “consistently meets criteria” or 10-“exceeds criteria” in administrative skills, counseling clinical skills, multicultural competencies, ethical behavior, and professional relationship skills was 100% for the benchmark score of 8 or greater.

These results were assessed using 23 criteria rated by the site supervisors: treatment planning, flexibility, positiveness, cooperativeness, personal responsibility, awareness of impact on others, openness to feedback, openness to expressing feelings appropriately, self-awareness/self-understanding, record keeping, multicultural competencies, use of research, nonverbal skills, diagnosis, professional ethics, application of theory to practice, facilitative therapeutic environment, goal setting, confrontation, advanced reflecting of meaning, reflecting feelings, reflecting basic messages, and questions.

COUNSELOR PREPARATION COMPREHENSIVE EXAMINATION (CPCE)

In conjunction with the *COUN 6319- Internship II* class, students enroll in *COUN 6000- Comprehensive Counseling Review*. At the end of the semester, students take the *Counselor Preparation Comprehensive Examination (CPCE)* as a review for their licensing exam (NCE). For the 2025 MAPC graduating students, the total passing rate was 100%.

| CPCE Passing | Spring 2024 | Summer 2024 | Fall 2024 |
|--|-------------|-------------|-------------|
| Number of Students taking CPCE | 11 | 7 | 8 |
| Number of Students Passing CPCE | 11 | 7 | 8 |
| Total Percentage with Passing Score | 100% | 100% | 100% |

PROGRAM EVALUATION BY GRADUATE/ALUMNI SURVEY

The Graduate/Alumni Survey was updated and placed on a new platform-Google Forms, which was emailed to all graduates, including all 2025 graduates, allowing for an easy-to-complete format with improved data. Thirteen graduates completed the form. Overall, our graduates rated the MAPC program as *good* to *excellent*. Of our program graduates who completed their evaluations, 88% of alumni indicated that the DBU MAPC program as *excellent*, and 12% rated their counselor education as *good*. 79% rated the program as excellent in preparing them to counsel clients. These respondents rated Internship I (21%), Practicum (16%), and Internship II (16%) as the 3 classes that were the most valuable course during their training at DBU, the survey required alumni to select one single course as the most valuable. Research Methods was identified as the least valuable course with 42% of the graduates responding, which will be addressed in our recommendations. 100% of the respondents said that they would recommend DBU's MAPC to others. Alumni identified program strengths predominantly as caring professors, positive learning environment, CACREP accreditation, great relationships with peers, and preparedness for the NCE exam.

PROGRAM EVALUATION BY STAKEHOLDERS SURVEY

This form was also updated to a Google Form for simplicity and ease and sent to all stakeholders, including employers of DBU graduates, site supervisors, and adjunct faculty. This form was sent as a fillable link to 42 individuals, with 13 respondents. In 2025, these stakeholders rated graduates and students on a variety of items. All employers rated DBU graduates as *Excellent* with regard to preparedness, overall character, and overall knowledge. These stakeholders identified the MAPC graduates display a high-level willingness to receive feedback, strong ethical qualities, and adaptiveness as strengths of DBU students and graduates.

SUMMARY OF MAPC CHANGES & PROGRESS MADE IN 2025:

- In 2025, all MAPC program graduates affiliated with the NBCC; being able to take their NCE exam during their last semester of the program and earning the NCC credentials were cited as the reasons. In 2024, 88% of the graduates elected to be NCC, and in 2025, 100% of graduates aligned themselves with the NBCC, which will allow the program to get strategic data about the NCE scores of our graduates directly from the NBCC.
- The MAPC hosted the CACREP site visit during February 23-26, 2025, and was awarded CACREP accreditation during the CACREP July meeting and became CACREP accredited on Jul 17, 2025. The program will be submitting a Progress Report to CACREP on or before May 15, 2026.
- The MAPC program hired another full-time faculty member, Dr. Desiree Stephens, an amazing graduate of Texas A&M Commerce, who has taken over as the Bridge coordinator and the Thrive program advisor.

- The MAPC program hired several new adjunct faculty members- Dr. Jenna Mountain, a licensed sex therapist to teach the COUN 6324 Christian Approach to Human Sexuality; Dr. Todd Baker, a gifted LPC-S in private practice to work with COUN 5313 Group Counseling; and Dr. Mary Dainty, a renowned LPC-S to teach COUN 6314 Marriage and Family Therapy.
- The MAPC Student Organization continued to hold gathering for students and faculty. In 2025, we have held several meet-and-greets, an experience with animal assisted therapy animals, a student-led panel discussion of the practicum and internship process, an ice-cream social, an eating-disorder seminar, an art therapy lecture, “cookie and coffee with counselors,” and a Christmas party.
- Based on the data gathered in *Tevera* for the calendar year 2024, the areas identified for growth for 2025 were COUN 5316 Research Methods and COUN 6316 Advanced Counseling Methods and Crisis Intervention. Both courses were thoroughly reviewed, specifically looking at ways to implement strategic learner-centered interventions. Implementation of recommended interventions were implemented to provide enhanced student performance and program improvement, as both courses were identified by the student survey and graduate survey as courses that could use continued improvement. Dr. Hunter became the dedicated professor for this important course, Research Methods during 2025. He has increased the focus on the statistical analysis to better align with the material evaluated on the NCE for research methods. A new textbook was also implemented to better align with this shift in focus. Assessment data for the COUN 5316 course showed improvement for 2025 but remains an area for program improvement for 2026. For 6316 Advanced Counseling Methods and Crisis Intervention, full-time faculty will review other possible textbooks for a possible textbook change to better align with an increased focus toward trauma-informed care for crisis intervention, to meet the CACREP 2024 Standard 3-E-20 “crisis intervention, trauma-informed, community-based, and disaster mental health strategies.” Content, assignments and exams will be reviewed and overhauled in 2026.
- In 2024, the MAPC Stakeholders Committee comprised of full-time faculty, College of Humanities and Social Science professors, adjunct faculty, employers, students, and alumni of the program, was established to discuss program improvement, and has continued to meet in August 2025, with plans to meet again in August 2026.
- In 2025, the MAPC strengthened the communication with the Graduate Office, MAPC faculty, registrars and admissions to work together to admit, enroll and retain students, and implemented improved gatekeeping for admission to ensure robust student success rates. The MAPC also enacted the Thrive Program to help with remediation and retention of students who might fall below the 3.0 GPA required for the program and for graduation by DBU.

SUMMARY OF RECOMMENDATIONS FOR MAPC FUTURE IMPROVEMENT:

- Based on the data gathered in *Tevera* for the calendar year 2025, the areas identified for growth in 2026 are again COUN 5316 Research Methods and COUN 6316 Advanced Counseling Methods and Crisis Intervention. Both courses will be systematically reviewed, specifically looking at ways to implement strategic learner-centered interventions. In Research Methods, the focus was shifted from student-led research to a

balance of student-led research to also include more statistics-based learning and evaluation which more closely mirrors information necessary for success in this area on the National Counselor Examination. Implementation of recommended interventions will be rolled out in the coming months to provide enhanced student performance and program improvement. For COUN 6316 Advanced Counseling Methods and Crisis Intervention, the full-time faculty are preparing for a complete overhaul of this course to expand the depth and breadth of content, including changing the assignments and evaluations, and including a focus on trauma-informed care.

- The MAPC is currently seeking a new fourth faculty member, with job postings on the DBU website and other platforms to seek competent, licensed team members. The fourth member of the MAPC team is necessary in order to keep the required 12:1 FTE ratio as the program continues to grow. Interviews and hiring procedures are already underway with plans for bringing the new 4th person on in the summer of 2026. The applications that have been received so far are very exciting for this 4th position.
- In 2026, the MAPC is focusing attention and recruitment to increase the pipeline from DBU's BA and BS in Psychology programs for our Bridge Program to also strategically increasing enrollment in the program with highly qualified students.
- We have begun the steps to initiate a chapter of Chi Sigma Iota, an international honor society that values academic and professional excellence in counseling to recognize our top achieving students and provide another avenue for student involvement. In August 2025, Dr. Hunter and Dr. Stephens joined this prestigious organization to become the two faculty sponsors in 2026. We will continue to have our MAPC Student Organization for all MAPC students for community and strength through connections.
- In 2026, Learner-centered outcomes will be revised to mirror the 2024 CACREP standards. The LCOs are an important part of the annual program reviews and action plans for improved student learning and program development. The MAPC Program faculty has been working and will finish updating LCOs and Key Performance Indicators (KPIs) to the 2024 CACREP standards in syllabi, and courses and in *Tevera* by May 2026.