

Counselor Education Unit Stakeholder Report 2024–2025





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Introduction

This report contains highlights of recent activities, changes, and initiatives affecting Capella University's accredited Counselor Education programs. The Counselor Education programs continue to focus on academic excellence through curriculum, residency experiences, site-based learning, and student advising. A comprehensive assessment process guides course and program improvement.

Counselor Education Unit

The mission of the Counselor Education Unit (CEU) is to prepare adult students committed to leadership, advocacy, and service to become professional counselors or counselor educators. Through the CEU's competency-based curriculum and comprehensive program assessment system, the CEU is designed to provide entry-level counseling program students with access to the knowledge and skills necessary to develop into practitioner-scholars. The CEU helps prepare graduates to serve a diverse population of clients across a variety of therapeutic settings and situations. The CEU also helps prepare doctoral students to serve as scholar-practitioners committed to the ethical practice of administration, teaching, supervision, and leadership in the counseling profession.

In 2024–2025, the CEU offered the MS in Clinical Mental Health Counseling (CMHC); MS in School Counseling (SC), and PhD in Counselor Education and Supervision (CES), which are accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP); the MS SC program is also part of the Council for the Accreditation of Educator Preparation (CAEP)-accredited Educator Preparation Provider (EPP) unit.

Program Highlights: July 2024–June 2025 Reporting Period

MS Clinical Mental Health Counseling (CMHC) Key Program Results

- Approximately 94% of CMHC students successfully completed courses at Proficient or Distinguished levels on average.
- The average rate of continuous enrollment in the CMHC program period was approximately 89%.

MS School Counseling (SC) Key Program Results

- Approximately 95% of SC students successfully completed courses at Proficient or Distinguished levels on average.
- The average rate of continuous enrollment in the SC program was approximately 88%.

PhD Counselor Education and Supervision (CES) Key Program Results and Updates

- Fifty-two CES students graduated.

- The average Proficient and Distinguished rate was approximately 94%.
- The average rate of continuous enrollment in the CES program was approximately 92%.
- As of June 6, 2025, Capella University no longer accepts new enrollments into the CES program. Capella is always reviewing its programs and made the decision to end enrollment into the program. The program will implement a teach-out plan to be reported as a substantive change to CACREP. Enrollment services and admission reviews have ceased, and the first course (CES8001) has been retired with its final production ending at the close of Quarter 2.

CEU Faculty and Organizational Leadership Structure

Full-Time Faculty

Full-time faculty in the CEU support all accredited programs regardless of their specialization and primary teaching assignments. The CEU hired or reassigned five new full-time faculty between July 2024 and June 2025: Dr. Domonique Lemieux, Dr. Kelly Gentry, Dr. Shanice Carter, Dr. Jodi Oliver, and Dr. Sherrionda Crawford. Dr. David Schlosz stepped down from his role as Assistant Faculty Director and returned to a full-time teaching position.

Administration

The CEU is housed within the Department of Counseling and Family Therapy in the School of Social and Behavioral Sciences. This organization supports counselor education programs to provide a positive student experience and sustain the achievement of the programs' mission, goals, and outcomes. School and program leadership, with changes during the reporting period, are listed below:

- **Dr. Irene Abrego Nicolet** was appointed dean of the School of Social and Behavior Sciences (SoSBS) in October 2024.
- **Dr. Theresa Kasczak** was appointed assistant dean of SoSBS overseeing Counselor Education and Family Therapy in November 2024.
- **Dr. Nicole Holby** was appointed academic program director (PD) for the counselor education programs and leader of the CEU in November 2024. Previously she had served as associate program director for counselor education. Full-time faculty report to three assistant program directors, all of whom report to the PD. Affiliate faculty report to assistant faculty directors who also report directly to the PD; the assistant faculty directors have a dual appointment as full-time faculty and fulfill their faculty workload expectations and their role as a faculty director.
- **Dr. Randy Agramovich** serves as assistant academic program director of the CES program and CACREP program liaison.
- **Dr. Sara Pula** was promoted to assistant academic program director for clinical training and licensure.
- **Dr. Elizabeth Hatchuel** was promoted to assistant academic program director of the master's CMHC and SC programs.

- **Dr. Ashley N. Davis** was promoted to academic faculty director for Counselor Education and reports to the PD. Approximately half of the 80+ affiliate faculty (part-time and adjunct) report to Dr. Davis and half report to Dr. Smith.
- **Dr. Rachelle Smith** serves as assistant academic faculty director for Counselor Education and reports to the PD.

Innovative Processes Supporting the CEU

CEU Program Assessment System

The CEU's program assessment system provides a framework for the quarterly faculty-led review of CMHC, SC, and CES program curriculum, procedures and policy, and student development; the quarterly faculty review focuses on standards, competencies, and curricular development needs for student success.

The Counselor Education Academic Leadership Team (CE-ALT) comprises the PD, assistant academic program directors, assistant academic faculty directors, and CEU faculty leads and contributes to continuous improvement and faculty governance of the assessment system.

The assessment plan establishes guidelines for the program assessment process to identify the programs' strengths and areas of opportunity, and to assess the programs' effectiveness in meeting its outcomes and professional standards.

Faculty Advising

Students in the CEU are assigned faculty advisors who provide guidance and support throughout their program tenure. Students and faculty advisors interact in an online Faculty Advising Forum (FAF) courseroom. The FAF provides important program information to support students' personal and professional development. Each FAF courseroom is structured by geographic region, which allows for the sharing of regionally specific information and resources and an opportunity for students to build their professional network. The FAF also provides the framework for faculty advisors to review students' academic progress and professional dispositions during periodic Academic Learner Reviews (ALRs).

Curricular Innovation

The CEU made several improvements to courses through the implementation of educational technology. Several courses (COUN6302, CES8776, COUN5284, COUN5420) now include Yellowdig, a community-building, discussion platform which enhances student engagement and connection. The MS programs incorporated media pieces and interactive technology such as card-matching activities, where students connect a theoretical tenet to the correct theory. An interactive situational activity was also incorporated into courses to support students in the SC and CMHC programs as they practice determining interventions for a treatment or behavioral plan. Additionally, the CEU added FirstPass, a tool that provides writing feedback, in COUN5420 to aid students in developing their writing skills. The CES program embedded podcast-style videos in CES8776 to offer students a contemporary method of content delivery. These

educational technology tools have been rigorously pilot tested across the university before full implementation.

Honor Society

Capella's Chi Sigma Iota chapter, Chi Upsilon Chi, is led by the Executive Committee composed of Capella students and guided by faculty advisors. Chi Upsilon Chi welcomes new members at biannual online induction ceremonies. Between July 1, 2024, and June 30, 2025, Chi Upsilon Chi chapter inducted 254 students and alumni.

Licensure

The Academic Leadership team partners with the Legal and Academic Verification teams to support and resolve the licensure questions and needs of students and alumni. Professional licensure disclosures are available for students to review Capella's determination of how its licensure programs meet the educational requirements for licensure by state. Capella also provides resources to support comparison of program coursework to state required licensure content. Students can also request assistance with state licensure concerns or questions via a digital webform.

National Certification and State Licensure

The CEU facilitates the application process for students seeking the voluntary National Certified Counselor (NCC) credential. One requirement for attaining the credential is passing the National Counselor Examination (NCE) or the National Mental Health Counselor Examination (NMHCE). Many states also require these two exams as part of their state licensure application. The CEU's liaison for the NCE works with qualified graduate students to register for the NCE during the final stages of their program. Results of the NCE are provided to the CEU and are reviewed by faculty to inform potential curriculum revisions.

CEU Advisory Councils

The Clinical Mental Health Counseling/Counselor Education and Supervision (CMHC/CES) and the School Counseling (SC) Advisory Councils include key stakeholders, such as faculty, district partners, practitioners and site supervisors, students, and alumni.

- The CMHC/CES Advisory Council meets biannually to review program and accreditation updates and explore topics relevant to the enhancement and development of the programs.
- The SC Advisory Council meets biannually to offer advice and counsel to program and faculty leadership. Council members offer a relevant perspective on industry trends to facilitate improvements within the SC program. Because SC is dually accredited by CACREP and CAEP, its council also meets the necessary requirements of EPPs for CAEP.

The purpose of the advisory councils includes: 1) assisting the program in identifying current issues in clinical mental health counseling, school counseling, and counselor education and supervision; 2) identifying necessary entry-level skills, knowledge, competencies, and

professional dispositions for entry-level professional counselors and counselor educators and supervisors; and 3) assisting in program evaluation by providing recommendations based on program data. Reports from the advisory council meetings are maintained on SharePoint and presented to school leadership teams.

Academic Standards and Professional Fitness Committees

The CEFT Professional Standards Committee (PSC) and the Academic Honesty Faculty Review Panel (AH-FRP) continue to support a growth-based review of student needs, strengths, and academic and professional requirements. The PSC is chaired by Dr. Megyn Shea (full-time faculty) and comprises faculty members from the CEU and Marriage and Family Therapy program. The AH-FRP includes full-time faculty representation from all programs within the School of Social and Behavioral Sciences.