



## Pace University PhD Program Objectives (PO) Annual Assessment Report 2022-2023

The following is Pace University’s Doctor of Philosophy (PhD) Program Objectives (POs) Assessment Report for the program’s annual review. This plan includes input from the various stakeholders including: aggregate student assessment data that addresses student knowledge, skills, and professional dispositions; demographic and other characteristics of applicants, students, and graduates; and data from systematic follow-up studies of graduates, site supervisors, and employers of program graduates.

The assessment data compiled and analyzed is based on a five-point scale which is constituted as: 1 – Ineffective, 2 - Somewhat Ineffective, 3 – Adequate, 4 – Effective, 5 – Very Effective.

Program goals are baselined at a minimum standard of 80% to designate “meeting standard” or above. Our students continued to receive high quality academic instruction, strong clinical practicum experiences, and internship professional roles among five doctoral core areas, including: (1) counseling; (2) supervision; (3) teaching; (4) research and scholarship; (5) leadership and advocacy.

**99% of our stakeholders indicated that the program was Effective or Very Effective in meeting the program objectives. Again 99% of our stakeholders indicated that the program was Adequate, Effective or Very Effective in meeting the program objectives.**

**The PLO Assessment Plan is divided into the following areas:**

1. Demographic and other Characteristics of Applicants, Students, and Graduates

### PhD Student Yearly Counts

	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-2020	2020-2021	2021-2022	2022-2023
<b>Students</b>										
Applied	10	11	12	14	14	16	27	35	43	35
Accepted	10	7	8	6	6	6	8	8	12	9
Withdrawn	0	0	1	0	0	0	0	1	3	1
Graduated	8	6	4	2	4	3	5	3	0	0
In Process	0	1	3	4	2	3	3	5	9	8

- Program Completion Rate: 47%, 35 out of 74 graduated; 30 are on dissertation proposal or defense; 6 students have withdrawn from program.
- Job Placement Rates: 89%

2. Aggregated collected and analyzed data related to each of our PhD specific Program learning
3. outcomes. This data is accrued from the following where pertinent:
  - a. Student Data
  - b. Alumni
  - c. Site Supervisors
  - d. Employers of program graduates



e. Aggregate data of student professional dispositions

### 1. COUNSELING

Graduates will exhibit competencies of counseling skills in various modalities.

Assessment Item	Aggregate Outcome	Action Plan
Student survey: Course/Assignment MHC 742: Advanced Theory & Practice of Counseling/Final Reflection and Integration Paper	100%	None Required
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	None Required
Employer Survey	100%	None Required
Total Aggregate Analysis	100%	None Required

### 2. SUPERVISION

Graduates will exhibit competencies in philosophy, supervision, and ethics in the profession.

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 726: Doctoral Internship/ Professional Development Paper	100%	None Required
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	None Required
Employer Survey	100%	None Required
Total Aggregate Analysis	100%	None Required

### 3. TEACHING

Graduates will exhibit competencies through supervised practice to integrate knowledge & skills of a successful counselor.

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 726: Doctoral Internship/ Professional Development Paper	100%	Excluding "Adequate" from the Aggregate Outcome, the result was 96%. This result is up very well up from the determined baseline of 80% this year. Nevertheless, last year this result was 81%. Therefore, we see remarkable improvement in this area this year. We will continue to maintain growth of this assessment goal.
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	None Required
Employers Survey	100%	None Required
Total Aggregate Analysis	100%	None Required



#### 4. RESEARCH AND SCHOLARSHIP

Graduates will exhibit competencies in knowledge in and be able to conduct research.

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 832: Doctoral Dissertation Seminar II/Literature Review and Draft of Dissertation Proposal	100%	N/A
Site Supervisor Survey	N/A	None Required
Alumni Survey	100%	None Required
Employer Survey	100%	None Required
Total Aggregate Analysis	100%	None Required

#### 5. LEADERSHIP AND ADVOCACY

Graduates will exhibit competencies in multicultural characteristics, counseling competencies, and social justice issues related to diverse groups.

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 726: Doctoral Internship/ Professional Development Paper	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 80%. This result still equals the determined baseline of 80% this year. Nevertheless, the program will continue to provide training of integrating multicultural counseling competencies and social justice issues in the course curriculum to become a successful leader and an advocate.
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	None Required
Employer Survey	100%	None Required
Total Aggregate Analysis	100%	None Required

3. Other substantial program changes

Personnel Changes:

- N/A

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