



## Pace University PhD Program Objectives (PO) Annual Assessment Report 2024-2025

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.

**91% 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

|                           | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 | 2024-2025 |
|---------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Applied                   | 10        | 11        | 12        | 14        | 14        | 16        | 27        | 35        | 43        | 35        | 39        | 50        |
| Accepted                  | 9         | 7         | 8         | 6         | 6         | 6         | 8         | 9         | 12        | 8         | 9         | 9         |
| Withdrawn                 | 1         | 0         | 1         | 0         | 0         | 0         | 0         | 1         | 2         | 1         | 0         | 0         |
| Graduated                 | 8         | 7         | 6         | 3         | 4         | 4         | 7         | 4         | 6         | 5         | 0         | N/A       |
| In Process (Dissertation) | 0         | 0         | 1         | 2         | 2         | 2         | 1         | 4         | 3         | 2         | 9         | N/A       |
| Coursework in process     | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 0         | 9         |

- Program Completion Rate: 61.36%. Total Graduated – 54; Total in process (dissertation proposal or defense) 26; Total in coursework - 9 are in coursework; Withdrawn - 6
- Job Placement Rates: 100%



2. Aggregated collected and analyzed data related to each of our PhD specific Program learning outcomes. This data is accrued from the following where pertinent:
- Student Data
  - Alumni
  - Site Supervisors
  - Employers of program graduates
  - Aggregate data of student professional dispositions

## 1. COUNSELING

Graduates will exhibit competencies of counseling skills in various modalities.

| Assessment Item   | Aggregate Outcome | Action Plan   |
|---|-------------------|---------------|
| 1a. Course/Assignment<br>MHC 742: Advanced Theory & Practice of Counseling/Final Reflection and Integration Paper | 100%              | None Required |
| 1b. Student survey  | 90%               | None Required |
| 1c. Site Supervisor Survey  | 100%              | None Required |
| 1d. Alumni Survey   | 100%              | None Required |
| 1e. Employer Survey   | 100%              | None Required |
| Total Aggregate Analysis  | 98%               | None Required |

*Note: Baseline or minimum standard for the above outcomes -For items 1a. 80% of students will earn a grade of B (i.e. 80 points) or better. For items 1b, 1c & 1d & 1e: students, site supervisors, alumni and employers will rate students' as 3 or higher on a 1 to 5 Likert scale on the survey where 1=Ineffective and 5=Very Effective.*

## 2. SUPERVISION

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

| Assessment Item   | Aggregate Outcome | Action Plan  |
|---|-------------------|--|
| 2a. Course/Assignment<br>MHC 732: Counseling Supervision Research Paper | 100%              | None Required  |
| 2b. Student survey  | 100%              | None Required  |
| 2c. Site Supervisor Survey  | 100%              | Excluding "Adequate" from the Aggregate Outcome, the result remained 89% which is higher than the determined baseline of 80% this year. Nevertheless, we will continue to monitor the growth of this assessment goal and offer additional opportunities for students to practice & develop supervision skills. |
| 2d. Alumni Survey   | 100%              | Not Required   |



|                          |      |               |
|--------------------------|------|---------------|
| 2e. Employer Survey      | 100% | None Required |
| Total Aggregate Analysis | 100% | None Required |

Note: Baseline or minimum standard for the above outcomes -For items 2a. 80% of students will earn a grade of B (i.e. 80 points) or better. For items 2b, 2c & 2d & 2e: students, site supervisors, alumni and employers will rate students' as 3 or higher on a 1 to 5 Likert scale on the survey where 1=Ineffective and 5=Very Effective.

### 3. TEACHING

Graduates will exhibit competencies through knowledge & skills of teaching theories, methods and curriculum development.

| Assessment Item  | Aggregate Outcome | Action Plan   |
|--|-------------------|---------------|
| 3a. Course/Assignment<br>MHC 731: Counselor education<br>literature review paper | 100%              | None Required |
| 3b. Student survey   | 100%              | None Required |
| 3c. Site Supervisor Survey   | 100%              | None Required |
| 3d. Alumni Survey  | 100%              | None Required |
| 3e. Employer Survey  | 100%              | None Required |
| Total Aggregate Analysis   | 100%              | None Required |

Note: Baseline or minimum standard for the above outcomes -For items 3a. 80% of students will earn a grade of B (i.e. 80 points) or better. For items 3b, 3c & 3d & 3e: students, site supervisors, alumni and employers will rate students' as 3 or higher on a 1 to 5 Likert scale on the survey where 1=Ineffective and 5=Very Effective.

### 4. RESEARCH AND SCHOLARSHIP

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

| Assessment Item   | Aggregate Outcome | Action Plan   |
|---|-------------------|---------------|
| 4a. Course/Assignment<br>MHC 832: Doctoral<br>Dissertation Seminar<br>II/Literature Review and Draft of<br>Dissertation Proposal. | 100%              | None Required |
| 4b. Student survey  | 100%              | None Required |
| 4c. Site Supervisor Survey  | 100%              | None Required |
| 4d. Alumni Survey   | 100%              | None Required |
| 4e. Employer Survey   | 100%              | None Required |
| Total Aggregate Analysis  | 100%              | None Required |

Note: Baseline or minimum standard for the above outcomes -For items 4a. 80% of students will earn a grade of B (i.e. 80 points) or better. For items 4b, 4c & 4d & 4e: students, site supervisors, alumni and employers will rate students' as 3 or higher on a 1 to 5 Likert scale on the survey where 1=Ineffective and 5=Very Effective.



## 5. LEADERSHIP AND ADVOCACY

Graduates will exhibit competencies in the knowledge of advocacy for the profession, leadership skills & strategies including multicultural characteristics, counseling competencies and social justice issues related to diverse groups.

*Note: Baseline or minimum standard for the above outcomes -For items 5a. 80% of students will earn a grade of B (i.e. 80 points) or better. For items 5b, 5c & 5d & 5e: students, site supervisors, alumni and employers will rate students' as 3 or higher on a 1 to 5 Likert scale on the survey where 1=Ineffective and 5=Very Effective.*

| Assessment Item  | Aggregate Outcome | Action Plan   |
|--|-------------------|---|
| 5a. Course/Assignment<br>MHC 733: Leadership & Advocacy Research Paper | 100%              | None Required   |
| 5b. Student survey   | 100%              | None Required   |
| 5c. Site Supervisor Survey   | 95%               | Excluding "Adequate" from the Aggregate Outcome, the result is 89% which is higher than the determined baseline of 80% this year. Nevertheless, we will continue to monitor the growth of this assessment goal and offer additional opportunities for students to practice & develop supervision skills |
| 5d. Alumni Survey  | 100%              | None Required   |
| 5e. Employer Survey  | 100%              | None Required   |
| Total Aggregate Analysis   | 99%               | None Required   |

### 3 Other substantial program changes

**Curriculum Changes:** During AY2024- 2025, the program developed and implemented plans to increase the minimum credit requirement for the PhD program to 60 credits (CACREP Standards, 2024). To support this change, additional doctoral-level elective courses were created. Beginning Fall 2026, students entering the program will be required to take two additional elective courses to meet the new 60-credit minimum requirement.

During AY 2024-2025, the Pace University Mental Health Counseling program submitted its reaccreditation self-study.

#### Personnel Changes:

- N/A