

Pace University MS Program Objectives (PO) Annual Assessment Report 2021-2022

The following is Pace University's Master of Science 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 Effective, 3 – Adequate, 4 – Effective, 5 – Very Effective.

As was done last year, we are continuing to use the standard baseline minimum of 80% for this academic year. Additionally, we have included Adequate, Effective, and Very Effective in the five-point scale to calculate our aggregate outcome.

90% of our stakeholders indicated that the program was Effective or Very Effective in meeting the program objectives. 97% of our stakeholders indicated that the program was Adequate, Effective or Very Effective in meeting the program objectives.

The PO Assessment Plan is divided into the following areas:

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

| Numbers | 2021-2022 |
|---|---------------------------|
| Number of Students Enrolled | 155 |
| Number of Graduates | 43 |
| Pass Rate on Credentialing Exams | 75% (3 of 4 tests) |
| Completion Rates | 98% |
| Job Placement Rates | 81% (93% based on survey) |

2. Aggregated collected and analyzed data related to each of our MS specific Program learning outcomes. This data is accrued from the following where pertinent:

- a. Student Data
- b. Graduates/Alumni
- c. Site Supervisors
- d. Employers of program graduates
- e. Aggregate data of student professional dispositions

1. PROFESSIONAL COUNSELING ORIENTATION AND ETHICAL PRACTICE

Graduates will exhibit knowledge and competencies of the history, philosophy, licensure, supervision, and ethics in the profession.

| Assessment Item | Aggregate Outcome | Action Plan |
|---|-------------------|---------------|
| Student Survey Course/Assignment MHC 687: Foundations in Mental Health Counseling & Consultation/Term Paper: “Current Issues in Counseling Research Paper and Presentation” | 96% | None Required |
| Site Supervisor Survey | 100% | None Required |
| Alumni Survey | 100% | None Required |
| Employer Survey | 100% | None Required |
| Total Aggregate Analysis | 99% | None Required |

2. SOCIAL AND CULTURAL DIVERSITY

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

| Assessment Item | Aggregate Outcome | Action Plan |
|--|-------------------|--|
| Student Survey Course/Assignment MHC 685: Social and Cultural Foundations of Counseling/Three Reflection Papers “Religious, Cultural Dining & Media on Cultural Issues | 94% | None Required |
| Site Supervisor Survey | 92% | Excluding “Adequate” from the Aggregate Outcome, the result was 79%. This result was up from 70% in the previous AY. However, given that it is below the 80% baseline minimum, the program will include additional training of social and cultural diversity to enhance this assessment goal; the program will expand multicultural training and awareness in all courses by implementing additional experiential assignments. |

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|---------------------------------|------|---------------|
| Alumni Survey | 100% | None Required |
| Employer Survey | 100% | None Required |
| Total Aggregate Analysis | 97% | None Required |

3. HUMAN GROWTH AND DEVELOPMENT

Graduates will exhibit knowledge and competencies of lifespan development, learning, and abnormal development including addictions, trauma, wellness, and resilience.

| Assessment Item | Aggregate Outcome | Action Plan |
|--|--------------------------|--|
| Student Survey Course/Assignment MHC 652: Human Growth and Development /6 Extensive Discussion Boards on Stages of Development and Ethical Considerations Paper | 95% | None Required |
| Site Supervisor Survey | 100% | Excluding “Adequate” from the Aggregate Outcome, the result was 79%. However, given that it is below the 80% baseline minimum, the department faculty are in the process of reviewing the learning objectives and outcomes for the course. Modifications will be implemented as needed to improve the quality of required assignments to parallel the understanding of the curriculum. |
| Alumni Survey | 100% | None Required |
| Employers Survey | 100% | None Required |
| Total Aggregate Analysis | 99% | None Required |

4. CAREER DEVELOPMENT MHC 678

Graduates will exhibit knowledge and competencies of career counseling theories and strategies including ethical considerations.

| Assessment Item | Aggregate Outcome | Action Plan |
|---|--------------------------|--------------------|
| Student Survey Course/Assignment MHC 678: Career and Lifestyle Development/Theoretical Research Analysis | 95% | None Required |

| | | |
|---------------------------------|------|---------------|
| Site Supervisors Survey | 100% | None Required |
| Alumni Survey | 100% | None Required |
| Employer Survey | 100% | None Required |
| Total Aggregate Analysis | 99% | None Required |

5. COUNSELING AND HELPING RELATIONSHIPS

Graduates will exhibit knowledge, competencies, and skills in counseling in various modalities (individual, group, family) including suicide and crisis interventions.

| Assessment Item | Aggregate Outcome | Action Plan |
|--|--------------------------|--|
| Student Survey Course/Assignment MHC 630: Helping Relationships: Counseling Theories and Techniques I/ Counseling Session Critique Paper & Recording | 90% | Excluding “Adequate” from the Aggregate Outcome, the result was 78%. However, given that it is below the 80% baseline minimum, the department faculty are in the process of reviewing the learning objectives and outcomes for the course. Modifications will be implemented as needed to improve the quality of required assignments to parallel the understanding of the curriculum. |
| Site Supervisor Survey | 96% | None Required |
| Alumni Survey | 100% | None Required |
| Employer Survey | 100% | None Required |
| Total Aggregate Analysis | 97% | None Required |

6. GROUP COUNSELING AND GROUP WORK

Graduates will exhibit knowledge and competencies of theories and practice of group counseling and participate in small group activity.

| Assessment Item | Aggregate Outcome | Action Plan |
|---|--------------------------|--------------------|
| Student Survey Course/Assignment MHC 658: Group Dynamics/ Process Notes | 97% | None Required |
| Site Supervisor Survey | 100% | None Required |
| Alumni Survey | 100% | None Required |
| Employers Survey | 100% | None Required |
| Total Aggregate Analysis | 99% | None Required |

7. ASSESSMENT AND TESTING

Graduates will exhibit knowledge, competencies, and skills in gathering, analyzing, interpreting and presenting data about clients and be familiar with assessment with DSM-5. MHC 672 Class

participation and exam.

| Assessment Item | Aggregate Outcome | Action Plan |
|---|--------------------------|--|
| Student Survey Course/Assignment MHC 686: Appraisal and Assessment of Individuals, Couples, Families, and Groups/ Test & Critique paper | 92% | Excluding “Adequate” from the Aggregate Outcome, the result was 78%. However, given that it is below the 80% baseline minimum, the department faculty will determine recommendations for specific learning objectives and outcomes that are aligned with agency needs regarding testing and assessment. Modifications will be implemented as needed to improve the quality of required assignments to parallel the understanding of the curriculum and the updated NYS licensure exam. |
| Site Supervisor Survey | 96% | None Required |
| Alumni Survey | 100% | None Required |
| Employers Survey | 88% | None Required |
| Total Aggregate Analysis | 94% | None Required |

8. RESEARCH AND PROGRAM EVALUATION

Graduates will exhibit knowledge and competencies of research concepts and be able to interpret research literature and program evaluation.

| Assessment Item | Aggregate Outcome | Action Plan |
|---|--------------------------|---|
| Student Survey Course/Assignment MHC 677: Research and Program Evaluation/Research Critique Paper/Presentation | 95% | None Required |
| Site Supervisor Survey | 93% | Excluding “Adequate” from the Aggregate Outcome, the result was 73%. This was significantly up from 50% in the previous AY. However, given that it is below the 80% baseline minimum, the department faculty will continue to work closely with site supervisors to determine recommendations for specific learning objectives and outcomes that are aligned with agency needs regarding research and program |

| | | |
|---------------------------------|------|---|
| | | evaluation. Modifications will be implemented as needed to improve the quality of required assignments to parallel the understanding of the curriculum. |
| Alumni Survey | 100% | None Required |
| Employer Survey | 80% | None Required |
| Total Aggregate Analysis | 92% | None Required |

9. CLINICAL MENTAL HEALTH COUNSELING

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

All courses address this area. We are specifying key courses below.

| Assessment Item | Aggregate Outcome | Action Plan |
|---|--------------------------|--------------------|
| Student Survey Course/Assignment MHC 676: Field Experience in Counseling: Internship II/Clinical Counseling Philosophy Research Paper | 94% | None Required |
| Site Supervisor Survey | 100% | None Required |
| Alumni Survey | 100% | None Required |
| Employer Survey | 100% | None Required |
| Total Aggregate analysis | 99% | None Required |

3. Other Substantial Program Changes

Personnel Changes:

- N/A

Curriculum Changes:

- Survey feedback and students' requests have prompted the creation of several new electives to instruct students in best practices and current field perspectives in areas such as addictive disorders, suicidal behavior, sex education, and counseling and the law.