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Pace University MS Program Objectives (PO) Annual Assessment Report 2025–2026

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, andgraduates; 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.

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.

89% of our stakeholders indicated that the program was Effective or Very Effective in meeting the program objectives. 98% of our stakeholders indicated that the program was Adequate, Effective or Very Effective in meeting the program objectives. These averages are year on year consistent with data from AY 2024–2025, confirming consistency in meeting program objectives.

The PO Assessment Plan is divided into the following areas:

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

Outcomes	2025–2026	Minimum Threshold
Number of Students Enrolled	144	
Number of Graduates	48	
Pass Rate on Credentialing Exams	48% NYS NCMHCE exam	50% NYS NCMHCE exam
Completion Rates	98%	90%
Job Placement/ Doctoral Admission Rates	100% based on survey	50% based on survey
Field Placement Rates	100%	90%

2. **Aggregated collected and analyzed data related to each of our MS specific Program learningoutcomes. 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

Professional Counseling Orientation and Ethical Practice

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

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

Social and Cultural Diversity

Students will exhibit knowledge and competencies of multicultural characteristics, counseling competencies, and social justice issues related to diverse groups. All courses address this area. We are specifying the key course below.

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 685: Social and Cultural Foundations of Counseling/Final Paper	100%	None Required
Student Survey	100%	None Required
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	Excluding "Adequate" from the Aggregate Outcome, the result was 77% in AY 2022–2023 and maintained 100% from AY 2023–2024 through AY 2025–2026. We continually assess all courses for additional opportunities for students to improve their cultural competencies.
Employer Survey	100%	None Required
Total Aggregate Analysis	100%	None Required

Human Growth and Development

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

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 652: Human Growth and Development /Exam 1, Exam 2, Exam 3	100%	None Required
Student Survey	100%	None Required
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	None Required
Employers Survey	100%	None Required
Total Aggregate Analysis	100%	None Required

Career Development

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

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 678: Career and Lifestyle Development/Theoretical Research Analysis	95%	None Required
Student Survey	92%	None Required
Site Supervisors Survey	100%	None Required
Alumni Survey	80%	None Required
Employer Survey	100%	None Required
Total Aggregate Analysis	93%	None Required

Counseling and Helping Relationships

Students 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
Course/Assignment MHC 630: Helping Relationships: Counseling Theories and Techniques I/ Counseling Session Critique Paper & Recording	93%	None Required
Student Survey	95%	None Required
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	None Required
Employer Survey	100%	None Required
Total Aggregate Analysis	98%	None Required

Group Counseling and Group Work

Students will exhibit knowledge and competencies of theories and practice of group counselingand participate in small group activity.

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 658: Group Dynamics/ Process Notes	97%	None Required
Student Survey	96%	None Required
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	None Required
Employers Survey	100%	None Required
Total Aggregate Analysis	99%	None Required

Assessment and Testing

Students will exhibit knowledge, competencies, and skills in gathering, analyzing, interpreting and presenting data about clients and be familiar with assessment with DSM-5-TR.

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 686: Appraisal and Assessment of Individuals, Couples, Families, and Groups/ Test & Critique paper	86%	While benchmark is met, this area decreased from 99% in AY 2024–2025. We continually assess all courses for additional opportunities for students to improve their assessment competencies.
Student Survey	96%	None Required
Site Supervisor Survey	100%	Improved from 91% in AY 2023–2024
Alumni Survey	100%	None Required
Employers Survey	100%	None Required
Total Aggregate Analysis	96%	None Required

Research and Program Evaluation

Students will exhibit knowledge and competencies of research concepts and be able to interpretresearch literature and program evaluation.

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 677: Research and Program Evaluation/Research Critique Paper/Presentation	100%	None Required
Student Survey	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

Clinical Mental Health Counseling

Students 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 the key course below.

Assessment Item	Aggregate Outcome	Action Plan
Course/Assignment MHC 676: Field Experience in Counseling: Internship II/Clinical Counseling Philosophy Research Paper and video session with client	100%	None Required
Student Survey	92%	None Required
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	None Required
Employer Survey	100%	None Required
Total Aggregate analysis	98%	None Required

Disposition Outcomes	2025–2026	Minimum Threshold
Program Aggregate	23.15 96%	at least 80% of students earn an overall score of 13–18, indicating "Meets Expectations," within each academic year

Narrative Summary of Annual Program Assessment Findings

Stakeholder feedback for AY 2025–2026 indicates strong and consistent satisfaction with the Mental Health Counseling program's effectiveness in meeting its objectives. Overall, 89% of stakeholders rated the program as Effective or Very Effective, and 98% rated it as Adequate, Effective, or Very Effective. These outcomes align closely with AY 2024–2025 data, demonstrating year-over-year consistency in the program's ability to meet its stated objectives.

As outlined in the Program Outcomes (PO) Assessment Plan, the program examines multiple data sources to evaluate effectiveness, including student performance, alumni and employer feedback, site supervisor evaluations, and professional disposition assessments.

1. **Demographic and Student Outcome Data**

   For AY 2025–2026, the program enrolled 144 students and conferred 48 degrees. Completion rates remained high at 98%, and 100% of students secured field placements. Among graduates, 100% reported employment in the field or doctoral admission based on survey data. The pass rate for the NYS NCMHCE credentialing

exam was 48% (against the established minimum threshold of 50%), indicating an area for continued monitoring and targeted support.

2. **Program Learning Outcomes Assessment**

   Assessment across the nine Program Learning Outcomes (PLOs) demonstrates consistently high levels of student achievement and stakeholder confidence. Aggregate data from coursework, surveys, and supervisor and employer evaluations show that all nine PLOs were met with strong performance indicators, ranging from 93% to 100%, with no formal action plans required across all areas.

   Across all PLOs—including Professional Counseling Orientation and Ethical Practice; Social and Cultural Diversity; Human Growth and Development; Career Development; Counseling and Helping Relationships; Group Counseling and Group Work; Assessment and Testing; Research and Program Evaluation; and Clinical Mental Health Counseling—stakeholder evaluations consistently reflected exceptional competency development among students and graduates.

   a. Notably:

      i. **Social and Cultural Diversity:** Maintained a 100% aggregate outcome for the third consecutive year (AY 2023–2024 through AY 2025–2026), with faculty continually assessing courses to provide additional opportunities for students to enhance multicultural competence.

      ii. **Assessment and Testing:** Although the aggregate course assignment outcome decreased to 86% (down from 99% in AY 2024–2025), the total aggregate PLO analysis remained strong at 96%, with Site Supervisor Survey evaluations reaching 100%. Faculty will continually evaluate coursework for additional opportunities to enhance assessment competencies.

3. **Annual Program Aggregate Professional Disposition Data**

   The program systematically assesses professional dispositions as a core component of counselor preparation. Dispositions are evaluated across the following domains: humility, respect, openness, commitment, integrity, and self-awareness, aligning with expectations for ethical practice, professional responsibility, and reflective clinical work.

   The minimum threshold for acceptable aggregate program performance on professional dispositions is that at least 80% of students earn an overall score of 13–18, indicating "Meets Expectations," within each academic year. For AY 2025–2026, the program's aggregate disposition score was 23.15 (96%), significantly exceeding the established benchmark and demonstrating that students, as a whole, consistently met or surpassed professional disposition expectations.

Conclusion

AY 2025–2026 assessment results affirm the program's continued effectiveness in preparing students for professional practice in mental health counseling. The data reflect sustained excellence across coursework, field experiences, and post-graduation outcomes, with stakeholder feedback confirming strong alignment between program objectives and graduate competencies. Furthermore, no substantive program changes were made during AY 2025–2026 in anticipation of the CACREP re-accreditation site visit in October 2026, which was successfully completed with all assessment, curriculum, and field experience standards fully met. While the program will continue to monitor licensure exam performance and course-level assessment outcomes, overall findings indicate that the program is meeting its goals with a high degree of consistency and effectiveness.

3. Other Substantial Program Changes

No substantive program changes were made during AY 2025–2026 in anticipation of the program's re-accreditation CACREP site visit in October 2026, which was successfully completed. **All program assessment, curriculum, and field experience standards were fully met during the site visit.**