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

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 theprogram objectives. Again 98% 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

GraduatesPhD 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	2025 – 2026
Applied	10	11	12	14	14	16	27	35	43	35	39	50	25
Accepted	9	7	8	6	6	6	8	9	11	8	9	9	8
Withdrawn	1	0	1	0	0	0	0	1	2	1	0	0	0
Graduated	8	7	6	3	4	5	7	4	7	7	6	N/A	N/A
In Process (Dissertation)	0	0	0	2	2	1	1	4	2	1	3	9	N/A
Course-work in process	0	0	0	0	0	0	0	0	0	0	0	0	8
Dismissed	-	-	1	1	-	-	-	-	-	-	-	-	-

Overall **Program Completion Rate:** 61.54%; Total Accepted: 104; Total Graduated: 64; In Process (Dissertation Proposal or Defense): 16; In Coursework: 8; Withdrawn: 6

Program Academic Quality Indicators (AQI)

Graduate Outcomes	2025–2026	Minimum Threshold	Threshold Met / Action Plan
2.E.2.b Degree Completion Rates	40% (2025-2026 graduation rate)	**2.E. 60% of graduates complete in 4-6 years**	Threshold met, will continue to monitor
2.E.2.c Employment rates upon degree completion	100%	**2.E.2.c** 80%	Threshold met, continue to monitor
2.E.4. Field Placement	100%	**2.E.4** 80%	Threshold met, will sustain partnerships with placement sites to maintain

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:
   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
1a. Course/Assignment MHC 742: Advanced Theory & Practice of Counseling/Final Reflection and Integration Paper	100%	None Required
1b. Student survey	100%	Excluding "Adequate" from the Aggregate Outcome, the result remained 87% 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 counseling skills.
1c. Site Supervisor Survey	100%	None Required
1d. Alumni Survey	92%	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 MHC 732: Counseling Supervision Research Paper	100%	None Required
2b. Student survey	100%	Excluding "Adequate" from the Aggregate Outcome, the result remained 94% 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.
2c. Site Supervisor Survey	100%	None Required
2d. Alumni Survey	92%	None Required
2e. Employer Survey	100%	None Required
Total Aggregate Analysis	98%	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 MHC 731: Counselor education literature review paper	100%	None Required
3b. Student survey	100%	Excluding "Adequate" from the Aggregate Outcome, the result remained 95% 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.
3c. Site Supervisor Survey	100%	None Required
3d. Alumni Survey	92%	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 MHC 832: Doctoral Dissertation Seminar II/Literature Review and Draft of Dissertation Proposal.	100%	None Required
4b. Student survey	100%	None Required
4c. Site Supervisor Survey	100%	None Required
4d. Alumni Survey	92%	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.

Assessment Item	Aggregate Outcome	Action Plan
5a. Course/Assignment MHC 733: Leadership & Advocacy Research Paper	100%	None Required
5b. Student 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.
5c. Site Supervisor Survey	100%	None Required
5d. Alumni Survey	100%	None Required
5e. Employer Survey	100%	None Required
Total Aggregate Analysis	100%	None Required

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.*

Disposition Outcomes	2025-2026	Minimum Threshold
Program Aggregate	**100%**	**at least 80% of students earn an overall score of 13–18, indicating "Meets Expectations," within each academic year**

2.F.3.a Narrative Summary of Annual Program Assessment Findings

Stakeholder feedback for AY 2025–2026 indicates strong and consistent satisfaction with the PhD in the Mental Health Counseling program's effectiveness in meeting its objectives. Overall, **91% of stakeholders rated the program as Effective or Very Effective**, and **99% 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 an additional cohort of 8 students and conferred 17 degrees. Overall program completion rate is at **61.54%. 25 students are in the process of pursuing dissertation proposal or defense, indicating an area for continued monitoring or support. 100% of students in the year 2024–2026 secured field placements**. Further, **100% of our graduates reported employment in the field** based on survey data. Particularly, 80% of graduates reported being employed in advanced positions after graduating from the PhD in mental Health Counseling Program. They reported being employed as full time counselor educators, counseling supervisor, and program directors (university and mental health agency). The remaining 20% reported being employed as counselors at agencies and private practices.

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 five PLOs were met with strong performance indicators, ranging from **87% to 100%**, with **no action plans required** for most areas.

Across all PLOs—including Counseling, Supervision, Teaching, Research and Scholarship, and Leadership and Advocacy—stakeholder evaluations consistently reflected exceptional competency development among students and graduates:

- Overall assessments related to **counseling-maintained** gains from the previous year. Student survey results for **Counseling** reported an increase from the previous year (90% to 100%), an area demonstrating improvement. Nevertheless, student survey reported a slight decrease in the aggregate outcome excluding adequate at 87% compared to 100% from the previous year (90% to 100%).
- Overall assessments related to supervision demonstrated slight decrease in gains from the previous year (100% to 98%). Student survey results for the current year also reported a slight decrease in their confidence of supervision skills in the aggregate outcome excluding adequate. However, this number is at 94% and continues to demonstrate consistent gains.
- Overall assessments related to **Teaching** maintained gains from the previous year (100%). Student survey reports for the current year excluding adequate from the aggregate outcome is reported as 95% indicative of a steady gain.
- Overall assessments related to **Research and Scholarship** maintained gains from the previous year (100%).
- Overall assessments related to **Leadership and Advocacy** demonstrated an increase from (99% to 100%) from the previous year. Significant gains continue to be reported by student survey as 89% in the current year. Further site supervisor survey and alumni surveys also demonstrate consistent gains at a 100% this year.

Conclusion

AY 2025–2026 assessment results affirm the program's continued effectiveness in preparing students for PhD in mental health counseling. The data reflects sustained excellence across coursework, field experiences, and post-graduation outcomes, with stakeholder feedback confirming strong alignment between program objectives and graduate competencies. While the program will continue to monitor performance and support across all five areas in the program. Overall findings indicate that the program is meeting its goals with a high degree of consistency and effectiveness.

3 Other substantial program changes

Curriculum Changes:

During AY 2025–2026, the program successfully implemented the increase in the minimum credit requirement for the PhD program to 60 credits based on revised CACREP Standards, 2024. 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 2025–2026, the Pace University Mental Health Counseling program submitted its reaccreditation self-study.

Personnel Changes:

- N/A