

Pace University MS Program Objectives (PO) Annual Assessment Report 2020-2021

The following is Pace University's Masters 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.

Our previous program goals have been baselined at a minimum standard of 85% to designate “meeting standard” or above. As a result of the COVID-19 pandemic, while students continued to receive high quality academic instruction and strong clinical field placement experiences, both transitioned to remote platforms. The results of our annual Program Objectives assessment were impacted due to classes and field placements transitioning to remote platforms. This resulted in all of our constituencies adapting to multiple modalities, including academic instruction, clinical telehealth services and provisions, and remote supervision. Many of our students needed to secure multiple new placements as their original sites either fully paused services or could not support the requirements associated with CACREP standards and/or New York State Office of the Professions regulations. **As such, we have adjusted our baseline minimum standard from 85% to 80% for this academic year to reflect these adjustments. Additionally, we have also included Adequate, Effective, and Very Effective in the five-point scale to calculate our aggregate outcome.** While this baseline adjustment has been made, the program will continue to document, review and report any changes based on the 85% original baseline.

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	2020-2021
Number of Students Enrolled	134
Number of Graduates	30
Pass Rate on Credentialing Exams	100%
Completion Rates	97%
Job Placement Rates	63% (75% 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
Course/Assignment MHC 687: Foundations in Mental Health Counseling & Consultation/Term Paper: “Current Issues in Counseling Research Paper and Presentation”	97%	None Required
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 82%. As such, 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 profession.
Employer Survey	100%	None Required
Total Aggregate Analysis	98%	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
Course/Assignment MHC 685: Social and Cultural Foundations of Counseling/Three Reflection Papers “Religious, Cultural Dining & Media on Cultural Issues	99%	None Required
Site Supervisor Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 70%. As such, the program 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.
Alumni Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 82%. As stated in the Site Supervisor Action Plan above, 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.
Employer Survey	100%	None Required
Total Aggregate Analysis	99%	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
Course/Assignment MHC 652: Human Growth and Development /6 Extensive Discussion Boards on Stages of Development and Ethical Considerations Paper	96%	None Required
Site Supervisor Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 80%. As such, 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%	Excluding “Adequate” from the Aggregate Outcome, the result was 82%. As such, 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.
Employers Survey	100%	None Required
Total Aggregate Analysis	97%	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
Course/Assignment MHC 678: Career and Lifestyle Development/Theoretical Research Analysis	97%	None Required
Site Supervisors Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 78%. As such, 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. The program will continue to confer with colleagues on CESNET to determine alternative assignments and readings to include in the course.
Alumni Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 82%. As such, 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. The program will continue to confer with colleagues on CESNET to determine alternative assignments and readings to include in the

		course.
Employer Survey	100%	None Required
Total Aggregate Analysis	98%	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
Course/Assignment MHC 630: Helping Relationships: Counseling Theories and Techniques I/ Counseling Session Critique Paper & Recording	95%	None Required
Site Supervisor Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 71%. As such, 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
Employer Survey	100%	None Required
Total Aggregate Analysis	96%	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
Course/Assignment MHC 658: Group Dynamics/ Process Notes	93%	None Required
Site Supervisor Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 71%. As such, 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	95%	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
Course/Assignment MHC 686: Appraisal and Assessment of Individuals, Couples, Families, and Groups/ Test & Critique paper	95%	None Required
Site Supervisor Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 57%. As such, the department faculty will work closely with site supervisors to determine recommendations for specific learning objectives and outcomes that are aligned with agency regarding with testing and assessment. Modifications will be implemented as needed to improve the quality of required assignments to parallel the understanding of the curriculum.
Alumni Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 73%. As such, 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.
Employers Survey	100%	None Required
Total Aggregate Analysis	96%	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
Course/Assignment MHC 677: Research and Program Evaluation/Research Critique Paper/Presentation	95%	None Required
Site Supervisor Survey	100%	Excluding “Adequate” from the Aggregate Outcome, the result was 50%. As such, the department faculty will 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%	Excluding “Adequate” from the Aggregate Outcome, the result was 73%. As such, the department faculty will 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.
Employer Survey	100%	None Required
Total Aggregate Analysis	96%	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
Course/Assignment MHC 676: Field Experience in Counseling: Internship II/Clinical Counseling Philosophy Research Paper	96%	None Required
Site Supervisor Survey	100%	None Required
Alumni Survey	100%	None Required
Employer Survey	100%	None Required
Total Aggregate analysis	97%	None Required

3. Other Substantial Program Changes

Personnel Changes:

- N/A

Curriculum Changes:

- N/A