

Intro Page 3: Programmatic Review and Changes

May 2023

The Counseling Faculty reviewed the counseling program, changes within the profession, the CACREP 2016 Standards, and the data points as outlined below in a series of departmental meetings.

Professional and Programmatic Considerations

At each of our department meetings, we systematically reviewed areas related to the ways in which we serve program stakeholders and discussed ways in which we could continue to improve our program. In addition to actions described below (Program Data Points), the following areas were addressed:

1. Department Faculty and Staff Transitions:

- a. Permission was granted by the administration to offer a dean's appointment position in our department. This position was offered to, and accepted by, Dr. Luis San Roman. He began his full-time appointment in July 2022 and will continue in his current position for the 2023-24 academic year.
- b. Luanne Janikowski began serving as our administrative assistant. We are grateful for this addition to our supportive staff.
- c. Heba Saad, a PhD student at TEDS, began serving as assistant to Dr. Russo as we prepare a CACREP Report of Digital Delivery Substantive Change and a self-study for CACRP reaccreditation.

2. Involvement of, and service to, stakeholders:

- a. On September 8, 2022, the Counseling Department hosted a gathering of faculty and students for a time of community building. This was a wonderful opportunity for new students to interact with faculty and returning students. Feedback from our students on this gathering was positive. We plan on repeating this event in September of 2023.
- b. The counseling department, with grant support from a university donor, hosted a conference for counseling professionals on *Cultural Humility* (March 24, 2023). During the day and special lunch, direct efforts were made to solidify the growing relationship between our academic community, agency sites, and area alumni. This was a formal embrace of our constituency who will be consulted routinely as vital contributors to ongoing program evaluation.

3. Accreditation and course delivery matters:

- a. In April 2023, Dr. Greggo and Dr. Russo met with Dr. John Simons and Dean Pao to explore possibilities related to increasing digital delivery courses. Receiving permission from CACREP to do so would allow our program to serve students outside of the Deerfield area. It was agreed that we would submit a Report of Substantive Change for Digital Delivery in time to be reviewed at the January 2024 CACREP board meeting.
- b. Due to the decision to expand delivery options, our next self-study will be written under the 2016 CACREP Standards and submitted in May 2024.

Program Data Point 1. Counseling Program Vital Statistics

Vital Statistics are informative. No action taken.

Program Data Point 2. Counseling Program Admission and Enrollment

Enrollment has steadily increased over the past 5 academic years. While our theological distinctive remains our primary asset to applicants, we believe that our status as a CACREP-accredited program is a contributing factor in continued interest in our program.

In the fall of 2022, we were happy to welcome 17 new MA in MHC students. We are continuing to discuss ways in which we can attract and retain a high number of well-suited students, with a focus on continuing to increase diversity in our program.

To increase retention of students, counseling faculty discussed the importance of ongoing formative evaluation. Efforts are being made to provide frequent feedback, with resources provided to those who are struggling to achieve successful outcomes.

Program Data Point 3. Annual Student Professional Development Plans

Faculty propose and track as Student Progress and Remediation Plan (SPRP) for any student for whom a concern is expressed. There are currently no SPRPs in effect.

Program Data Point 4. Key Objectives Assessments

Review of the data collected reflects consistency with other forms of course assessment (i.e., course grades; CPCE scores). The use of standardized rubrics has facilitated the assessment process and has contributed to the students' understanding of expectations.

Program Data Point 5. Evaluation of Practicum and Internship

The forms used for the evaluation of practicum students and interns underwent revision during recent years. The forms are now consistent with one another, allowing for easier review of data. Evaluation of our students by their site supervisors continues to be strong, especially in personal and professional dispositions.

During the next academic year, evaluations will be converted to Formstack documents. This will facilitate the electronic storage of records. This method of gathering data will also allow for a richer analysis of results.

Program Data Point 6. Counseling Program Comprehensive Exam (CPCE)

CPCE Numbers for the 2022-23 academic year were good.

Program Data Point 7. National Exams

Pass rates on National Exams for students who took the exam during the spring 2022 cycle was 100%.

Program Data Point 8. Alumni Survey

During the spring 2023 semester, a survey was sent to alumni who graduated within the past 3 years. The response rate was good. Data supplied by these stakeholders reflected an overall high level of satisfaction with the education/training that they received. Lower levels of satisfaction were reflected in the area of career and employment-related services. This area has been noted by faculty and will be the focus of ongoing efforts for improvement. As an initial step towards improvement, a Google Drive file was created and shared with students in internship providing information about mental health counseling job openings in the area. The next survey will be during the spring semester of 2026.

Program Data Point 9. Student Clinical Site Evaluation

Students' evaluation of their clinical sites remains good. Stability of sites over the years has created several good training sites in which our students can receive valuable experience and supervision. Supervisors continue to work with students to provide consistent training, guidance, and support.

Program Data Point 10. Evaluation of Supervisor

Results of this evaluation continue to reveal low scores in supervisor direct observation of supervisee during counseling interactions. A rating form was developed and implemented in the fall 2017 to be used by supervisors in direct observation of student-client interaction. This form provides a structure through which supervisors can observe, and assess, student progress through observation.

Program Data Point 11. Employer and Site Supervisor Survey

During the spring 2023 semester, a survey was sent to employers of program graduates and regular site supervisors of students. Data supplied by these stakeholders was encouraging, with several comments affirming preparedness, work ethic, and dispositional strengths of our students. Recommendations were made to increase training in diagnosis and treatment planning, including training in a broader range of theoretical orientations. The next survey will be the spring of 2026.

Program Data Point 12. Counselor Disposition Rating

Counselor dispositional traits were assessed beginning in spring 2016 using the Personal Qualities Assessment tool. This instrument was devised by St. John Fisher College and used with their permission. Using this tool, personal qualities and characteristics widely believed to contribute to success in the field of counseling are assessed. The PQA is administered at admissions and at the end of each formation group in which the student participates. The dispositions covered in the PQA are also assessed by field site supervisors during the practicum and internship experiences.

After 6 years of using this method of assessment, the department has determined that it continues to be a useful mechanism for providing meaningful feedback for students. We will continue to make use of it for that purpose. At the same time, we have concluded that it does not offer useful data for reporting purposes. We are exploring other measures with the goal of achieving consistency of measurement over time.

Program Data Point 13. Faculty to Student Ratios

Faculty to Student Ratios have remained within guidelines for most semesters but have also periodically moved outside of them by a small amount. In the CACREP response to our mid-cycle report, the Board encouraged us to closely monitor the FTE ratio given the anticipated increase in enrollment. Occasional fluctuations do not create significant concern. However, these ratios and the recommendation provided by CACREP do highlight the importance of adding to our faculty in the years to come.