



*College of Health Sciences & Professions
Department of Counseling*

2021 Program Evaluation Report

If you need this document in another format, please call Shanta Ghimire at 740-239-3028 or email shanta.ghimire@ung.edu.

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Vital Statistics (All Tracks)

	2021
Applications	63
Acceptance Rate	36.5%
Enrollment	66
Graduates	12
NCE Pass Rate	100%

*Employment rate indicates proportion of students who desired employment who were employed or engaged in full-time advanced academic study within six months of graduation. Many graduates secure employment prior to graduation. All graduates reporting.

Vital Statistics (CMHC Track)

	2021
Applications	61
Acceptance Rate	37.7%
Enrollment	34
Graduates	5
NCE Pass Rate	100%

Vital Statistics (Addictions Counseling Track)

	2021
Applications	1
Acceptance Rate	0%
Enrollment	25
Graduates	6

NCE Pass Rate	100%
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Vital Statistics (College Counseling Track)

	2021
Applications	1
Acceptance Rate	0%
Enrollment	7
Graduates	1
NCE Pass Rate	100%

Program Evaluation Report

Sources of Data

The following sources of data were utilized in developing this report

- Student performance on the Counselor Preparation Comprehensive Examination (CPCE)
- Student performance on final internship ratings from instructors and site supervisors
- Alumni surveys
- Site-supervisor surveys
- Alumni employer survey
- Admissions, enrollment, and graduation data
- Faculty observations and discussions during periodic faculty meetings held bi-weekly, systematic student assessment meetings held toward the end of each fall and spring semester, and the annual planning retreat held at the end of each summer semester.

Objective 1: Students admitted to the program will have the potential to be excellent professional counselors

Of the 66 applications received, 43 applicants were invited for one of two half-day group interviews. Ranked admissions scores led to an offering of admission to the top 23 applicants. Of those, 19 accepted and enrolled in the fall. In summary, 19 of our top 23 applicants accepted admission and enrolled in Fall 2021.

Objective 2: Students will demonstrate comprehensive knowledge of the field of counseling through successful performance on the Comprehensive Exam.

The Counselor Preparation Comprehensive Examination is used as an exit exam to ensure that students have the requisite knowledge to become professional counselors. As per the test developers’ recommendation, we use 1.5 Standard Deviation below the mean score to set the pass rate.

All students passed the exam on the first attempt. The mean scores for each of the eight core areas rank higher than the corresponding national mean scores. *Group Counseling & Group Work* and *Professional Counseling Orientation & Ethical Practice* received the highest ratings. *Assessment and Human Growth & Development* received the lowest ratings. Mean ratings are highlighted below.

	Items	Mean	SD
Human Growth and Development	19	14.8	1.5
Social and Cultural Diversity	19	10.1	2.1
Counseling and Helping Relationships	19	9.2	2.3
Group Counseling and Group Work	19	11.7	2.0
Career Development	19	11.3	1.7
Assessment and Testing	19	12.5	2.1
Research and Program Evaluation	19	10.5	2.2
Professional Counseling Orientation and Ethical Practice	19	11.9	2.2

Objective 3: Students will be able to demonstrate effective counseling skills as well as provide other direct and indirect services expected of entry level counselors in a multicultural setting.

Students are evaluated on their clinical judgment and counseling skills during their field experiences. These include the practicum, internship I, and internship II, where they are on-site a minimum of 700 hours with 280 in direct contact with clients. The evaluation consists of 36 items, rated on a 1 to 5 scale, that are broken into the following three content areas: (a) Supervision Dispositions (7 items), (b) Counseling Dispositions (12 items), and (c) Counseling Skills (17 items). The goal is for 100% of students who have completed their internships to receive an average of no less than 4.0 in each of the three content areas (i.e., Supervision Dispositions, Counseling Dispositions, Counseling Skills) on the final internship evaluation. For the 2021 graduates, 100% (N=12) of students

scored at least an average of 4 in each of the three content areas. The mean score for all students on the full evaluation was 4.79 with a standard deviation of .38.

The data for the three content areas of Supervision Dispositions, Counseling Dispositions, and Counseling Skills are highlighted below.

	Mean	Minimum	Maximum	SD
Supervision Dispositions	4.80	4.0	5.0	.39
Counseling Dispositions	4.85	4.0	5.0	.34
Counseling Skills	4.77	4.0	5.0	.41

Objective 4: Students will demonstrate the professional and personal aptitude and behavior required for effective clinical mental health counselors, as specified in and measured by the UNG Professional Performance Review (PPR) form.

Professional Performance Reviews are completed at the end of each semester in order to evaluate non-academic characteristics needed to develop therapeutic relationships and make ethical decisions. Faculty have determined that a score of 3 (out of a possible 5) for each of the 10 criteria meets expectations for their professional development stage. Therefore, the measure is that 100% of students will score at least 30 on the final PPR, which will take place in the semester prior to graduation. For the 2021 graduates, 100% (N=12) of students scored at least 30 on the final PPR. Mean ratings are highlighted below.

	Mean	SD
Openness to new ideas	3.83	0.67
Flexibility	3.17	.67

Cooperativeness with others	3.58	.66
Willingness to accept and use feedback	3.67	.77
Awareness of impact on others	3.22	.43
Ability to deal with conflict	3.16	.85
Accept personal responsibility	3.09	.70
Ability to express feelings effectively & appropriately	3.50	.67
Attention to ethical and legal concerns	3.42	.80
Initiative & Motivation	3.00	.79

Other Quality Indicators

Alumni Survey Results

- Alumni rated their overall satisfaction with the program favorably (M = 4.68, SD = .61) on a 5-point scale, with 5 being “very satisfied.”
- Alumni noted that they were prepared for counseling employment (5-point scale, with 5 being “very effective.”)

Survey Item	Mean	SD
Providing knowledge to help you develop the requisite skills for working in a counseling work setting	4.00	1.12
Developing the knowledge necessary to demonstrate professional behavior consistent with the ethical guidelines of the counseling field	4.13	1.22
In providing knowledge and skills in counseling and consultation processes	4.20	.98
In providing knowledge and skills in group work	4.13	.86
In assisting you to engage in personal and professional behaviors that promote self-growth and student learning, including intellectual curiosity, enthusiasm, reflection, and responsible behavior.	4.44	1.17

In providing the knowledge and skills to use evaluation data to improve aspects of my professional responsibilities	3.81	.95
Teaching competency of the faculty	4.50	.50
Relevance of curriculum to your professional duties	4.50	.71
Quality of supervision offered by faculty during practicum/internship	4.56	.70

- Narrative exploration of written feedback by alumni indicated identified strengths:
 - Importance of self-awareness and self-care
 - Well prepared for NCE
 - Lots of practice throughout the program
 - Knowledgeable and engaged faculty
 - Investment in student development
 - Dedication to quality education

- Areas for growth included requests for:
 - More focus on the business of counseling
 - More training on progress notes, treatment planning, and other documentation
 - More opportunities for students to engage in research

Employer Survey Results

Alumni employers responded to a survey asking them to rate our graduates on a scale of 1 (poor) to 5 (excellent) on a variety of skills and dispositions. Results are in the table below (n = 6).

	Minimum	Maximum	Mean	Std Deviation
Individual Counseling Skills	4	5	4.83	0.37
Group Counseling Skills	4	5	4.8	0.4
Multicultural Competency	5	5	5	0
Theories of Counseling	4	5	4.6	0.49
Trauma Counseling	4	5	4.75	0.43
Crisis Intervention	4	5	4.6	0.49
Assessment	4	5	4.2	0.4
Case Conceptualization	4	5	4.6	0.49
Diagnosis	3	5	4.4	0.8
Treatment Planning	3	5	4.6	0.8
Spiritually-Integrated Counseling	4	5	4.25	0.43
Career & Lifestyle Counseling	4	5	4.75	0.43
Family Counseling	5	5	5	0
Couples Counseling	5	5	5	0
Child or Adolescent Counseling	3	5	4.33	0.94
Program Evaluation	4	5	4.8	0.4
Professionalism	5	5	5	0
Ethical Behavior	5	5	5	0
Insight & Awareness	4	5	4.8	0.4

Program Changes and Improvements

- Faculty are being more intentional about including students in scholarship, particularly in conference presentation proposals.
- Faculty are getting back to doing more service learning. This was missing during the pandemic.
- Faculty have added treatment planning and progress note-taking to more courses.
- The remediation process was modified to better align with university policies.
- The department mission was updated to better reflect our current foci.