

2023 Program Evaluation Internal Report
 Graduate Counseling Program
 May 2022 – May 2023

Each year, the EMU Graduate Counseling Program collects and reviews data for the purpose of program improvement. The findings from May 2022 through May 2023 are summarized below, along with action items and a report of major program changes throughout the year.

EMU MAC Faculty Review of Competency Assignment Quality

Faculty review student scores on the competency assignments that comprise the Master Competency Portfolio. Each assignment is evaluated using the mean student score for the assignment across the graduating class, grand means for each class, faculty opinion, and rubric development. Following the review of each assignment, the faculty decide what action needs to be taken and who will complete that action by an appointed date. Competency assignments are rated on a 3-point scale (1 = needs immediate improvement, 2 = needs minor changes, 3 = satisfactory).

2022-2023			
Competency Assignment	Rating	Faculty Discussion	Action
PIFE: Ethics Case/Issue Review	2	The assignment description needs additional wording to specify that the issue being reviewed must be an ethical issue.	Dr Horst will edit the syllabus.
Career: Professional Development Dossier	2	Dr Horst decided it would be more useful for this assignment to be due halfway through the semester rather than at the end.	Dr Horst will change the schedule.
Techniques: Clinical Skill Demonstration	3	Rubric approved.	No action needed.
Adv. Multicultural Counseling: Session Analysis and Tx Plan	2	The assignment is very good but the rubric needs to be improved.	Dr Cline will revise the rubric for Spring 2024.
HG&D: Human Development Professional Presentation	3	Rubric approved.	No action needed.
Adv. Psychopathology: Case	3	Rubric approved.	No action needed.

Conceptualization and Tx Plan			
Theories: Final Paper & Presentation	3	Rubric approved.	No action needed.
ICP: Clinical Skill Demonstration	3	Rubric approved.	No action needed.
Practicum: Counselor Assessment Scale - Practicum (CAS-P)	2	The assessment needs to be more granular, developmental, and incorporate personal dispositions.	The Professional Practice Coordinator is working on revising all Counselor Assessment Scales for the 2023-2024 school year.
Addictions: Case Study	3	Rubric approved.	No action needed.
Internship: Counselor Assessment Scale (CAS)	2	The assessment needs to be more granular, developmental, and incorporate personal dispositions.	The Professional Practice Coordinator is working on revising all Counselor Assessment Scales for the 2023-2024 school year.
Group: Formal Group Proposal	3	Rubric approved.	No action needed.
MFT: Genogram and Analysis Paper	2	The assessment is good but the rubric needs improvement.	Dr Cline will revise the rubric for Fall 2023.
Assessment and Evaluation Procedures: Comprehensive Assessment Report	2	Dr Horst wants to update the formatting and order new versions of the assessment materials.	Dr Horst will make changes to the syllabus and look into ordering newer versions of the assessment materials.
Internship II: Counselor Assessment Scale (CAS)	2	The assessment needs to be more granular, developmental, and incorporate personal dispositions.	The Professional Practice Coordinator is working on revising all Counselor Assessment Scales for the 2023-2024 school year.
IRB Proposal and Literature Review	3	Rubric approved.	No action needed.
Capstone Paper and Presentation	3	Rubric approved.	No action needed.

Trends:

53.8% of graduating students met competency requirements for all Mastery Competency Portfolio assignments in all 8 focus areas. This is primarily due to a few low scores on the Counseling Techniques and Internship CAS competency assignments. Faculty plan to revise and clarify those assignments and rubrics for the 2023-2024 academic year.

Program Outcomes

- 2019-2023 cohort completion rate: **94.44%**
- Fall 2022 retention rate: **95.5%**
- **100%** of practicum and internship students were placed at an appropriate fieldwork site by the beginning of their course

Trends:

We revised our method of calculating the completion rate based on advice from the EMU Institutional Research and Effectiveness office. Previously, we calculated all students who were expected to graduate in a given year (regardless of which track they were on) and compared it to the number of students who actually graduated. The new method is more straightforward and gives a 4-year timeframe between when a student enters the program and when they are expected to graduate. The retention rate went up from 90.5% in Fall 2021. All internship students were placed at high need/high demand sites and received stipend support through our HRSA BHWET grant that we received in 2021.

Graduate Outcomes

- Pass rate on credentialing examinations: **77.27%**, according to the most recent VA Board of Counseling report (2020)
- Degree completion rate for 2019-2023 cohort: **94.44%**
- **100%** of the 2022 graduates who were seeking employment in counseling secured jobs within a year of graduation

Trends:

The 77.27% credentialing exam pass rate is up from 68% in 2019. It is also higher than the 63.37% overall credentialing exam pass rate in Virginia for 2020, which is encouraging. All alumni who sought employment in the counseling field immediately after graduation were able to secure a job, often within 2 months of graduation. Others decided to take some time off, pause their job search while moving to another state, or begin their own private practice.

Major Program Changes and Modifications

May 2022 to May 2023

- Hired a new administrative assistant
- Added a telehealth training requirement for internship students
- Created curriculum for an Innovations in Counseling elective course, which will be implemented when there is sufficient student interest
- Received approval to hire a postdoc instructor and began search process
- Updated advertising materials to emphasize that the 2-year track is an intensive option and the 3-year track is recommended for most students

Upcoming

- Revisions to the Mastery Competency Portfolio

- refining some competency assignments and rubrics based on the August 2022 and May 2023 department retreat reviews
- Adding new assignments to the MCP
- Switching to digital MCP folders for incoming students
- Planning to form an advisory committee made up of local clinicians and alumni
- Planning to hire a postdoc instructor who will start in either fall 2023 or fall 2024

Demographics and DEI Efforts

The EMU Graduate Counseling Program had a total of 41 students enrolled during the 2022-2023 academic year. The majority of students identify as white and female. The Graduate Counseling Program is making concerted efforts to support students from historically disadvantaged or underrepresented backgrounds, including BIPOC students, first generation students, and students from a rural background.

In celebration of their graduation, the 2022 MA in Counseling cohort provided seed money to work towards establishing the MAC Grant Fund. This fund will provide direct financial support to BIPOC students studying in the graduate counseling program.

The COUN 610 Advanced Multicultural course was instituted in Spring 2021 in order to expand on the curriculum taught in COUN 607 Multicultural Counseling and prepare students to work with clients from a variety of backgrounds. Students complete advocacy projects based on an issue that affects local marginalized clients or a marginalized population. One of the advocacy projects created in Spring 2022 focused on increasing diversity within the counseling profession. This project highlighted the importance of online advertising materials for marginalized prospective students, and it also provided recommendations to improve the EMU Graduate Counseling website. We have begun implementing some of these recommendations with the goal of making our website clear and accessible to all prospective students.

Survey feedback

From recent graduates, site supervisors, employers, and students

Below are consistent themes related to open ended questions asked of site supervisors, recent graduates, employers, and students. Recent graduates and current students are asked directly about the program, while site supervisors and employers are asked about the strengths of their supervisee or employee. Current students primarily give feedback during in-person feedback sessions with the program director, or through shorter surveys about specific program procedures and modifications.

Qualitative themes about program strengths:

Small classes and mentorship from the professors (recent grads)

Two multicultural courses and two psychology courses (recent grads)

Great internship supervision from professors (recent grads)

Graduates are good at holding therapeutic space for clients (employers)

Graduates are insightful and eager to learn (employers)

Emphasis on personal growth and counselor identity formation (recent grads and students)

Qualitative themes about possible program improvements:

More training about sexuality and sexual health (recent grads and students)

Focus more on documentation and note taking (recent grads, employers, and supervisors)

More support from staff for students to present at conferences

More training on working with children and adolescents (recent grads)

Additional diffusion of multicultural awareness throughout coursework (recent grads and students)

Faculty responses to feedback:

- We have already added a Sexual Health interprofessional seminar for practicum and internship students. In spring 2024 we will be instituting an Innovations in Counseling elective course. This course will offer brief introductions to cutting edge therapeutic modalities, as well as a 3-week unit on sexual health.
- Faculty noted the theme of clinical writing and documentation, and we are making adjustments to support student learning and practice in these areas. Dr. Cline has created a Professional Practice moodle page that students will have access to before they begin their practicum experience. This page will contain information about documentation and note taking to give students extra preparation before the start of practicum. While some elements are consistent and part of good practice, there are unique elements of note taking and documentation at different sites. Site supervisors should be explicit about these unique elements and provide orientation. The PPC will emphasize this for site supervisors.
- Faculty discussed supporting proposals for the annual VACES conference, usually held in February. This conference features graduate student presentations. Faculty plan to build in support in the fall research course to present at VACES in the spring.
- COUN 517: HG&D and COUN 617: Counseling Children and Adolescents are required courses that address this item directly. Additionally, EMU partners with numerous placement sites that serve children.
- Faculty reflected on the many ways multicultural counseling is addressed throughout our program and ways to continue to improve. Faculty plan to have more of a multicultural focus in COUN 507 PIFE in Fall 2023 and adopt a textbook with a focus on multicultural counseling.

Quantitative results

Response rate

Recent Graduate	Employer	Supervisor
9/12= 75%	3/7= 42.9%	17/26= 65.4%

Recent Graduates

How would you rate the overall quality of your counselor training experience with EMU?

(1= Poor, 5= Excellent)

Average: 4.56

How prepared were you to meet the standards of professional engagement?

(1= Not prepared, 5= Well prepared)

Average: 4.78

How prepared were you to meet the needs of clients?

(1= Not prepared, 5= Well prepared)

Average: 4.44

On a scale of 1-5, please rate your experience with the following in EMU's Graduate Counseling program

(1=Poor, 2=Mediocre, 3=Fair, 4=Good, 5=Excellent)

Program Components	Mean
Individual supervision	4.56
Group supervision	4.78
Class assignments and projects	4.56
Ethical behavior of faculty/staff	5
Knowledge/skills of professors	5
Program policies and procedures	4.67
Willingness of faculty and advisers to work with students on personal and professional development	4.67

Employers

How many graduates of EMU's MA in counseling program have you had the opportunity to supervise/observe?

Average: 5

How prepared do you feel our graduates are to meet the standards of professional engagement as this applies to your agency?

(1= Not prepared, 5= Exceptionally prepared)

Average: 4

How prepared do you feel our graduates are to meet the needs of their clients?
(1= Not prepared, 5= Exceptionally prepared)

Average: 4

Supervisors

How many students from EMU's MA in counseling program have you had the opportunity to supervise/observe?

Average: 2

How prepared do you feel our students are to meet the standards of professional engagement as this applies to your agency?

(1= Not prepared, 5= Exceptionally prepared)

Average: 4.29

How prepared do you feel our students are to meet the needs of their clients?

(1= Not prepared, 5= Exceptionally prepared)

Average: 4.18