Pace University PhD Program Objectives (PO) Annual Assessment Report 2023-2024

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.

98% of our stakeholders indicated that the program was Effective or Very Effective in meeting the program objectives. Again 92% 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 Graduates

PhD 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
Students											
Applied	10	11	12	14	14	16	27	35	43	35	39
Accepted	9	7	8	6	6	6	8	9	12	8	9
Withdrawn	1	0	1	0	0	0	0	1	3	1	0
Graduated	8	7	5	2	4	3	6	4	4	0	0
In Process	0	0	2	4	2	3	2	4	5	7	9

- Program Completion Rate: 49%, 43 out of 88 graduated; 38 are on dissertation proposal or defense; 7 students have withdrawn from program.
- Job Placement Rates: 80%

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%	None Required
1c. Site Supervisor Survey	100%	Excluding "Adequate" from the Aggregate Outcome, the result was 80%. This result still equals the determined baseline of 80%. Nevertheless, we will continue to assess additional opportunities & training for students to further develop necessary counseling competencies and skills in various modalities.
1d. Alumni Survey	90%	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%	None Required
2c. Site Supervisor Survey	80%	Excluding "Adequate" from the Aggregate Outcome, the result was 80%. This result still equals 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 while in training.
2d. Alumni Survey	100%	Excluding "Adequate" from the Aggregate Outcome, the result was 80%. This result is still equals 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 develop additional supervision skills while in training.
2e. Employer Survey	100%	None Required
Total Aggregate Analysis	95%	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 & skillsof 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%	None Required
3c. Site Supervisor Survey	100%	None Required
3d. Alumni Survey	100%	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	100%	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.

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.*

Assessment Item	Aggregate Outcome	Action Plan
5a. Course/Assignment MHC 733: Leadership & Advocacy Research Paper	100%	Excluding "Adequate" from the Aggregate Outcome, the result was 80%. This result still equals the determined baseline of 80% this year. Nevertheless, the program will continue to provide training of integrating multicultural counseling competencies and social justice issues in the course curriculum to become a successful leader and an advocate.
5b. Student survey	94%	None Required
5c. Site Supervisor Survey	93%	None Required
5d. Alumni Survey	93%	None Required
5e. Employer Survey	100%	None Required
Total Aggregate Analysis	95%	None Required

3   Other substantial program changes

Curriculum Changes: During AY2023- 2024, in anticipation of 2024 CACREP standards implementation, the program directors collected and reviewed all syllabi revising them to align with the 2024 standards by July 1, 2024.

Personnel Changes:
- N/A

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