Applicants Data

Career Counseling has fewer applicants than Clinical Mental Health Counseling each year. Admissions have increased from Fall 2019 to Fall 2020. The tables below show the following for each program:

- Total number of applications
- Total number of students enrolled
- Total number of admits
- Show rate

### Career Counseling

<table>
<thead>
<tr>
<th>Semester</th>
<th>Total Applications</th>
<th>Total Enrolled</th>
<th>Total Admits</th>
<th>Show Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015</td>
<td>8</td>
<td>4</td>
<td>5</td>
<td>80.00%</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>9</td>
<td>6</td>
<td>7</td>
<td>85.71%</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>11</td>
<td>4</td>
<td>6</td>
<td>66.67%</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>10</td>
<td>4</td>
<td>6</td>
<td>66.67%</td>
</tr>
<tr>
<td>Fall 2019</td>
<td>6</td>
<td>5</td>
<td>5</td>
<td>100.00%</td>
</tr>
<tr>
<td>Fall 2020</td>
<td>9</td>
<td>8</td>
<td>8</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

### Clinical Mental Health Counseling

<table>
<thead>
<tr>
<th>Semester</th>
<th>Total Applications</th>
<th>Total Enrolled</th>
<th>Total Admits</th>
<th>Show Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2015</td>
<td>90</td>
<td>22</td>
<td>36</td>
<td>61.11%</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>68</td>
<td>19</td>
<td>47</td>
<td>40.43%</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>73</td>
<td>12</td>
<td>41</td>
<td>29.27%</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>81</td>
<td>21</td>
<td>43</td>
<td>48.84%</td>
</tr>
<tr>
<td>Fall 2019</td>
<td>60</td>
<td>14</td>
<td>29</td>
<td>48.28%</td>
</tr>
<tr>
<td>Fall 2020</td>
<td>71</td>
<td>19</td>
<td>33</td>
<td>57.58%</td>
</tr>
</tbody>
</table>

Enrollment Demographics

The following table shows the number of students enrolled in each program across five academic years by race. Because the Career Counseling program has less students overall, the program has maintained steady single digit numbers for enrollment of diverse students.
2019-2020 Counselor Education Program Outcomes Report

<table>
<thead>
<tr>
<th>Enrollment by Program</th>
<th>2015-16</th>
<th>2016-17</th>
<th>2017-18</th>
<th>2018-19</th>
<th>2019-20</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career Counseling - MS/EDS</td>
<td>10</td>
<td>10</td>
<td>10</td>
<td>13</td>
<td>9</td>
<td>52</td>
</tr>
<tr>
<td>Black/African American</td>
<td>-</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>2</td>
<td>8</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>1</td>
<td>-</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>5</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>6</td>
</tr>
<tr>
<td>White</td>
<td>10</td>
<td>7</td>
<td>6</td>
<td>8</td>
<td>5</td>
<td>36</td>
</tr>
<tr>
<td>Clinical Mental Health MS/EDS</td>
<td>41</td>
<td>39</td>
<td>31</td>
<td>49</td>
<td>37</td>
<td>197</td>
</tr>
<tr>
<td>Asian</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Black/African American</td>
<td>6</td>
<td>6</td>
<td>3</td>
<td>5</td>
<td>3</td>
<td>23</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>7</td>
<td>4</td>
<td>5</td>
<td>13</td>
<td>9</td>
<td>38</td>
</tr>
<tr>
<td>Not Specified</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>-</td>
<td>2</td>
<td>3</td>
<td>5</td>
<td>4</td>
<td>14</td>
</tr>
<tr>
<td>White</td>
<td>28</td>
<td>27</td>
<td>20</td>
<td>24</td>
<td>19</td>
<td>118</td>
</tr>
<tr>
<td>Total</td>
<td>53</td>
<td>50</td>
<td>41</td>
<td>62</td>
<td>46</td>
<td>252</td>
</tr>
</tbody>
</table>

Degrees Awarded

The graph below shows the number of degrees awarded in each program for the past 10 years.
2019-2020 Counselor Education Program Outcomes Report

Candidate Performance Data

Signature Assessments

Signature Assessments were collected in LiveText for the Fall 2019 Admit cohort. The scores below reflect the Signature Assessments submitted in Fall 2019, Spring 2020, and Summer 2020. Data is averaged by standard and Signature Assessment. All students must receive a score of 3 – Developing 2 on all rubric criteria in order to successfully complete the Signature Assessment.

Clinical Mental Health Counseling

<table>
<thead>
<tr>
<th>Standards/Signature Assessments</th>
<th>Average Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.F.1 Professional Counseling Orientation and Ethical Practice</td>
<td>3.73</td>
</tr>
<tr>
<td>Ethics and Theory Paper</td>
<td>3.73</td>
</tr>
<tr>
<td>2.F.2 Social and Cultural Diversity</td>
<td>3.96</td>
</tr>
<tr>
<td>Cultural Experience Paper</td>
<td>3.96</td>
</tr>
<tr>
<td>2.F.3 Human Growth and Development</td>
<td>3.58</td>
</tr>
<tr>
<td>Lifespan Analysis Paper</td>
<td>3.58</td>
</tr>
<tr>
<td>2.F.5 Counseling and Helping Relationships</td>
<td>3.83</td>
</tr>
<tr>
<td>Counseling Skills Acquisition Tape &amp; Self Reflection Learning</td>
<td>3.66</td>
</tr>
<tr>
<td>Ethics and Theory Paper</td>
<td>4.00</td>
</tr>
<tr>
<td>2.F.6 Group Counseling and Group Work</td>
<td>3.49</td>
</tr>
<tr>
<td>Group Curriculum Project</td>
<td>3.49</td>
</tr>
<tr>
<td>2.F.7 Assessment and Testing</td>
<td>3.63</td>
</tr>
<tr>
<td>Assessment Report</td>
<td>3.63</td>
</tr>
<tr>
<td>5.C.1 Foundations of Clinical Mental Health Counseling</td>
<td>3.96</td>
</tr>
<tr>
<td>Clinical Report</td>
<td>3.93</td>
</tr>
<tr>
<td>Professional Interview</td>
<td>4.00</td>
</tr>
<tr>
<td>5.C.2 Contextual Dimensions of Clinical Mental Health Counseling</td>
<td>3.88</td>
</tr>
<tr>
<td>Clinical Report</td>
<td>3.84</td>
</tr>
<tr>
<td>Professional Interview</td>
<td>3.92</td>
</tr>
</tbody>
</table>

Career Counseling

<table>
<thead>
<tr>
<th>Standards/Signature Assessment</th>
<th>Average Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.F.1 Professional Counseling Orientation and Ethical Practice</td>
<td>3.68</td>
</tr>
<tr>
<td>Ethics and Theory Paper</td>
<td>3.68</td>
</tr>
<tr>
<td>2.F.2 Social and Cultural Diversity</td>
<td>4.00</td>
</tr>
<tr>
<td>Cultural Experience Paper</td>
<td>4.00</td>
</tr>
<tr>
<td>2.F.3 Human Growth and Development</td>
<td>3.76</td>
</tr>
<tr>
<td>Lifespan Analysis Paper</td>
<td>3.76</td>
</tr>
<tr>
<td>2.F.4 Career Development</td>
<td>3.73</td>
</tr>
<tr>
<td>Final Career Paper (Career Counseling)</td>
<td>3.73</td>
</tr>
<tr>
<td>2.F.5 Counseling and Helping Relationships</td>
<td>3.90</td>
</tr>
<tr>
<td>Counseling Skills Acquisition Tape &amp; Self Reflection Learning</td>
<td>3.80</td>
</tr>
<tr>
<td>Ethics and Theory Paper</td>
<td>4.00</td>
</tr>
</tbody>
</table>
### Dispositions

The Fall 2018 and Fall 2019 admit cohorts were assessed on Dispositions in Fall 2019 and Spring 2020. The tables below show the average score for each disposition across the two semesters for each program.

#### Career Counseling

<table>
<thead>
<tr>
<th>Standards/Signature Assessments</th>
<th>Fall 2018 Admit Cohort</th>
<th>Fall 2019 Admit Cohort</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrates professional and ethical practice and sound decision making and judgement</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates professional and ethical practice and sound decision making and judgement</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Understands and adheres to procedures and policies of department / program and agency locations</td>
<td>3.84</td>
<td>4.00</td>
</tr>
<tr>
<td>Completes all record keeping, tasks, and assignments in comprehensive and timely fashion</td>
<td>3.84</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates professional verbal and non-verbal communication (e.g. email, Canvas, social media, etc.)</td>
<td>3.84</td>
<td>4.00</td>
</tr>
<tr>
<td>Recognizes, respects, and appreciates cultural diversity without imposing personal views and values</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates active engagement in learning, development, and reflective practices to maximize progress</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates ability to accept and apply constructive feedback in an appropriate manner</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates self-regulation, emotional stability, and self-control in relationship with others</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates appropriate interpersonal skills and relates to others in a positive manner</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Displays adaptability and openness to changing or unexpected circumstances and new events</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Prepared, punctual, and professionally dressed for class and agency work</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td><strong>Disposition Average</strong></td>
<td><strong>3.96</strong></td>
<td><strong>4.00</strong></td>
</tr>
</tbody>
</table>
# 2019-2020 Counselor Education Program Outcomes Report

## Clinical Mental Health Counseling

<table>
<thead>
<tr>
<th>Dispositions</th>
<th>Fall 2018 Admit Cohort</th>
<th>Fall 2019 Admit Cohort</th>
</tr>
</thead>
<tbody>
<tr>
<td>Demonstrates professional and ethical practice and sound decision making and judgement</td>
<td>3.95</td>
<td></td>
</tr>
<tr>
<td>Demonstrates professional and ethical practice and sound decision making and judgement</td>
<td>4.00</td>
<td></td>
</tr>
<tr>
<td>Understands and adheres to procedures and policies of department / program and agency locations</td>
<td>3.95</td>
<td>3.93</td>
</tr>
<tr>
<td>Completes all record keeping, tasks, and assignments in comprehensive and timely fashion</td>
<td>3.88</td>
<td>3.79</td>
</tr>
<tr>
<td>Demonstrates professional verbal and non-verbal communication (e.g. email, Canvas, social media, etc.)</td>
<td>3.98</td>
<td>4.00</td>
</tr>
<tr>
<td>Recognizes, respects, and appreciates cultural diversity without imposing personal views and values</td>
<td>3.98</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates active engagement in learning, development, and reflective practices to maximize progress</td>
<td>3.93</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates ability to accept and apply constructive feedback in an appropriate manner</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates self-regulation, emotional stability, and self-control in relationship with others</td>
<td>4.00</td>
<td>4.00</td>
</tr>
<tr>
<td>Demonstrates appropriate interpersonal skills and relates to others in a positive manner</td>
<td>3.98</td>
<td>4.00</td>
</tr>
<tr>
<td>Displays adaptability and openness to changing or unexpected circumstances and new events</td>
<td>4.00</td>
<td>3.93</td>
</tr>
<tr>
<td>Prepared, punctual, and professionally dressed for class and agency work</td>
<td>3.88</td>
<td>3.93</td>
</tr>
<tr>
<td>Disposition Average</td>
<td>3.96</td>
<td>3.95</td>
</tr>
</tbody>
</table>
Practicum and Internship Evaluations

The following tables show the average scores by Standard for the Practicum Evaluation and Internship Evaluations. The Career Counseling program used the new Internship Evaluation for Spring 2020. The Mental Health Counseling program used the old Internship Evaluation, which didn’t assess all standards.

The practicum evaluations are completed in Summer. The Internship Evaluations were completed in Spring. The average scores across each evaluation demonstrate candidate growth across the two evaluations.

### Career Counseling

<table>
<thead>
<tr>
<th>CACREP Standards</th>
<th>Practicum Evaluation Average Score Across Standards</th>
<th>Internship Evaluation Average Score Across Standards (New Evaluation)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.F.1 Professional Orientation and Ethical Practice</td>
<td>2.95</td>
<td>2.78</td>
</tr>
<tr>
<td>2.F.2 Social and Cultural Diversity</td>
<td>2.93</td>
<td>2.83</td>
</tr>
<tr>
<td>2.F.3 Human Growth and Development</td>
<td>3.00</td>
<td>2.83</td>
</tr>
<tr>
<td>2.F.4 Career Development</td>
<td>2.95</td>
<td>2.75</td>
</tr>
<tr>
<td>2.F.5 Counseling and Helping Relationships</td>
<td>2.82</td>
<td>2.69</td>
</tr>
<tr>
<td>2.F.6 Group Counseling and Group Work</td>
<td>3.00</td>
<td>2.61</td>
</tr>
<tr>
<td>2.F.7 Assessment and Testing</td>
<td>2.90</td>
<td>2.67</td>
</tr>
<tr>
<td>2.F.8 Research and Program Evaluation</td>
<td>2.63</td>
<td>2.69</td>
</tr>
<tr>
<td>5.B.1 Foundations in Career Counseling</td>
<td>2.70</td>
<td>2.69</td>
</tr>
<tr>
<td>5.B.2 Contextual Dimensions in Career Counseling</td>
<td>2.78</td>
<td>2.79</td>
</tr>
<tr>
<td>5.B.3 Practice in Career Counseling</td>
<td>2.80</td>
<td>2.68</td>
</tr>
<tr>
<td>5.C.1 Foundations in Clinical Mental Health Counseling</td>
<td>2.70</td>
<td>2.69</td>
</tr>
<tr>
<td>5.C.2 Contextual Dimensions in Clinical Mental Health Counseling</td>
<td>2.78</td>
<td>2.80</td>
</tr>
<tr>
<td>5.C.3 Practice in Clinical Mental Health Counseling</td>
<td>2.80</td>
<td>2.68</td>
</tr>
</tbody>
</table>
### Clinical Mental Health Counseling

<table>
<thead>
<tr>
<th>CACREP Standards</th>
<th>Practicum Evaluation Average Score Across Standards</th>
<th>Internship Evaluation Average Score Across Standards (Old Evaluation)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.F.1 Professional Orientation and Ethical Practice</td>
<td>2.45</td>
<td>2.78</td>
</tr>
<tr>
<td>2.F.2 Social and Cultural Diversity</td>
<td>2.49</td>
<td>2.67</td>
</tr>
<tr>
<td>2.F.3 Human Growth and Development</td>
<td>2.46</td>
<td>-</td>
</tr>
<tr>
<td>2.F.4 Career Development</td>
<td>2.41</td>
<td>-</td>
</tr>
<tr>
<td>2.F.5 Counseling and Helping Relationships</td>
<td>2.34</td>
<td>2.66</td>
</tr>
<tr>
<td>2.F.6 Group Counseling and Group Work</td>
<td>2.56</td>
<td>-</td>
</tr>
<tr>
<td>2.F.7 Assessment and Testing</td>
<td>2.38</td>
<td>2.65</td>
</tr>
<tr>
<td>2.F.8 Research and Program Evaluation</td>
<td>2.38</td>
<td>2.82</td>
</tr>
<tr>
<td>5.B.1 Foundations in Career Counseling</td>
<td>2.46</td>
<td>-</td>
</tr>
<tr>
<td>5.B.2 Contextual Dimensions in Career Counseling</td>
<td>2.56</td>
<td>-</td>
</tr>
<tr>
<td>5.B.3 Practice in Career Counseling</td>
<td>2.38</td>
<td>-</td>
</tr>
<tr>
<td>5.C.1 Foundations in Clinical Mental Health Counseling</td>
<td>2.46</td>
<td>2.62</td>
</tr>
<tr>
<td>5.C.2 Contextual Dimensions in Clinical Mental Health Counseling</td>
<td>2.53</td>
<td>2.71</td>
</tr>
<tr>
<td>5.C.3 Practice in Clinical Mental Health Counseling</td>
<td>2.38</td>
<td>2.78</td>
</tr>
</tbody>
</table>

**Stakeholder Surveys**

### Candidate Exit Survey

The Candidate Exit Survey was revised in Spring 2020 and distributed in May 2020. There were twelve completed responses. Candidates were asked to rate their program on overall culture, program courses and field experiences and program services. Responses aggregated for each question are outlined below.
### Program Culture

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>My peers in the program were an effective support system.</td>
<td>33.33%</td>
<td>16.67%</td>
<td>8.33%</td>
<td>33.33%</td>
<td>8.33%</td>
<td>12</td>
</tr>
<tr>
<td>Students consistently treated faculty members with respect.</td>
<td>25.00%</td>
<td>16.67%</td>
<td>8.33%</td>
<td>41.67%</td>
<td>8.33%</td>
<td>12</td>
</tr>
<tr>
<td>Overall, I was satisfied with the culture in my program.</td>
<td>25.00%</td>
<td>8.33%</td>
<td>25.00%</td>
<td>16.67%</td>
<td>25.00%</td>
<td>12</td>
</tr>
</tbody>
</table>

### Program Courses and Field Experiences

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>The program prepared me to work with clients from different cultural backgrounds.</td>
<td>23.08%</td>
<td>46.15%</td>
<td>0.00%</td>
<td>7.69%</td>
<td>23.08%</td>
<td>13</td>
</tr>
<tr>
<td>The program prepared me to critically read the literature in my field based on the research/statistics skills taught by the program.</td>
<td>23.08%</td>
<td>46.15%</td>
<td>0.00%</td>
<td>23.08%</td>
<td>7.69%</td>
<td>13</td>
</tr>
<tr>
<td>The program courses and field experiences prepared me to provide effective individual counseling in multiple settings.</td>
<td>7.69%</td>
<td>46.15%</td>
<td>7.69%</td>
<td>23.08%</td>
<td>15.38%</td>
<td>13</td>
</tr>
<tr>
<td>The program courses and field experiences prepared me to provide effective group counseling in multiple settings.</td>
<td>7.69%</td>
<td>30.77%</td>
<td>15.38%</td>
<td>30.77%</td>
<td>15.38%</td>
<td>13</td>
</tr>
<tr>
<td>The program courses and field experiences prepared me to conduct needs assessment with clients.</td>
<td>15.38%</td>
<td>38.46%</td>
<td>7.69%</td>
<td>23.08%</td>
<td>15.38%</td>
<td>13</td>
</tr>
<tr>
<td>The courses and field experiences in my program of study were relevant to my career goals.</td>
<td>15.38%</td>
<td>61.54%</td>
<td>0.00%</td>
<td>7.69%</td>
<td>15.38%</td>
<td>13</td>
</tr>
<tr>
<td>Overall, I am satisfied with courses and field experiences in my program.</td>
<td>15.38%</td>
<td>38.46%</td>
<td>7.69%</td>
<td>7.69%</td>
<td>30.77%</td>
<td>13</td>
</tr>
</tbody>
</table>

### Program Services

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>The process for applying for internship was clearly documented and explained.</td>
<td>0.00%</td>
<td>23.08%</td>
<td>23.08%</td>
<td>23.08%</td>
<td>30.77%</td>
<td>13</td>
</tr>
<tr>
<td>The process for applying for graduation was clearly documented and explained.</td>
<td>15.38%</td>
<td>38.46%</td>
<td>15.38%</td>
<td>7.69%</td>
<td>23.08%</td>
<td>13</td>
</tr>
</tbody>
</table>
### 2019-2020 Counselor Education Program Outcomes Report

The program provided me with opportunities to attain an assistantship and/or work on faculty grants, research, and related projects.  
15.38% 0.00% 7.69% 30.77% 46.15% 13

The program and the FSU Career Center provided me with adequate job seeking and employment services.  
15.38% 0.00% 46.15% 23.08% 15.38% 13

The program provided me with adequate information on licensure and/or certification process for my field.  
7.69% 46.15% 30.77% 0.00% 15.38% 13

The program provided with effective academic advising to ensure my timely completion of the program.  
30.77% 30.77% 23.08% 0.00% 15.38% 13

Overall, I am satisfied with the services I received while in my program.  
15.38% 30.77% 15.38% 7.69% 30.77% 13

<table>
<thead>
<tr>
<th>Program Faculty</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>The program faculty were open to suggestions from students about program issues and possible improvements.</td>
<td>30.77%</td>
<td>61.54%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>7.69%</td>
<td>13</td>
</tr>
<tr>
<td>The program faculty were helpful during my transition to graduate study.</td>
<td>38.46%</td>
<td>30.77%</td>
<td>15.38%</td>
<td>7.69%</td>
<td>7.69%</td>
<td>13</td>
</tr>
<tr>
<td>The program faculty respected my family life and personal commitments.</td>
<td>46.15%</td>
<td>38.46%</td>
<td>7.69%</td>
<td>0.00%</td>
<td>7.69%</td>
<td>13</td>
</tr>
<tr>
<td>The program faculty encouraged involvement in professional organizations and state/national conferences.</td>
<td>23.08%</td>
<td>30.77%</td>
<td>15.38%</td>
<td>15.38%</td>
<td>15.38%</td>
<td>13</td>
</tr>
<tr>
<td>The program faculty demonstrated an amount of commitment and professionalism equal to that which was expected by students.</td>
<td>23.08%</td>
<td>46.15%</td>
<td>15.38%</td>
<td>0.00%</td>
<td>15.38%</td>
<td>13</td>
</tr>
<tr>
<td>The program faculty demonstrated a genuine interest in helping students and consistently treated the students with respect.</td>
<td>46.15%</td>
<td>30.77%</td>
<td>7.69%</td>
<td>0.00%</td>
<td>15.38%</td>
<td>13</td>
</tr>
<tr>
<td>Success in the program depended on having positive, quality relationships with program faculty members.</td>
<td>15.38%</td>
<td>38.46%</td>
<td>15.38%</td>
<td>23.08%</td>
<td>7.69%</td>
<td>13</td>
</tr>
<tr>
<td>Program faculty were helpful in my career planning and decision making.</td>
<td>30.77%</td>
<td>30.77%</td>
<td>15.38%</td>
<td>15.38%</td>
<td>7.69%</td>
<td>13</td>
</tr>
<tr>
<td>Program faculty members cooperated with each other to ensure student learning, student success, and provision of consistent information.</td>
<td>23.08%</td>
<td>23.08%</td>
<td>15.38%</td>
<td>30.77%</td>
<td>7.69%</td>
<td>13</td>
</tr>
</tbody>
</table>
## 2019-2020 Counselor Education Program Outcomes Report

| Overall, I am satisfied with the program faculty. | 23.08% | 30.77% | 23.08% | 7.69% | 15.38% | 13 |
| Opportunities existed for mentor relationships with the faculty in my program. | 23.08% | 23.08% | 23.08% | 15.38% | 15.38% | 13 |
| I was comfortable expressing different points of view to program faculty (e.g., politics, religion, lifestyle, theory) | 30.77% | 23.08% | 7.69% | 23.08% | 15.38% | 13 |
| I could count on program faculty for support with both academic and personal challenges. | 30.77% | 38.46% | 0.00% | 15.38% | 15.38% | 13 |
| Communication between program faculty and students was efficient and clear. | 15.38% | 15.38% | 15.38% | 30.77% | 23.08% | 13 |

### Alumni Survey

The Alumni Survey was revised in Summer 2020 and distributed in August 2020. There were six completed responses. Alumni were asked to rate their program on overall culture, program courses and field experiences and program services. Responses aggregated for each question are outlined below.

<table>
<thead>
<tr>
<th>Program Culture</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>My peers in the program were an effective support system.</td>
<td>50.00%</td>
<td>33.33%</td>
<td>0.00%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>Students consistently treated faculty members with respect.</td>
<td>33.33%</td>
<td>50.00%</td>
<td>0.00%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>Overall, I was satisfied with the culture in my program.</td>
<td>33.33%</td>
<td>50.00%</td>
<td>0.00%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>6</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Program Courses and Field Experiences</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>The courses and field experiences in my program of study were relevant to my career goals.</td>
<td>50.00%</td>
<td>50.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>The program courses and field experiences prepared me to provide effective individual counseling in multiple settings.</td>
<td>33.33%</td>
<td>50.00%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>The program courses and field experiences prepared me to conduct needs assessment with clients.</td>
<td>16.67%</td>
<td>33.33%</td>
<td>33.33%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>The program courses and field</td>
<td>0.00%</td>
<td>33.33%</td>
<td>33.33%</td>
<td>16.67%</td>
<td>16.67%</td>
<td>6</td>
</tr>
</tbody>
</table>
2019-2020 Counselor Education Program Outcomes Report

<table>
<thead>
<tr>
<th>Experience</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>experiences prepared me to provide effective group counseling in multiple settings.</td>
<td>16.67%</td>
<td>66.67%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>The program prepared me to critically read the literature in my field based on the research/statistics skills taught by the program.</td>
<td>16.67%</td>
<td>50.00%</td>
<td>33.33%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>The program prepared me to work with clients from different cultural backgrounds.</td>
<td>16.67%</td>
<td>83.33%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>Overall, I am satisfied with courses and field experiences in my program.</td>
<td>16.67%</td>
<td>83.33%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
</tbody>
</table>

Program Faculty

<table>
<thead>
<tr>
<th>Program Faculty</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<tbody>
<tr>
<td>The program faculty were open to suggestions from students about program issues and possible improvements.</td>
<td>0.00%</td>
<td>50.00%</td>
<td>16.67%</td>
<td>33.33%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>The program faculty were helpful during my transition to graduate study.</td>
<td>16.67%</td>
<td>66.67%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>The program faculty respected my family life and personal commitments.</td>
<td>0.00%</td>
<td>66.67%</td>
<td>33.33%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>The program faculty encouraged involvement in professional organizations and state/national conferences.</td>
<td>33.33%</td>
<td>33.33%</td>
<td>16.67%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>The program faculty demonstrated an amount of commitment and professionalism equal to that which was expected by students.</td>
<td>0.00%</td>
<td>83.33%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
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<td>50.00%</td>
<td>33.33%</td>
<td>0.00%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
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<td>0.00%</td>
<td>83.33%</td>
<td>16.67%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
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<td>0.00%</td>
<td>66.67%</td>
<td>33.33%</td>
<td>0.00%</td>
<td>0.00%</td>
<td>6</td>
</tr>
<tr>
<td>Program faculty members cooperated with each other to ensure student learning, student success, and provision of consistent information.</td>
<td>0.00%</td>
<td>16.67%</td>
<td>50.00%</td>
<td>0.00%</td>
<td>33.33%</td>
<td>6</td>
</tr>
</tbody>
</table>
2019-2020 Counselor Education Program Outcomes Report

Overall, I am satisfied with the program faculty.  
| Percentage | 33.33% | 50.00% | 0.00% | 16.67% | 0.00% | 6 |

Opportunities existed for mentor relationships with the faculty in my program.  
| Percentage | 0.00% | 50.00% | 33.33% | 16.67% | 0.00% | 6 |

I was comfortable expressing different points of view to program faculty (e.g., politics, religion, lifestyle, theory)  
| Percentage | 0.00% | 83.33% | 16.67% | 0.00% | 0.00% | 6 |

I could count on program faculty for support with both academic and personal challenges.  
| Percentage | 16.67% | 66.67% | 0.00% | 16.67% | 0.00% | 6 |

Communication between program faculty and students was efficient and clear.  
| Percentage | 0.00% | 66.67% | 0.00% | 16.67% | 16.67% | 6 |

Employer Satisfaction Survey

Program Improvements

Student Engagement

- Increased student engagement through bi-monthly town hall meetings (2 a semester)
- Development of Chi Sigma Iota (CSI-the nationally recognized honor society for CACREP accredited counseling programs) – Lambda Sigma Mu

Assessment System Changes

- The assessment system was revised in Summer 2019 in order to better collect candidate performance on CACREP Core and Specialty Standards. New Signature Assessments and corresponding rubrics were created to ensure that all CACREP standards were assessed multiple times throughout the program. These Signature Assessments will be uploaded into LiveText for Fall 2019 admits and all following cohorts.
- Professional Dispositions were created and candidates were evaluated in Fall 2019 and Spring 2020.
- Faculty created a comprehensive portfolio aligned to CACREP standards for candidates to complete in MHS 7692 Specialist in Education Comprehensive Exam. The Fall 2019 Admit cohort will complete the portfolio in Spring 2021.
- After receiving feedback from the Self-Study, programs created additional Signature Assessments to ensure that standards were assessed multiple times throughout the program.
- Based on feedback from the Self-Study, the practicum and internship evaluations were revised to better align to CACREP standards.
• Supervisor training was updated for students completing internship in Fall 2020 and Spring 2021.

**Changes to Data Collection and Reporting Process**

• A data collection and reporting schedule was created by the faculty in collaboration with the Office of Quality Assurance in order to ensure that the Counselor Education programs are getting actionable data on an annual basis.

• Cohort reports were created for Fall 2018 and Fall 2019 admits to assist in monitoring student progress in the program.

• All practicum and internship evaluations in Spring 2020 and Summer 2020 were completed through Qualtrics in order to better collect and aggregate data.

**Changes to Stakeholder Surveys**

• The following surveys were revised in order to better align with the Counselor Education’s program mission and objectives.
  
  o Counselor Education Exit Survey
  o Counselor Education Alumni Survey
  o Employer Satisfaction Survey

• In order to improve response rates on the Counselor Education Exit Survey, faculty decided to require completion of the survey in MHS 6600 Consultation and Organizational Development.

**Curriculum Changes**

• Aligning curriculum with state licensure requirements

• Changes were made to the course sequence in both Career and Mental Health Counseling programs to ensure that candidates would be better prepared to meet requirements for certification as professional counselors in the state of Florida.

**Future Plans to Enhance the Program:**

• Recruitment of diverse students, nationally and internationally

• Higher recruitment number for the Career Counseling Program

• Develop ways to get higher responses to Stakeholder surveys. These include keeping in better touch with the Alumni by utilizing Chi Sigma Iota for this purpose, as well as getting better contact information for employers.