



Messiah College Program Outcomes 2015-2016

Master of Arts in Counseling

I. Introduction

The Messiah College Graduate Counseling Program continues to grow and to demonstrate positive outcomes for students and graduates. The program has 9 full time faculty and numerous long term adjunct faculty. The program has a full time administrative assistant, a practicum/internship coordinator and a graduate assistant. All three Master's tracks offered: Clinical Mental Health Counseling, School Counseling, and Marriage, Couple, and Family Counseling are accredited by CACREP through 2020. The School Counseling track has recently moved to 60 credits to give those students a deeper understanding of topics that affect Pre-K-12 students. The Clinical Mental Health Track has added two electives: Counseling Children & Adolescents and Autism Spectrum Disorders. Data collection and evaluation of student learning outcomes in the Clinical Mental Health Counseling and School Counseling tracks have been completed and data collection for Marriage, Couple, and Family will occur in 2016-2017. Reports for these track outcomes are posted on the program's assessment webpage.

II. Mission and Objectives

Recently, a new program mission and objectives were proposed. These will be reviewed by the Advisory Board and Faculty in the Fall of 2016 in hopes of permanent adoption for the future.

They are:

Mission Statement:

The mission of the Messiah College Graduate Program in Counseling is to provide curricular experiences and a meaningful learning environment that prepare students to become competent counselors working with a variety of clients in multiple settings. The program is intended to develop students' awareness, knowledge, and skills to serve others through the counseling process and become skilled practitioners with a strong sense of professional and personal identity. To carry out this mission, the Graduate Program in Counseling offers three programs of study; clinical mental health counseling, marriage, couple, and family counseling, and school counseling. All of the programs are facilitated by educators who have experience in the field, set high expectations for students, implement a rigorous standard-based curriculum, and possess a desire to build authentic relationships with students.

Program Objectives:

For students to acquire the specific knowledge and skills required of clinical mental health counselors, school counselors, or marriage, couple and family counselors as delineated by the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

To prepare students to meet the educational requirements for state licensure as a licensed professional counselor (LPC) or as a licensed marriage and family therapist (LMFT), or for certification as a school counselor in the state of Pennsylvania and/or many other states.

To prepare students to understand and evaluate current research and engage in scholarly activities related to the field of counseling.

To provide students with the knowledge and skills that enables them to incorporate faith, religion, and spirituality into counseling.

To provide students with curricular experiences and a meaningful learning environment that encourages self-awareness and evaluation of their own values, attitudes, and beliefs.

To assume professional identities grounded in self-reflection, leadership, ethical service, and advocacy.

III. Student Data

CMHC = Clinical Mental Health Counseling

SCH = School Counseling

MCFC = Marriage, Couple, and Family Counseling

CAGS = Certificate of Advanced Graduate Studies (not CACREP accredited)

A. Enrollment (Fall 2016 Snapshot)

CMHC	SCH	MCFC	CAGS	Non-Degree	Undeclared	TOTAL
112	49	61	9	0	1	232

B. Graduates (August 2015 to May 2016)

CMHC	SCH	MCFC	CAGS	TOTAL
21	11	8	16	56

C. Completion Rate* (students who completed the program)

CMHC	SCH	MCFC
15 of 23 (65%)	13 of 16 (81%)	5 of 9 (56%)

* Based only on students who began in 2010-2011 academic year

D. National Counselor Exam (NCE) 2015-2016 Academic Year

Historically, students in all three tracks of the Counseling program have taken the National Counselor Exam before graduation.

	Tested	Passed	Pass Rate	Messiah Mean	CACREP Mean
Fall 15	20	19	95%	103.09	105.89
Spring 16	19	16	84%	110.79	112.92

Praxis II

1. Professional School Counselor exam required of School Counseling students in order to become certified school counselors in Pennsylvania.
2. During the 2015-2016 academic year, 100% of the students who took the Praxis II exam passed.

E. Job Placement Rate for students 6 or more months after graduation in Counseling related positions
(based on 2016 Alumni Survey)

CMHC	SCH	MCFC
100%	100%	100%

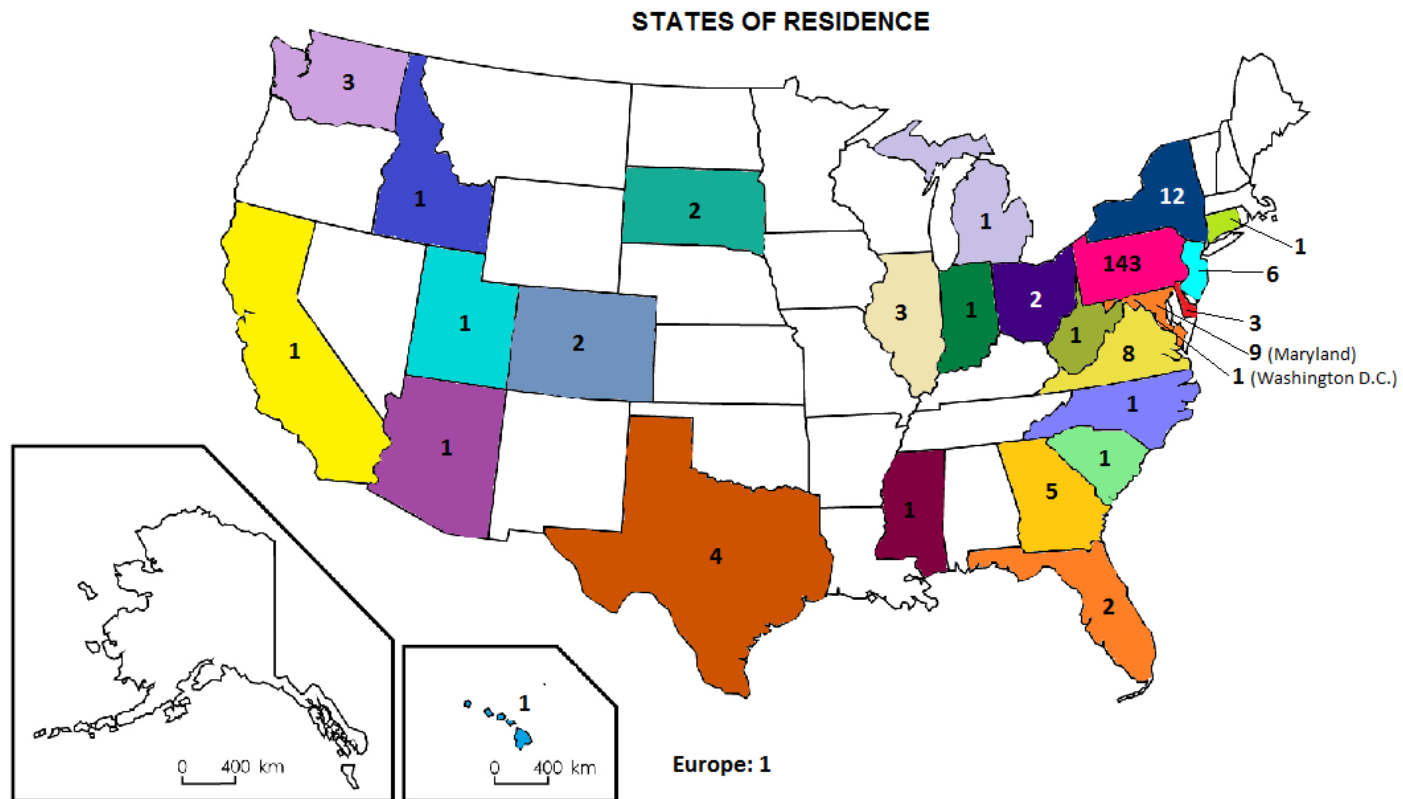
IV. Demographics

A. Counseling Students by Educational Goal

Educational Goal	# of Students
Certificate of Adv. Graduate Studies	15
Graduate Degree	213
Non-Degree	1
Grand Total	229

B. Graduate Degree Counseling Student by Gender and Ethnicity (i.e., not including CAGS or Non-Degree):

TOTAL NUMBER OF STUDENTS	213
GENDER	
Female	175
Male	38
ETHNIC BACKGROUND	
Asian / Asian-American	1
Black / African-American	22
Hispanic, Latino/a, inc. Spain	9
Multi-Ethnic / 2 or more races	1
White / Non-Hispanic	179
Unknown	1



V. Student Learning Outcomes

Every year, data is collected on key indicators of student learning. The program's learning objectives are based on Messiah College's College Wide Graduate Educational Objectives.

Grad CWEO (May have multiple associations per outcome.)	Counseling Program Student Learning Outcome/Objective	Courses in which students receive feedback on this objective	Measure (Method to gauge achievement of expected results.)	Target (Overall level for satisfactory performance)	RESULTS Summer 15-Spring 16
2.1.0 Understanding the foundational content and philosophical assumptions of one's specialized area of graduate study	Explain foundational content and philosophical assumptions of the field of Counseling.	COUN 501 Professional Issues & Ethics COUN 510 Lifespan Development COUN 511 Multicultural Issues COUN 520 Counseling Theories COUN 528 Career Counseling Across Lifespan COUN 532 Group Counseling COUN 537 Spiritual Formation COUN 540 Counseling Techniques COUN 545 Research Design & Statistics	NCE	80% of students pass the NCE on the first try.	TARGET MET 90% of students passed the NCE
2.2 Engaging in scholarship in one's specialized area of graduate study	Analyze, critique, and summarize research in the field of Counseling.	COUN 545	Literature Review Program Evaluation	All students score 83% or higher on the rubric All students score 83% or higher on the rubric	NOT Met 1 of 59 students did not achieve 83% grade or better NOT Met 1 of 59 students did not achieve 83% grade or better

Grad CWEO (May have multiple associations per outcome.)	Counseling Program Student Learning Outcome/Objective	Courses in which students receive feedback on this objective	Measure (Method to gauge achievement of expected results.)	Target (Overall level for satisfactory performance)	RESULTS Summer 15-Spring 16
2.3 Developing proficiency in one's specialized area of study sufficient to prepare students to enter professions, advance within one's profession, or to continue study for a terminal degree.	Demonstrate the ability to reflect on and accurately identify one's areas of strength and weakness and use that understanding to effectively interact with others.	COUN 582/584/585/589	Internship paper	All students score 83% or higher on the rubric	NOT Met 1 out of 46 students did not get 83% or better grade
2.3 Developing proficiency in one's specialized area of study sufficient to prepare students to enter professions, advance within one's profession, or to continue study for a terminal degree.	Identify examples of and demonstrate the ability to confront racism, discrimination, sexism, power, privilege and oppression, which impact the practice and policy levels of counseling in a multicultural society.	COUN 511	Immersion Project	All students score 83% or higher on the rubric	NOT Met 11 of 93 students did not get 83% or better grade
2.3 Developing proficiency in one's specialized area of study sufficient to prepare students to enter professions, advance within one's profession, or to continue study for a terminal degree.	Demonstrate effective counseling techniques.	COUN 582/584/585/589	Internship supervisor evaluations	100% rated as satisfactory or very satisfactory on the overall rating	MET
2.4 Articulating how Christian faith connects to each specialized area of study and to potential career or service options in that area of study.	Identify connections of faith, religion, and spirituality and counseling, and describe ethical implications of including discussions Christian faith in a counseling setting.	COUN 537	Integrative paper	All students score 83% or higher on the rubric	NOT Met 8 of 60 students did not get 83% or better grade
2.4 Articulating how Christian faith connects to each	Identify connections of faith, religion, and	COUN 537	Quiz	All students score 83% or higher on the rubric	NOT Met 1 of 60 students did not get 83% or

Grad CWEO (May have multiple associations per outcome.)	Counseling Program Student Learning Outcome/Objective	Courses in which students receive feedback on this objective	Measure (Method to gauge achievement of expected results.)	Target (Overall level for satisfactory performance)	RESULTS Summer 15-Spring 16
specialized area of study and to potential career or service options in that area of study.	spirituality and counseling, and describe ethical implications of including discussions Christian faith in a counseling setting.				better grade
2.4 Articulating how Christian faith connects to each specialized area of study and to potential career or service options in that area of study.	Articulate a worldview that facilitates forgiveness and reconciliation within relationships in the counseling field.	COUN 537	Video Reflection – Immersion Experience	All students score 83% or higher on the rubric	NOT Met 5 out of 60 students did not get 83% or better grade

VI. Survey Data

- A. Exit Surveys.** Upon graduation students are provided the opportunity to complete an exit survey. Appendix A is selected results of this survey from those that graduated in Summer 2015, Fall 2015, and Spring 2016. Twenty-three Master's students from all three tracks responded in that timeframe in which 40 graduated (58% response rate).
- B. Alumni Survey.** In the summer of 2016, the program issued an alumni survey to graduates on its alumni listserv. It was also posted to our Facebook and LinkedIn pages. Appendix B contains results for these responses from graduates who had been out of the program for at least 6 months. There were 21 respondents.

Appendix A

Graduate Program in Counseling Exit Survey 2015-2016

Master's Student results (selected questions*)

*Questions not reported either had small response numbers or included narrative responses

Q5 - My advisor was helpful, accessible, and responsive.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	30.43%	7
Strongly Agree	69.57%	16
Total	100%	23

Q6 - My advisor was knowledgeable about academic policies and curricular requirements.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	26.09%	6
Strongly Agree	73.91%	17
Total	100%	23

Q7 - Overall, I am satisfied with the assistance provided by my academic advisor.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	26.09%	6
Strongly Agree	73.91%	17
Total	100%	23

Q9 - Overall, I am satisfied with Messiah College's faculty.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	20.00%	4
Strongly Agree	80.00%	16
Total	100%	20

Q10 - The faculty served as positive professional role models.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	20.00%	4
Strongly Agree	80.00%	16
Total	100%	20

Q11 - The faculty was knowledgeable about the counseling field.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	15.00%	3
Strongly Agree	85.00%	17
Total	100%	20

Q12 - The Graduate Program in Counseling's faculty was helpful, accessible, and responsive.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	30.00%	6
Strongly Agree	70.00%	14
Total	100%	20

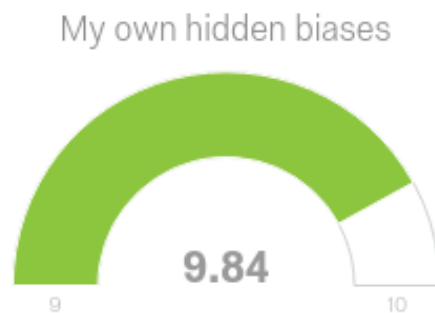
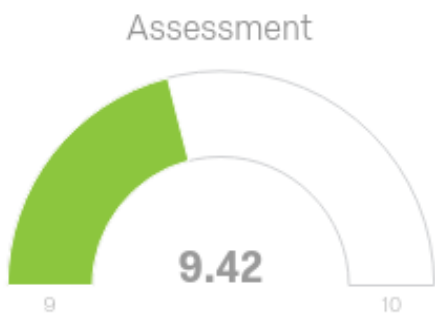
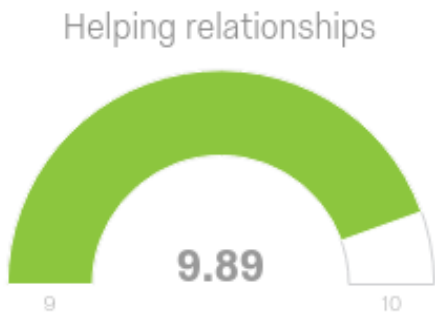
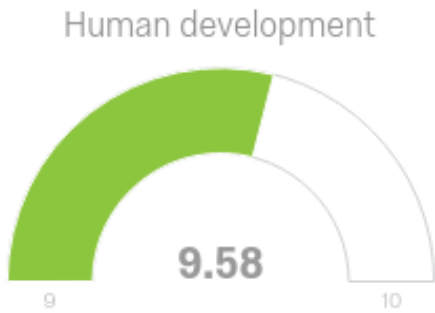
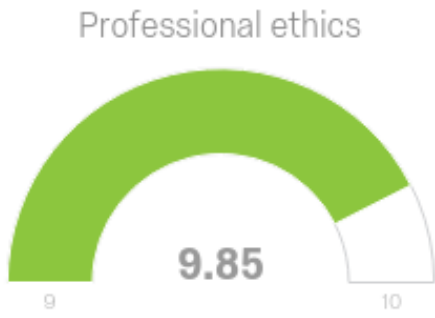
Q39 - I believe my coursework prepared me for my Practicum and Internships.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	29.41%	5
Strongly Agree	70.59%	12
Total	100%	17

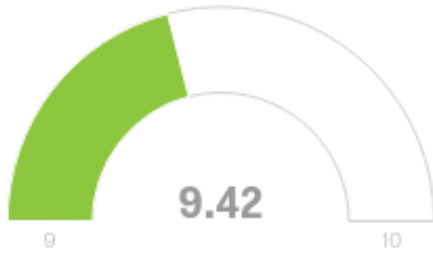
Q13 - Messiah's Graduate Program in Counseling has helped prepare me to become a competent counselor.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	11.76%	2
Strongly Agree	88.24%	15
Total	100%	17

Q22 - How knowledgeable do you feel about the following areas?



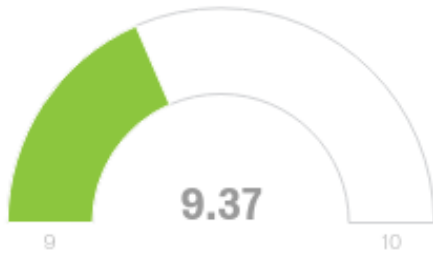
How Christianity connects with counseling



The role of a professional counselor in different settings

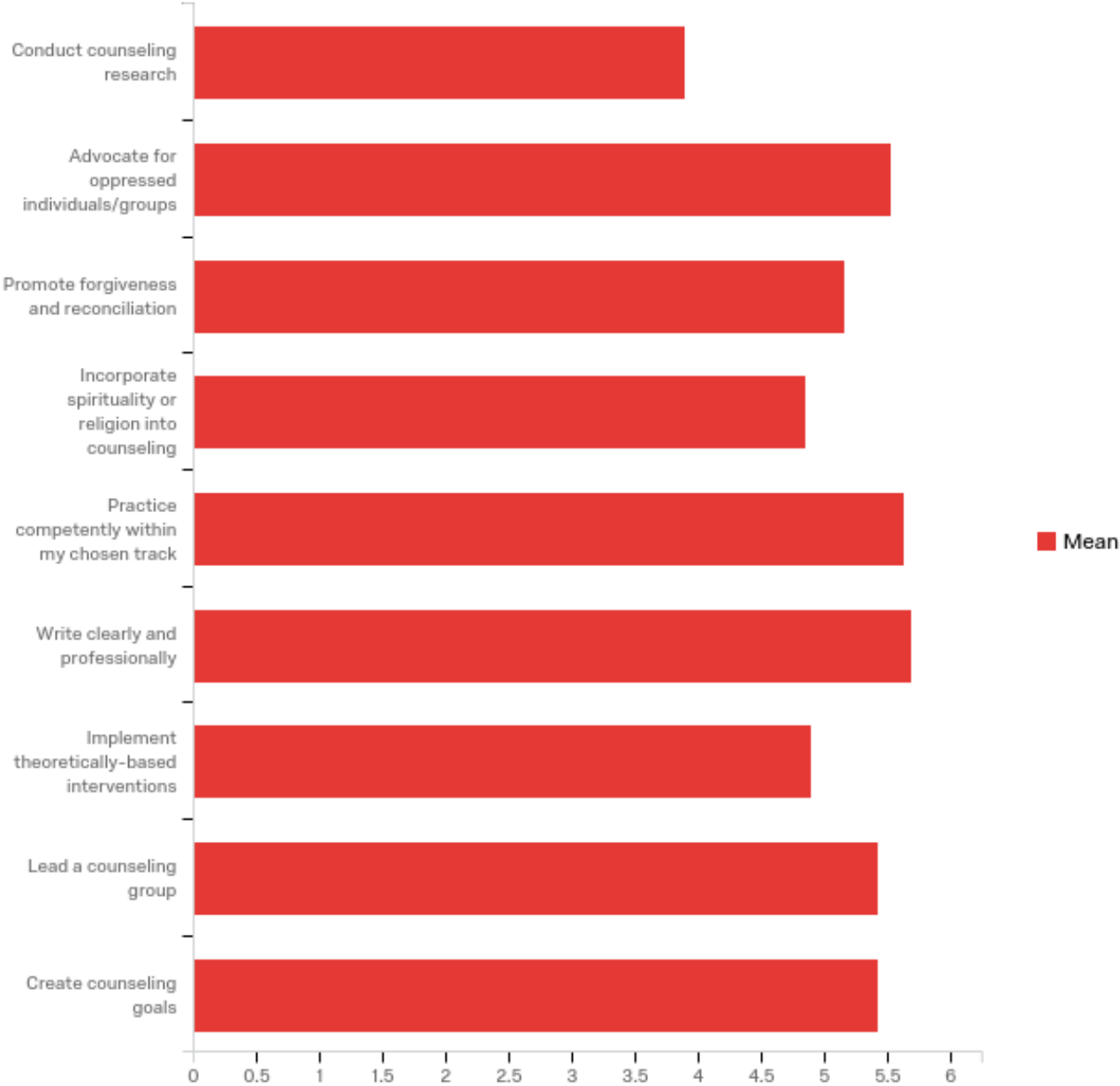


Diagnosis and psychopathology



Question	Not at all knowledgeable		Slightly knowledgeable		Moderately knowledgeable		Very knowledgeable		Total
Professional ethics	0.00%	0	0.00%	0	15.00%	3	85.00%	17	20
Social and cultural diversity	0.00%	0	0.00%	0	10.53%	2	89.47%	17	19
Human development	0.00%	0	0.00%	0	42.11%	8	57.89%	11	19
Career development	0.00%	0	5.26%	1	42.11%	8	52.63%	10	19
Helping relationships	0.00%	0	0.00%	0	10.53%	2	89.47%	17	19
Group work	0.00%	0	0.00%	0	42.11%	8	57.89%	11	19
Assessment	0.00%	0	5.26%	1	47.37%	9	47.37%	9	19
Research	0.00%	0	10.53%	2	47.37%	9	42.11%	8	19
Program evaluation	0.00%	0	15.79%	3	31.58%	6	52.63%	10	19
My own hidden biases	0.00%	0	0.00%	0	15.79%	3	84.21%	16	19
How Christianity connects with counseling	0.00%	0	10.53%	2	36.84%	7	52.63%	10	19
The role of a professional counselor in different settings	0.00%	0	5.26%	1	21.05%	4	73.68%	14	19
Diagnosis and psychopathology	0.00%	0	15.79%	3	31.58%	6	52.63%	10	19

Q24 - As you approach graduation from our program, how prepared do you feel to do the following things?



Q28 - Faith and/or spirituality were integrated into my course work.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	5.00%	1
Agree	65.00%	13
Strongly Agree	30.00%	6
Total	100%	20

Q29 - I have been challenged to examine the tension and compatibility between my faith and beliefs and the counseling field.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	5.00%	1
Agree	40.00%	8
Strongly Agree	55.00%	11
Total	100%	20

Q32 - How likely are you to pursue licensure as an LPC (or your state equivalent)?

Answer	%	Count
Very Likely	90.91%	10
Likely	9.09%	1
Undecided	0.00%	0
Unlikely	0.00%	0
Very Unlikely	0.00%	0
Total	100%	11

Q34 - How likely are you to pursue certification as a school counselor?

Answer	%	Count
Very Likely	71.43%	5
Likely	14.29%	1
Undecided	0.00%	0
Unlikely	0.00%	0
Very Unlikely	14.29%	1
Total	100%	7

Q36 - How likely are you to pursue licensure as a Licensed Marriage and Family Therapist?

Answer	%	Count
Very Likely	50.00%	1
Likely	50.00%	1
Undecided	0.00%	0
Unlikely	0.00%	0
Very Unlikely	0.00%	0
Total	100%	2

Q40 - My Practicum and Internship experiences helped me to become a more effective counselor.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	10.00%	2
Strongly Agree	90.00%	18
Total	100%	20

Q42 - The Practicum and Internship Coordinator was knowledgeable about policies and procedures related to field experiences.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	5.00%	1
Agree	15.00%	3
Strongly Agree	80.00%	16
Total	100%	20

Q43 - The Practicum and Internship Coordinator was helpful, accessible, and responsive.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	5.00%	1
Agree	25.00%	5
Strongly Agree	70.00%	14
Total	100%	20

Q46 - Overall, I was satisfied with the program's online format.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	0.00%	0
Agree	20.00%	4
Strongly Agree	80.00%	16
Total	100%	20

Q48 - I was satisfied by the technical support I received.

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	10.53%	2
Agree	21.05%	4
Strongly Agree	68.42%	13
Total	100%	19

Q49 - My experience with Adobe Connect was positive.

Answer	%	Count
Never	0.00%	0
Rarely	0.00%	0
Sometimes	10.53%	2
Most of the Time	52.63%	10
Always	36.84%	7
Total	100%	19

Q50 - My experience with Canvas was positive.

Answer	%	Count
Never	0.00%	0
Rarely	0.00%	0
Sometimes	0.00%	0
Most of the Time	47.37%	9
Always	52.63%	10
Total	100%	19

Q54 - I felt well-prepared for the National Counselor Exam (NCE).

Answer	%	Count
Strongly Disagree	0.00%	0
Disagree	0.00%	0
Neither Agree nor Disagree	16.67%	3
Agree	44.44%	8
Strongly Agree	38.89%	7
Total	100%	18

Appendix B

Graduate Program in Counseling Alumni Survey – 2016

Selected questions

Q2 - Track:

Answer	%	Count
Master's: Clinical Mental Health	30.00%	6
Master's: School Counseling	45.00%	9
Master's: Marriage, Couple & Family	25.00%	5
Total	100%	20

Q7 - Current Employment Status: (check all that apply)

Answer	%	Count
Employed Full-time (Counseling related)	80.00%	16
Employed Part-time (Counseling related)	15.00%	3
Employed Full-time (Non-Counseling related)	0.00%	0
Employed Part-time (Non-Counseling related)	0.00%	0
Seeking Employment in Counseling field	0.00%	0
Seeking Employment outside Counseling field	0.00%	0
Not employed and not seeking employment at this time	0.00%	0
Accepted to/attending doctoral or other advanced degree program	0.00%	0
Other	5.00%	1
Total	100%	20

Q8 - For this page of questions, please answer with regard to your counseling-related position. Approximate annual salary:

For this page of questions, please answer with regard to your counseling-re...

10,000

\$36,000

43500

30,000

40000

46,000.00

41,000

54000

36000

\$25,000

35000

45.000

\$40,000

\$35,650

\$41,000

41400

57,000

38,500

48,000

Q11 - Does your position require a Master's degree in Counseling?

Answer	%	Count
Yes	94.74%	18
No	5.26%	1
Total	100%	19

Q16 - Do you hold any of the following licenses and/or certifications? (select all that apply):

Answer	%	Count
Licensed Professional Counselor (or your state's equivalent)	22.22%	4
Licensed Marriage & Family Therapist	5.56%	1
Nationally Certified Counselor	66.67%	12
Certified School Counselor PreK-12	38.89%	7
Certified Secondary School Counselor	11.11%	2
Certified Elementary School Counselor	11.11%	2
Other	0.00%	0
None	0.00%	0
Total	100%	18

Q25 - Overall, how satisfied are you with the Graduate Program in Counseling?

Answer	%	Count
Very Satisfied	57.89%	11
Satisfied	42.11%	8
Somewhat Satisfied	0.00%	0
Neutral	0.00%	0
Somewhat Dissatisfied	0.00%	0
Dissatisfied	0.00%	0
Very Dissatisfied	0.00%	0
Total	100%	19

Q28 - How likely are you to recommend Messiah College's Graduate Program in Counseling to others?

