(Concentrations: Counseling, Gerontology, Child/Adolescent, Christian, School Counseling, School Psychometry) EFFECTIVENESS PROGRAM 2014-2015

EXPANDED STATEMENT OF INSTITUTIONAL PURPOSE	STUDENT LEARNING OUTCOMES	ASSESSMENT CRITERIA AND PROCEDURES	ASSESSMENT RESULTS	USE OF RESULTS
University Mission: As a Christian university which embraces its Baptist heritage and namesake, William Carey University provides quality educational programs, within a caring Christian academic	1. Students will enhance and expand awareness of their Christian values through the curriculum and co-curricular activities.	1a. Students will evaluate the program atmosphere as promoting Christian principles at a level of "4.2" or higher on the Student Exit Interview		
community, which challenge the individual student to excel in scholarship, leadership, and service in a diverse global society. Expanded Statement of	2. Students will be adequately prepared for a future in counseling, a related human service field, or further graduate study.	2. 78% of graduates seeking employment will be employed within their counseling field or a related field, or will be enrolled in further		
Mission: 1. Provide academic programs to promote student learning 2. Promote Christian development and social		graduate study as measured by the Graduate Follow-up Survey questions 14 and 10, respectively.		
responsibility 3. Serve Baptist churches, associations, and conventions 4. Provide an environment	3. Students will gain a sufficient knowledge base in the core areas of counseling as identified by the Mississippi State Board	3a Students will achieve an average score of 66% on the Counseling Knowledge and Skills		
that supports student learning 5. Strengthen organizational and operational effectiveness 6. Strengthen financial	of Examiners for Licensed Professional Counselors: (a) Professional Identity & Ethics; (b) Social and Cultural Diversity; (c) Human Growth and	Examination that assesses student knowledge across the content domains identified as paramount to professional counselors based on the Mississippi		

resources	Development; (d) Career Development; (e) Helping	State Board of Examiners for Licensed Professional	
	Relationships; (f)	Counselors and render a	
Goal for Departmental	Assessment; and (h)	decision regarding the	
Program/Unit:	Research Design.	utilization of a	
All graduates of the Graduate	Research Besign.	standardized counseling	
Counseling Psychology		examination to assess	
program will have developed a		competency.	
depth of understanding in their			
major field and will have been			
afforded the opportunity to	4. Students will exhibit	4. Students will	
prepare for a career, a	sufficient mastery of basic	demonstrate mastery of	
profession, or further study	counseling microskills and	basic counseling	
following graduation.	interventions.	microskills as evidenced	
		by an average rating of	
		76% on the microskills	
		assessment administered	
		in the PSY 680 course.	
	5. Students will gain	5a. Students participating	
	experience with the	in the practicum or	
	professional roles and	internship courses will	
	responsibilities of	accrue hours in a field	
	counselors and	setting consistent with the	
	demonstrate a commitment	student's concentration	
	to ethical practice and	area and receive a	
	professional collaboration.	satisfactory rating from	
		the field supervisors as	
		evidenced by an overall	
		rating of "4.7".	
		5b. Students participating	
		in practicum or internship	
		courses will demonstrate	
		sufficient levels of	
		professionalism and	
		ethical knowledge as	
		demonstrated by an	
		average supervisor rating	
		of "3.8" across section 2	

	(Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form.	
Program Outcome: 6. Program will explore the viability of seeking national programmatic accreditation.	6. Program faculty and administrators will evaluate the viability of the Hattiesburg counseling psychology program seeking accreditation through the Council on Accreditation for Counseling and Related Educational Programs (CACREP).	

(Counseling Concentration, Gerontology Concentration, Child/Adolescent Concentration, Christian Concentration, Organization Counseling, School Psychometry Concentrations)

EFFECTIVENESS PROGRAM

2013-2014

EXPANDED STATEMENT OF INSTITUTIONAL PURPOSE	STUDENT LEARNING OUTCOMES	ASSESSMENT CRITERIA AND PROCEDURES	ASSESSMENT RESULTS	USE OF RESULTS
University Mission: As a Christian university which embraces its Baptist heritage and namesake, William Carey University provides quality educational programs, within a caring Christian academic	1. Students will enhance and expand awareness of their Christian values through the curriculum and co-curricular activities.	1a. Students will evaluate the program atmosphere as promoting Christian principles at a level of "4.1" or higher on the Student Exit Interview	1a. Students evaluated the program atmosphere at a level of "4.9" in regards to promoting Christian principles.	1a. This Student Learning Outcome was met and will continue to be monitored.
community, which challenge the individual student to excel in scholarship, leadership, and service in a diverse global society. Expanded Statement of Mission:	2. Students will be adequately prepared for a future in counseling, a related human service	2. 80% of graduates seeking employment will be employed within their counseling field or a related field, or will be enrolled in further graduate study as measured by the Graduate	2. 77% of graduates responding to the Graduate Follow-up Survey reported employment in a related field or enrollment in further graduate study.	2. This Student Learning Outcome was not met. The outcome will be monitored and efforts will be made to integrate lectures within the curriculum that emphasize career
 Provide academic programs to promote student learning Promote Christian development and social responsibility 	field, or further graduate study.	Follow-up Survey questions 14 and 10, respectively.		exploration in the mental health field as well as methods for increasing marketability.
3. Serve Baptist churches, associations, and conventions				
4. Provide an environment that supports student learning				
5. Strengthen organizational and operational				

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effectiveness 6. Strengthen financial resources Goal for Departmental Program/Unit: All graduates of the Graduate Counseling Psychology program will have developed a depth of understanding in their major field and will have been afforded the opportunity to prepare for a career, a profession, or further study following graduation.	3. Students will gain a sufficient knowledge base in the core areas of counseling as identified by the Mississippi State Board of Examiners for Licensed Professional Counselors: (a) Professional Identity & Ethics; (b) Social and Cultural Diversity; (c) Human Growth and Development; (d) Career Development; (e) Helping Relationships; (f) Assessment; and (h) Research Design.	3a Students will achieve an average score of 65% on the Counseling Knowledge and Skills Examination that assesses student knowledge across the content domains identified as paramount to professional counselors based on the Mississippi State Board of Examiners for Licensed Professional Counselors and render a decision regarding the utilization of a standardized counseling examination to assess competency.	3a. The CKS Exam was revised and administered in the PSY 698 (Internship) courses. Students taking the examination achieved an average score of 66%.	3a. The student outcome was met. The CKS Examination will be revised and administered again in the AY 2014-2015. Results will continue to be monitored.
	4. Students will exhibit sufficient mastery of basic counseling microskills and interventions.	4. Students will demonstrate mastery of basic counseling microskills as evidenced by an average rating of 76% on the microskills assessment administered in the PSY 680 course.	4. Students demonstrated mastery of microskills as evidenced by an average score of 78% on the microskills assessment.	4. The student outcome was met and will continue to be monitored.
	5. Students will gain experience with the professional roles and responsibilities of counselors and demonstrate a commitment to ethical practice and professional collaboration.	5a. Students participating in the practicum or internship courses will accrue hours in a field setting consistent with the student's concentration area and receive a satisfactory rating from the field supervisors as evidenced by an overall rating of "4.7".	5a. Students participating in the practicum or internship courses accrued hours in a field setting consistent with the student's concentration area and received an average satisfactory rating of "4.7" from field supervisors.	5a. This Student Learning Outcome was met and will continue to be monitored.

	5b. Students participating in practicum or internship courses will demonstrate sufficient levels of professionalism and ethical knowledge as demonstrated by an average supervisor rating of "3.7" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form.	5b. Students participating in practicum or internship courses demonstrated sufficient levels of professionalism and ethical knowledge as evidence by an average supervisor rating of "4.34" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form.	5b. This Student Learning Outcome was met and will continue to be monitored.
Program Outcome: 6. Program will explore the viability of seeking national programmatic accreditation.	6. Program faculty and administrators will investigate the requirements of seeking accreditation through the Council on Accreditation for Counseling and Related Educational Programs (CACREP).	6. Program faculty and administrators formed a committee for exploring and developing an application for CACREP accreditation. It was determined that application for accreditation is currently only viable for the Gulfport campus program and only by forming a new department.	6. This Program Outcome was met and will result in the formation of a new academic unit, the Department of Counselor Education, at the Gulfport campus. Programmatic accreditation for the Hattiesburg program will be explored further in the AY 14-15.

(Counseling Concentration, Gerontology Concentration, Child/Adolescent Concentration, Christian Concentration, Organization Counseling, School Psychometry Concentrations)

EFFECTIVENESS PROGRAM

2012-2013

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EXPANDED STATEMENT OF INSTITUTIONAL PURPOSE	STUDENT LEARNING OUTCOMES	ASSESSMENT CRITERIA AND PROCEDURES	ASSESSMENT RESULTS	USE OF RESULTS
University Mission: As a	1. Students will enhance	1a. Students will evaluate	1a. Students evaluated the	1a. This Student Learning
Christian university which	and expand awareness of	the program atmosphere	program atmosphere at a	Outcome was not met.
embraces its Baptist heritage	their Christian values	as promoting Christian	level of "4.1" in regards to	Efforts will be made to
and namesake, William Carey	through the curriculum and	principles at a level of	promoting Christian	promote Christina
University provides quality	co-curricular activities.	"4.6" or higher on the	principles.	principles by identifying
educational programs, within a		Student Exit Interview		applicable Christian
caring Christian academic				principles within the
community, which challenge				curriculum. The outcome
the individual student to excel	2. Students will be			will continue to be
in scholarship, leadership, and	adequately prepared for a			monitored.
service in a diverse global	future in counseling, a			
society.	related human service			
Expanded Statement of	field, or further graduate	2. 80% of graduates	2. Data was unavailable to	2. This Student Learning
Mission:	study.	seeking employment will	assess.	Outcome could not be
TVIISSIOII.		be employed within their		evaluated due to
1. Provide academic		counseling field or a		insufficient participation
programs to promote		related field, or will be		from graduates of the
student learning		enrolled in further		counseling psychology
2. Promote Christian		graduate study as		program. Plan to retain the
development and social		measured by the Graduate		outcome and improve methods for garnering
responsibility		Follow-up Survey		student participation.
3. Strengthen ties with	3. Students will gain a	questions 14 and 10,		student participation.
Baptist churches,	sufficient knowledge base	respectively.		
associations, and conventions	in the core areas of			
4. Provide an environment	counseling as identified by			
that supports student	the Mississippi State Board			
learning	of Examiners for Licensed Professional Counselors:			
5. Strengthen organizational	(a) Professional Identity &			
and operational	(a) Floressional Identity &			

effectiveness 6. Strengthen financial resources Program/Unit Goal: All graduates of the Graduate Counseling Psychology program will have developed a depth of understanding in their major field and will have been afforded the opportunity to prepare for a career, a profession, or further study following graduation.	Ethics; (b) Social and Cultural Diversity; (c) Human Growth and Development; (d) Career Development; (e) Helping Relationships; (f) Assessment; and (h) Research Design. 4. Students will exhibit sufficient mastery of basic counseling microskills and interventions.	3a Students will achieve an average score of 65% on the Counseling Knowledge and Skills Examination that assesses student knowledge across the content domains identified as paramount to professional counselors based on the Mississippi State Board of Examiners for Licensed Professional Counselors and render a decision regarding the utilization of a standardized counseling examination to assess competency.	3a. The CKS Exam was revised and administered in the PSY 698 (Internship) courses. Students taking the examination achieved an average score of 67%.	3a. The student outcome was met. The CKS Examination will be revised and administered again in the AY 2013-2014. Results will continue to be monitored.
		4. Students will demonstrate mastery of basic counseling microskills as evidenced by an average rating of 75% on the microskills assessment administered in the PSY 680 course.	4. Students demonstrated mastery of microskills as evidenced by an average score of 77% on the microskills assessment.	4. The student outcome was met and will continue to be monitored.
	5. Students will gain experience with the professional roles and responsibilities of counselors and demonstrate a commitment to ethical practice and professional collaboration.	5a. Students participating in the practicum or internship courses will accrue hours in a field setting consistent with the student's concentration area and receive a satisfactory rating from the field supervisors as evidenced by an overall rating of "4.6".	5a. Students participating in the practicum or internship courses accrued hours in a field setting consistent with the student's concentration area and received an average satisfactory rating of "4.6" from field supervisors.	5a. This Student Learning Outcome was met and will continue to be monitored.

		5b. Students participating in practicum or internship courses will demonstrate sufficient levels of professionalism and ethical knowledge as demonstrated by an average supervisor rating of "3.7" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form.	5b. Students participating in practicum or internship courses demonstrated sufficient levels of professionalism and ethical knowledge as evidence by an average supervisor rating of "4.2" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form.	5b. This Student Learning Outcome was met and will continue to be monitored.
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(Counseling Concentration, Gerontology Concentration, Child/Adolescent Concentration, Christian Concentration, Organization Counseling, School Psychometry Concentrations)

EFFECTIVENESS PROGRAM

2011-2012

EXPANDED STATEMENT OF INSTITUTIONAL PURPOSE	STUDENT LEARNING OUTCOMES	ASSESSMENT CRITERIA AND PROCEDURES	ASSESSMENT RESULTS	USE OF RESULTS
University Mission: As a Christian university which embraces its Baptist heritage and namesake, William Carey University provides quality educational programs, within a caring Christian academic community, which challenge	1. Students will enhance and expand awareness of their Christian values through the curriculum and co-curricular activities.	1a. Students will evaluate the Christian atmosphere and values exemplified in the curriculum at a level of "4.5" or higher on the End of Year Program Evaluation.	1a. Students evaluated the Christian atmosphere and values exemplified in the curriculum at a level of "4.8" on the End of Year Program Evaluation.	1a. This Student Learning Outcome was exceeded and will continue to be monitored.
the individual student to excel in scholarship, leadership, and service in a diverse global society. Expanded Statement of Mission:		1b. 80% of students will report participation in church, mission activities, or other religious experiences on the End of Year Program Evaluation.	1b. 81% of students reported participation in church, mission activities, or other religious experiences on the End of Year Program Evaluation.	1b. This Student Learning Outcome was met and will continue to be monitored.
 Provide academic programs to promote student learning Promote Christian development and social responsibility Strengthen ties with Baptist churches, associations, and conventions Provide an environment that supports student learning Strengthen organizational 	2. Students will be adequately prepared for a future in counseling, a related human service field, or further graduate study.	2. 90% of graduates seeking employment will be employed within their counseling field or a related field, or will be enrolled in further graduate study as measured by the Graduate Follow-up Survey questions 14 and 10, respectively.	2. Data was unavailable to assess.	2. This Student Learning Outcome could not be evaluated due to insufficient participation from graduates of the counseling psychology program. Plan to retain the outcome and improve methods for garnering student participation.

and operational effectiveness 6. Strengthen financial resources Program/Unit Goal: All graduates of the Graduate Counseling Psychology program will have developed a depth of understanding in their major field and will have been afforded the opportunity to prepare for a career, a profession, or further study following graduation.	3. Students will gain a sufficient knowledge base in the core areas of counseling as identified by the Mississippi State Board of Examiners for Licensed Professional Counselors: (a) Professional Identity & Ethics; (b) Social and Cultural Diversity; (c) Human Growth and Development; (d) Career Development; (e) Helping Relationships; (f) Assessment; and (h) Research Design.	3a Students will achieve an average score of 60% on the Counseling Knowledge and Skills Examination that assesses student knowledge across the content domains identified as paramount to professional counselors by the Mississippi State Board of Examiners for Licensed Professional Counselors and render a decision regarding the utilization of a standardized counseling examination to assess competency.	3a. The CKS Exam was piloted in the PSY 680 course. Students taking the examination achieved an average score of 64%.	3a. The CKS Examination will be revised and administered again in the AY 2012-2013. Results will continue to be monitored.
	4. Students will exhibit sufficient mastery of basic counseling microskills and interventions.	4. Students will demonstrate mastery of basic counseling microskills as evidenced by an average rating of 70% on the microskills assessment administered in the PSY 680 course.	4. Students demonstrated mastery of microskills as evidenced by an average score of 76% on the microskills assessment.	4. The student outcome was met and will continue to be monitored.
	5. Students will gain experience with the professional roles and responsibilities of counselors and demonstrate a commitment to ethical practice and professional collaboration.	5a. Students participating in the practicum or internship courses will accrue hours in a field setting consistent with the student's concentration area and receive a satisfactory rating from the field supervisors as	5a. Students participating in the practicum or internship courses accrued hours in a field setting consistent with the student's concentration area and received an average satisfactory rating of "4.8" from field supervisors.	5a. This Student Learning Outcome was met and will continue to be monitored.

	evidenced by an overall rating of "4.7". 5b. Students participating in practicum or internship courses will demonstrate sufficient levels of professionalism and ethical knowledge as demonstrated by an average supervisor rating of "3.5" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form.	5b. Students participating in practicum or internship courses demonstrated sufficient levels of professionalism and ethical knowledge as evidence by an average supervisor rating of "4.1" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form.	5b. This Student Learning Outcome was met and will continue to be monitored.
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(Counseling Concentration, Gerontology Concentration, Child/Adolescent Concentration, Christian Concentration, Organization Counseling, School Psychometry Concentrations)

EFFECTIVENESS PROGRAM

2010-2011

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EXPANDED STATEMENT OF INSTITUTIONAL PURPOSE	STUDENT LEARNING OUTCOMES	ASSESSMENT CRITERIA AND PROCEDURES	ASSESSMENT RESULTS	USE OF RESULTS
University Mission: As a	1. Students will enhance	1a. Students will evaluate	1a. Students evaluated the	1a. This Student Learning
Christian university which	and expand awareness of	the Christian atmosphere	Christian atmosphere and	Outcome was met and will
embraces its Baptist heritage	their Christian values	and values exemplified in	values exemplified in the	continue to be monitored.
and namesake, William Carey	through the curriculum and	the curriculum at a level	curriculum at a level of "4.6"	
University provides quality	co-curricular activities.	of "4.5" or higher on the	on the End of Year Program	
educational programs, within a		End of Year Program	Evaluation.	
caring Christian academic		Evaluation.		
community, which challenge				
the individual student to excel			1b. 83% of students reported	
in scholarship, leadership, and		1b. 80% of students will	participation in church,	1b. This Student Learning
service in a diverse global		report participation in	mission activities, or other	Outcome was met and will
society.		church, mission activities,	religious experiences on the	continue to be monitored.
		or other religious	End of Year Program	
E-manded Statement of		experiences on the End of	Evaluation.	
Expanded Statement of Mission:		Year Program Evaluation.		
Wilssion:				
Provide academic	2. Students will be	2. 90% of graduates	2. 100% of graduates	2. This Student Learning
programs to promote	adequately prepared for a	seeking employment will	completing the Graduate	Outcome was met and will
student learning	future in counseling, a	be employed within their	Follow-Up Survey reported	continue to be monitored.
2. Promote Christian	related human service	counseling field or a	seeking employment	continue to be monitored.
development and social	field, or further graduate	related field, or will be	reported employment within	
responsibility	study.	enrolled in further	their counseling field or a	
3. Strengthen ties with		graduate study as	related field, or enrollment in	
Baptist churches,		measured by the Graduate	further graduate study as	
associations, and		Follow-up Survey	measured by the Graduate	
conventions		questions 14 and 10,	Follow-up Survey questions	
4. Provide an environment		respectively.	14 and 10, respectively.	
that supports student				
learning				
5. Strengthen organizational				

3a Program faculty will 3a. Program faculty refined a and operational 3. Students will gain a effectiveness sufficient knowledge base further develop and refine Counseling Knowledge and 3a. The CKS Examination 6. Strengthen financial a comprehensive Skills (CKS) Examination. in the core areas of will be administered in the counseling as identified by Counseling Knowledge The CKS is ready for resources AY 2011-2012. the Mississippi State Board and Skills Test that administration to the of Examiners for Licensed assesses student students. The faculty **Professional Counselors:** knowledge across the decided to table the issue of Program/Unit Goal: content domains (a) Professional Identity & utilizing a standardized All graduates of the Graduate examination in place of the Ethics; (b) Social and identified as paramount to Counseling Psychology Cultural Diversity; (c) professional counselors CKS Exam. program will have developed a Human Growth and by the Mississippi State depth of understanding in their Development; (d) Career Board of Examiners for major field and will have been Development; (e) Helping Licensed Professional afforded the opportunity to Relationships; (f) Counselors and render a prepare for a career, a Assessment; and (h) decision regarding the profession, or further study Research Design. utilization of a following graduation. standardized counseling examination to assess competency. 4. The Roleplay 4. Faculty will refine a 4. Students will exhibit Assessment Instrument sufficient mastery of basic method for formally 4. Faculty developed a will be utilized in the PSY assessing student mastery counseling microskills and method for assessing 680. Practicum in of basic counseling interventions. microskills of students. Counseling, course. microskills. 5. Students will gain 5a. This Student Learning 5a. Students participating experience with the Outcome was met and will in the practicum or 5a. Students participating in professional roles and be retained for the internship courses will the practicum or internship responsibilities of following year. accrue hours in a field courses accrued hours in a counselors and setting consistent with the field setting consistent with demonstrate a commitment student's concentration the student's concentration to ethical practice and area and receive a area and received an average professional collaboration. satisfactory rating from satisfactory rating of "4.71" the field supervisors as from field supervisors. evidenced by an overall rating of "4.7".

5b. Students participating in practicum or internship courses will demonstrate sufficient levels of professionalism and ethical knowledge as demonstrated by an average supervisor rating of "3.8" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form. In addition, program faculty will consider the possibility of developing and administering a Pass/Fail exam on professionalism and ethical knowledge to be given during the practicum course (PSY 680).	5b. Students participating in practicum or internship courses demonstrated sufficient levels of professionalism and ethical knowledge as evidence by an average supervisor rating of "3.91" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form. In addition, program faculty developed a graded exam on professionalism and ethical knowledge to be given during the practicum course (PSY 680).	5b. This Student Learning Outcome was met and will continue to be monitored. The ethical conduct assessment will be utilized in the PSY 680 course during the AY 2011-2012.
5d. 11% of students will report student affiliation with local and/or national counseling associations (e.g., American Counseling Association; Mississippi Counseling Association,) as measured by the Annual Program Evaluation.	5d. 14% of students reported student affiliation with local and/or national counseling associations (e.g., American Counseling Association; Mississippi Counseling Association,) as measured by the Annual Program Evaluation.	5d. This Learning Outcome was not met will continue to be monitor.

(Counseling Concentration, Gerontology Concentration, Child/Adolescent Concentration, Christian Concentration, Organization Counseling, School Psychometry Concentrations)

EFFECTIVENESS PROGRAM

2009-2010

EXPANDED STATEMENT OF INSTITUTIONAL PURPOSE	STUDENT LEARNING OUTCOMES	ASSESSMENT CRITERIA AND PROCEDURES	ASSESSMENT RESULTS	USE OF RESULTS
University Mission: The mission of William Carey University is to provide quality liberal arts and professional education programs within a caring Christian academic community. The individual	1. Students will enhance and expand awareness of their Christian values through the curriculum and co-curricular activities.	1a. Students will evaluate the Christian atmosphere and values exemplified in the curriculum at a level of "4.5" or higher on the End of Year Program Evaluation.	1a. Students evaluated the Christian atmosphere and values exemplified in the curriculum at a level of "4.6" on the End of Year Program Evaluation.	1a. This Student Learning Outcome was met and will continue to be monitored.
student is encouraged to develop his or her highest potential in scholarship, leadership, and service. The University collaborates with churches, organizations, and individuals to affirm its Baptist heritage and namesake		1b. 85% of students will report participation in church, mission activities, or other religious experiences on the End of Year Program Evaluation.	1b. 87% of students reported participation in church, mission activities, or other religious experiences on the End of Year Program Evaluation.	1b. This Student Learning Outcome was met and will continue to be monitored.
 - William Carey. Expanded Statement of Purpose: 1. Attain excellence in academic programs to promote student learning 2. Promote Christian development and social responsibility 3. Strengthen ties with Baptist churches, associations, and conventions 	2. Students will be adequately prepared for a future in counseling, a related human service field, or further graduate study.	2. 90% of graduates seeking employment will be employed within their counseling field or a related field, or will be enrolled in further graduate study as measured by the Graduate Follow-up Survey questions 14 and 10, respectively.	2. 100% of graduates seeking employment reported employment within their counseling field or a related field, or enrollment in further graduate study as measured by the Graduate Follow-up Survey questions 14 and 10, respectively.	2. This Student Learning Outcome was met and will continue to be monitored.

- 4. Provide an environment that supports student learning
- 5. Strengthen organizational and operational effectiveness
- 6. Strengthen financial resources

Program/Unit Goal:

All graduates of the Graduate Counseling Psychology program will have developed a depth of understanding in their major field and will have been afforded the opportunity to prepare for a career, a profession, or further study following graduation. 3. Students will gain a sufficient knowledge base in the core areas of counseling as identified by the Mississippi State Board of Examiners for Licensed **Professional Counselors:** (a) Professional Identity & Ethics; (b) Social and Cultural Diversity; (c) Human Growth and Development; (d) Career Development; (e) Helping Relationships; (f) Assessment; and (h) Research Design.

3a Program faculty will further develop and refine a comprehensive Counseling Knowledge and Skills Test that assesses student knowledge across the content domains identified as paramount to professional counselors by the Mississippi State Board of Examiners for Licensed Professional Counselors (a. Professional Identity & Ethics; b. Social and Cultural Diversity; c. Human Growth and Development; d. Career Development; e. Helping Relationships; f. Assessment: and h. Research Design). In addition, potential standardized assessment instruments focused on the above domains and developed by outside agencies will be explored with the possibility of adopting in addition to or instead of the Knowledge and Skills test referenced above.

3a. Program faculty continued to refine a Counseling Knowledge and Skills Examination to assess student knowledge across the content domains identified as paramount to professional counselors by the Mississippi State Board of **Examiners for Licensed** Professional Counselors. Standardized assessment instruments focused on similar content were explored. However, program faculty are still debating the merits of a standardized versus "in-house" counseling examination.

3a. Progress toward attainment of this Student Learning Outcome has been realized. However, we have not fully reached the goal at this time. Therefore, the learning outcome will be retained and further work on the Counseling Knowledge and Skills Test will be pursued. In addition, more faculty discussions will be held to solidify a decision regarding the utilization of a standardized examination on counseling knowledge and skills that can be administered in a pre-/ post- test format.

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4. Students will exhibit sufficient mastery of basic counseling microskills and interventions. 5. Students will gain experience with the professional roles and responsibilities of counselors and demonstrate a commitment to ethical practice and	4. Faculty will further develop and refine a method for formally assessing student mastery of basic counseling microskills. In addition, training in basic counseling microskills will be refined for inclusion in the curriculum of the Advanced Theories & Techniques of Counseling (PSY 667) course. Informal evaluation of microskills will be further refined for integration into the curriculum of the said course taken by a majority of counseling students at the beginning of their first year in the program. 5a. Students participating in the practicum or internship courses will accrue hours in a field setting consistent with the student's concentration	4. Faculty refined methods for formally assessing student mastery of basic counseling microskills through a videotaped microskills roleplay submitted by each student at the beginning of the practicum course. The videotaped will be assessed with a microskills assessment instrument program faculty are developing. Microskills training will be integrated into the first half of the curriculum of the Advanced Theories & Techniques of Counseling (PSY 667) course during the 2010-2011 academic year along with informal evaluation of microskills during the course. 5a. Students participating in the practicum or internship courses accrued hours in a field setting consistent with the student's concentration area and received an average satisfactory rating of "4.68" from field supervisors.	4. Progress toward attainment of this Student Learning Outcome has been achieved. However, full realization of the learning goal requires retention of the outcome for the upcoming academic year. We anticipate further discussion focused on refining assessment methods of basic counseling microskills as well as the implementation of the microskills curriculum changes for the PSY 667 course. Our goal in this regard would be to implement the curriculum change for the upcoming academic year. 5a. This Student Learning Outcome was met and will be retained for the following year.
professional collaboration.	area and receive a satisfactory rating from the field supervisors as evidenced by an overall rating of "4.7".		

	5b. Students participating in practicum or internship courses will demonstrate sufficient levels of professionalism and ethical knowledge as demonstrated by an average supervisor rating of "3.8" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form. In addition, program faculty will consider the possibility of developing and administering a Pass/Fail exam on professionalism and ethical knowledge to be given during the practicum course (PSY 680). 5c. Program curriculum will be further augmented to encourage student membership in local, regional, and national professional counseling associations as evidenced by the refining and integration of the course topic "Professional Organizations and Affiliations" into the PSY 600, PSY 601, PSY 632, and PSY 698 courses.	5b. Students participating in practicum or internship courses demonstrated sufficient levels of professionalism and ethical knowledge as evidence by an average supervisor rating of "4.2" across section 2 (Ethical and Professional Conduct) items of the Practicum / Internship Student Evaluation Form. In addition, program faculty will consider the possibility of developing and administering a Pass/Fail exam on professionalism and ethical knowledge to be given during the practicum course (PSY 680). 5c. Portions of the program curriculum were augmented to encourage student membership in local, regional, and national professional counseling associations as evidenced by the refining and integration of the course topic "Professional Organizations and Affiliations" into the PSY 600, PSY 601, PSY 632, PSY 680, and PSY 698 courses.	5b. This Student Learning Outcome was slightly exceeded and will continue to be monitored. 5c. This Learning Outcome was met, but the positive impact on the membership of students in various professional organizations was less than anticipated. The topic will continue to be discussed and delivered within various courses.
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ex inverse from the content of the c	Program faculty will xplore the possibility of niviting representatives rom various counseling elated professional organizations to present on their respective organizations to program tudents. 3d. 11% of students will eport student affiliation with local and/or national counseling associations e.g., American Counseling Association; Mississippi Counseling Association,) as measured by the Annual Program Evaluation. Program aculty will invite at least one professional organization and/or hapter to hold a meeting t William Carey Juniversity hosted by the Graduate Counseling Psychology Program. State of the prospective organization and or national counseling associations (e.g., American Counseling Association,) as measured by the Annual Program Evaluation. Program faculty hosted the Pine Belt Counselors Association fall meeting during the 2009-2010 academic year. Several students attended the meeting.	5d. This Learning Outcome was not met but remains integral to the professional development of our students and therefore will be retained. We will continue discussing the value of professional affiliations within various courses during the upcoming year. We will explore the possibility of hosting for a third time a meeting of a local chapter of a national professional organization and hosting the a graduate counseling honor society and/or student organization which will also emphasize professional affiliation.
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