Rehabilitation Counseling and Sciences: 2022 – 2023 Annual Report
(September 2023)

The Rehabilitation Counseling program at the University of Northern Colorado is accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). The program currently has two tenured, full-time faculty members, and one tenure-track, full-time faculty member.

Over the past academic year, five students graduated from the program, and there were a total of 29 students enrolled in the program. The program has a 100% successful program completion rate in the last year. The employment rate for graduating students is 100%, with students typically finding employment with state vocational rehabilitation agencies, non-profit community agencies, private for-profit rehabilitation agencies, and the federal government. In order to graduate, all students must pass a comprehensive examination. In the last academic year, 100% of students who took the exam passed.

Program Evaluation

In order to continuously improve program objectives, program evaluation is conducted on an ongoing basis using numerous procedures to assess student outcomes. A summary of data collected from current students, program graduates, and site supervisors/employers is provided. In addition, the program's mission and objectives are provided below for reference when reviewing the summarized data.

The mission of the program is to educate master's students in the area of rehabilitation counseling to assist and support individuals with disabilities or chronic illnesses to achieve maximum potential, meaningful employment, and full community integration. In doing so, the program focuses on encouraging students to pursue a life-long commitment to learning, critical thinking skills, creative problem solving, and an appreciation of the skills and abilities of individuals with disabilities.

Program Objectives

- *Develop an understanding for psychosocial, cultural, and diversity issues that impact rehabilitation counseling*
- *Demonstrate ethical behavior and ethical problem-solving skills*
- *Evaluate barriers in the environment and social and economic influences that create barriers for individuals with disabilities*

- *Effectively utilize counseling theories and techniques to serve individuals with disabilities and chronic illnesses*
- *Master methods of inquiry to acquire a deeper understanding of the discipline*
- *Utilize current research to improve services for individuals with disabilities and chronic illness*
- *Acquire knowledge and skills necessary for careers in rehabilitation counseling, vocational evaluation, and/or advanced scholarly work*

Assessment of Current Students

The Rehabilitation Counseling program established key performance indicators for each of the eight core counseling areas and the rehabilitation counseling specialty area in order to assess the progress of current students. Table 1 shows the percentage of students who have successfully achieved the key performance indicators in each of the areas.

Table 1

Core Area	**Key Performance Indicator 1**	**Key Performance Indicator 2**
Profession Counseling Orientation and Ethical Practice	91%	95%
Social and Cultural Diversity	95%	92%
Human Growth and Development	89%	89%
Career Development	91%	90%
Counseling and Helping Relationships	89%	88%
Group Counseling and Group Work	98%	96%
Assessment and Testing	88%	90%
Research and Program Evaluation	90%	91%
Rehabilitation Counseling	89%	94%

Assessment of Program Graduates

In April of 2022, data was collected from program graduates regarding their level of preparedness for employment in the field of rehabilitation counseling with attention to the program objectives. A total of 25 participants completed this survey. Nearly 89% of graduates surveyed indicated they were working in the field of rehabilitation counseling. When asked how well the program prepared graduates in each of the areas outlined in the program objectives, 100% of respondents indicated the program prepared them moderately to extremely well in all areas with exceptions noted in qualitative responses. Qualitative data collected also indicated a need for additional information on ethical aspects of counseling along with research methods used in counseling.

Assessment of Site Supervisors/Employers

Data was collected from site supervisors/employers regarding the students' level of preparedness for employment in the field of rehabilitation counseling with attention to the program objectives. A total of 18 participants completed this survey, but only 11 participants completed the questions related to program objectives. When asked how well the program prepared students in each of the areas outlined by the program objectives, 100% of respondents indicated the program prepared them moderately to extremely well in 8 of the 12 areas. Approximately, 18% (n=2) of site supervisors/employers surveyed indicated the program prepared students only slightly well in the utilization of counseling theories and techniques to serve individuals with disabilities. In addition, approximately 18% (n=2) of site supervisors/employers surveyed indicated the program prepared students only slightly well in the utilization of research to improve services for individuals with disabilities. Qualitative data collected also indicated more emphasis was needed on evidenced-based practices in the field of rehabilitation counseling.

Program Modifications and Changes

Based on the program evaluation results, the program faculty plan to make modifications to curriculum. Faculty continue to incorporate more skills-based activities into counseling theories and techniques curriculum. In addition, faculty have worked with the Advisory Board and alumni to create additional opportunities for skills-based trainings in the form of Lunch and Learn trainings, which are provided at least once each semester. These training opportunities also assist faculty in increasing student engagement. Lastly, program faculty are investigating new options for the comprehensive exam with plans to initiate that change in Fall of 2024.