

**Inventory of Program Assessment Activities for Academic Year 2003 - 2004**

**Department of Counseling**

**College of Health and Human Services**

**June 15, 2004**

## Inventory of Program Assessment Activities for Academic Year 2003 - 2004

College: *Health and Human Services*

Program: *Dept. of Counseling: Minor in Counseling*

Date: *6/15/04*

List all major learning objectives for this degree/concentration	Academic Year each objective was assessed or will be assessed	Methods/Strategies used to Assess each objective's attainment	Summary of Findings About Student Learning	Use of Findings to Enhance Program Quality
The Department of Counseling has 17 major behavioral learning objectives (items 1-17 below) for the <i>Minor in Counseling</i> . Students are expected to demonstrate proficiency in these counseling-related behaviors at least 70% of the time they are engaged in counseling-related activities, appropriate to the undergraduate level.	Each of these 17 learning objectives was assessed during the 2003-2004 academic year.	Supervised Field Placement (capstone course, COUN 607) course instructor's evaluations. Evaluations address learning objectives in terms of specific behavioral traits.  Additionally, course instructor identifies students having problems in demonstrating mastery of any of these learning objectives.	On a 5-point Likert-type scale, mean ratings across the 17 learning objectives ranged from 1.00 to 1.33 (1 = <i>almost always</i> demonstrates behavior, 5 = <i>almost never</i> demonstrates behavior). See specific ratings below.	Yes. Overall, students demonstrated appropriate counseling-related behaviors <i>almost always</i> , though this was truer for some items than for others. Regarding three learning outcomes related to student self-development (see below), department will review and adapt curriculum.
1. Attendance: is regularly punctual	2003-2004	Course instructor's evaluation	Mean rating = 1.20	<i>Almost always</i> . No program quality enhancements needed.
2. Meets deadlines	2003-2004	Course instructor's evaluation	Mean rating = 1.07	<i>Almost always</i> . No program quality enhancements needed.
3. Is responsible and dependable	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always</i> . No program quality enhancements needed.
4. Is cooperative and considerate	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always</i> . No program quality enhancements needed.
5. Relates well to others	2003-2004	Course instructor's evaluation	Mean rating = 1.07	<i>Almost always</i> . No program quality enhancements needed.
6. Empathic to client's needs and feelings	2003-2004	Course instructor's evaluation	Mean rating = 1.07	<i>Almost always</i> . No program quality enhancements needed.
7. Shows ethnic, cultural, disability sensitivity	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always</i> . No program quality enhancements needed.
8. Knows ethical and legal	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always</i> . No

9. Uses knowledge appropriately	2003-2004	Course instructor's evaluation	Mean rating = 1.07	enhancements needed. <i>Almost always.</i> No program quality enhancements needed.
10. Open to supervision and feedback	2003-2004	Course instructor's evaluation	Mean rating = 1.07	<i>Almost always.</i> No program quality enhancements needed.
11. Flexible	2003-2004	Course instructor's evaluation	Mean rating = 1.07	<i>Almost always.</i> No program quality enhancements needed.
12. Tolerant of imperfection	2003-2004	Course instructor's evaluation	Mean rating = 1.33	<i>Moderate almost always.</i> Department to review and adapt curriculum, especially in COUN 607 to increase student self-tolerance of imperfection.
13. Self-aware	2003-2004	Course instructor's evaluation	Mean rating = 1.27	<i>Moderate almost always.</i> Department to review and adapt curriculum, especially in COUN 607 to increase student self-awareness.
14. Appropriately self-assertive	2003-2004	Course instructor's evaluation	Mean rating = 1.27	<i>Moderate almost always.</i> Department to review and adapt curriculum, especially in COUN 607 to strengthen student assertiveness.
15. Willing to take risks	2003-2004	Course instructor's evaluation	Mean rating = 1.13	<i>Almost always.</i> No program quality enhancements needed.
16. Shows potential for growth and change	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
17. Demonstrates appropriate behaviors overall	2003-2004	Course instructor's evaluation	Mean rating = 1.07	<i>Almost always.</i> No program quality enhancements needed.

## Inventory of Program Assessment Activities for Academic Year 2003 - 2004

College: *Health and Human Services*

Program: *Dept. of Counseling: MS in Counseling (Career Counseling, College Counseling, Gerontological Counseling, School Counseling)* Date: 6/15/04

List all major learning objectives for this degree/concentration	Academic Year each objective was assessed or will be assessed	Methods/Strategies used to Assess each objective's attainment	Summary of Findings About Student Learning	Use of Findings to Enhance Program Quality
<p>The Department of Counseling has 42 learning objectives for the MS in Counseling program. Students are expected to demonstrate 17 appropriate, counseling-related behaviors (items 1-17) at least 70% of the time they are engaged in counseling-related activities and to demonstrate appropriate use of 25 general or and specific counseling skills (items 18-43, excepting item 37) at least 90% of the time they are engaged in counseling-related activities.</p>	<p>Each of these 42 learning objectives was assessed during the 2003-2004 academic year.</p>	<p>Field Placement course (capstone course, COUN 892) field supervisor's evaluations. Evaluations address learning objectives in terms of specific behavioral traits and overall and specialty specific counseling skills.</p> <p>Additionally, field supervisor identifies students having problems in demonstrating mastery of any of these learning objectives.</p>	<p>On a 5-point Likert-type scale, mean ratings across the 17 behavioral learning objectives ranged from 1.00 to 1.26 (1 = <i>almost always</i> demonstrates behavior, 5 = <i>almost never</i> demonstrates behavior).</p> <p>On a 3-point Likert-type scale, the 25 general and specific counseling skills mean ratings ranged from 1.06 to 1.37 (1 = <i>very good to excellent</i>, 3 = <i>below average</i>). See specific ratings below.</p>	<p>Yes. Overall, students demonstrated appropriate counseling-related behaviors at least 90% of the time (<i>almost always</i>), though this was truer for some items than for others.</p> <p>With few exceptions (see below), students demonstrated appropriate use of general and specific counseling skills at least 90% of the time (<i>very good to excellent</i>).</p>
1. Attendance: is regularly punctual	2003-2004	Field supervisor's evaluation	Mean rating = 1.08	<i>Almost always.</i> No program quality enhancements needed.
2. Meets deadlines	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
3. Is responsible and dependable	2003-2004	Field supervisor's evaluation	Mean rating = 1.06	<i>Almost always.</i> No program quality enhancements needed.
4. Is cooperative and considerate	2003-2004	Field supervisor's evaluation	Mean rating = 1.06	<i>Almost always.</i> No program quality enhancements needed.
5. Relates well to others	2003-2004	Field supervisor's evaluation	Mean rating = 1.03	<i>Almost always.</i> No program quality enhancements needed.
6. Empathic to client's needs and feelings	2003-2004	Field supervisor's evaluation	Mean rating = 1.06	<i>Almost always.</i> No program quality enhancements needed.

				enhancements needed.
7. Shows ethnic, cultural, disability sensitivity	2003-2004	Field supervisor's evaluation	Mean rating = 1.03	<i>Almost always.</i> No program quality enhancements needed.
8. Knows ethical and legal principles	2003-2004	Field supervisor's evaluation	Mean rating = 1.25	<i>Moderate almost always.</i> Department will review curriculum (especially COUN 827) to strengthen student knowledge of ethical and legal principles.
9. Uses knowledge appropriately	2003-2004	Field supervisor's evaluation	Mean rating = 1.06	<i>Almost always.</i> No program quality enhancements needed.
10. Open to supervision and feedback	2003-2004	Field supervisor's evaluation	Mean rating = 1.08	<i>Almost always.</i> No program quality enhancements needed.
11. Flexible	2003-2004	Field supervisor's evaluation	Mean rating = 1.06	<i>Almost always.</i> No program quality enhancements needed.
12. Tolerant of imperfection	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Almost always.</i> No program quality enhancements needed.
13. Self-aware	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Almost always.</i> No program quality enhancements needed.
14. Appropriately self-assertive	2003-2004	Field supervisor's evaluation	Mean rating = 1.22	<i>Moderate almost always.</i> Department to review and adapt curriculum (especially practicum courses) to increase student assertiveness.
15. Willing to take risks	2003-2004	Field supervisor's evaluation	Mean rating = 1.26	<i>Moderate almost always.</i> Department will review and adapt curriculum (especially practicum courses) to provide students with opportunities to take risks and receive feedback on their risk-taking behaviors.
16. Shows potential for growth and change	2003-2004	Field supervisor's evaluation	Mean rating = 1.11	<i>Almost always.</i> No program quality enhancements needed.
17. Demonstrates	2003-2004	Field supervisor's evaluation	Mean rating = 1.03	<i>Almost always.</i> No

appropriate behaviors overall				program quality enhancements needed.
18. Attending skills: non-verbal	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent.</i> No program quality enhancements needed.
19. Listening skills	2003-2004	Field supervisor's evaluation	Mean rating = 1.11	<i>Very good to excellent.</i> No program quality enhancements needed.
20. Problem definition	2003-2004	Field supervisor's evaluation	Mean rating = 1.22	<i>Very good to excellent.</i> No program quality enhancements needed.
21. Goal setting	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Very good to excellent.</i> No program quality enhancements needed.
22. Assessment interpretation	2003-2004	Field supervisor's evaluation	Mean rating = 1.23	<i>Very good to excellent.</i> No program quality enhancements needed.
23. Immediacy	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent.</i> No program quality enhancements needed.
24. Interpretation	2003-2004	Field supervisor's evaluation	Mean rating = 1.30	<i>Moderate very good to excellent.</i> Department will review curriculum and recommend changes to strengthen students' ability to interpret.
25. Confrontation	2003-2004	Field supervisor's evaluation	Mean rating = 1.37	<i>Moderate very good to excellent.</i> Department will review curriculum and recommend changes to strengthen students' confrontation skills.
26. Handling and understanding counter-transference	2003-2004	Field supervisor's evaluation	Mean rating = 1.22	<i>Very good to excellent.</i> No program quality enhancements needed.
27. Self-disclosure	2003-2004	Field supervisor's evaluation	Mean rating = 1.19	<i>Very good to excellent.</i> No program quality enhancements needed.
28. Selecting appropriate interventions	2003-2004	Field supervisor's evaluation	Mean rating = 1.15	<i>Very good to excellent.</i> No program quality enhancements needed.
29. Planning action programs	2003-2004	Field supervisor's evaluation	Mean rating = 1.11	<i>Very good to excellent.</i> No program quality enhancements needed.
30. Providing relevant information	2003-2004	Field supervisor's evaluation	Mean rating = 1.08	<i>Very good to excellent.</i> No program quality

				enhancements needed.
31. Decision making	2003-2004	Field supervisor's evaluation	Mean rating = 1.08	<i>Very good to excellent.</i> No program quality enhancements needed.
32. Problem solving	2003-2004	Field supervisor's evaluation	Mean rating = 1.11	<i>Very good to excellent.</i> No program quality enhancements needed.
33. Referral	2003-2004	Field supervisor's evaluation	Mean rating = 1.12	<i>Very good to excellent.</i> No program quality enhancements needed.
34. Termination	2003-2004	Field supervisor's evaluation	Mean rating = 1.27	<i>Moderate very good to excellent.</i> Department will review curriculum and make recommendations to increase students facility with termination.
35. Leading groups	2003-2004	Field supervisor's evaluation	Mean rating = 1.16	<i>Very good to excellent.</i> No program quality enhancements needed.
36. Diagnosis (Career and Gerontological Counseling students only)	2003-2004	Field supervisor's evaluation	Mean rating = 1.22	<i>Very good to excellent.</i> No program quality enhancements needed.
37. Knowledge of disability categories (Not applicable to this degree program)	N/A	N/A	N/A	N/A
38. Teaching workshops or courses (College, Career and School Counseling students only)	2003-2004	Field supervisor's evaluation	Mean rating = 1.08	<i>Very good to excellent.</i> No program quality enhancements needed.
39. Advising about courses or majors (College, Career and School Counseling students only)	2003-2004	Field supervisor's evaluation	Mean rating = 1.13	<i>Very good to excellent.</i> No program quality enhancements needed.
40. Knowledge of school or college policy (College, Career and School Counseling students only)	2003-2004	Field supervisor's evaluation	Mean rating = 1.33	<i>Moderate very good to excellent.</i> Department will review curriculum and work with field supervisors to increase students knowledge of school or college policy.
41. Evaluating resumes and cover letters (College, Career and School	2003-2004	Field supervisor's evaluation	Mean rating = 1.13	<i>Very good to excellent.</i> No program quality enhancements needed.

Counseling students only)				
42. Overall rating of student's counseling skills based upon expectations for a student at this point in the counseling program	2003-2004	Field supervisor's evaluation	Mean rating = 1.06	<i>Very good to excellent.</i> No program quality enhancements needed.
43. Overall rating of student's counseling skills relative to evaluators' expectations for a graduating student.	2003-2004	Field supervisor's evaluation	Mean rating = 1.06	<i>Very good to excellent.</i> No program quality enhancements needed.

## Inventory of Program Assessment Activities for Academic Year 2003 - 2004

College: *Health and Human Services*

Program: *Dept. of Counseling: MS in Counseling: Concentration in MFCC (MFT)*

Date: *6/15/04*

List all major learning objectives for this degree/concentration	Academic Year each objective was assessed or will be assessed	Methods/Strategies used to Assess each objective's attainment	Summary of Findings About Student Learning	Use of Findings to Enhance Program Quality
<p>The Department of Counseling has 38 learning objectives for the MS in Counseling program. Students are expected to demonstrate appropriate, 17 counseling-related behaviors (items 1-17) at least 70% of the time they are engaged in counseling-related activities and to demonstrate appropriate use of 21 general and specific counseling skills (items 18-43, excepting items 37-41) at least 90% of the time they are engaged in counseling activities.</p>	<p>Each of these 42 learning objectives was assessed during the 2003-2004 academic year.</p>	<p>Field Placement course (capstone course, COUN 892) field supervisor's evaluations. Evaluations address learning objectives in terms of specific behavioral traits and overall and specialty specific counseling skills. Additionally, field supervisor identifies students having problems in demonstrating mastery of any of these learning objectives.</p>	<p>On a 5-point Likert-type scale, mean ratings across the 17 behavioral learning objectives ranged from 1.05 to 1.19 (1 = <i>almost always</i> demonstrates behavior, 5 = <i>almost never</i> demonstrates behavior).</p> <p>On a 3-point Likert-type scale, the 21 general and specific counseling skills mean ratings ranged from 1.08 to 1.39 (1 = <i>very good to excellent</i>, 3 = <i>below average</i>). See specific ratings below.</p>	<p>Yes. Overall, students demonstrated appropriate counseling-related behaviors at least 90% of the time (<i>almost always</i>), though this was truer for some items than for others. With few exceptions (see below), students demonstrated appropriate use of general and specific counseling skills at least 90% of the time (<i>very good to excellent</i>).</p>
1. Attendance: is regularly punctual	2003-2004	Course instructor's evaluation	Mean rating = 1.11	<i>Almost always</i> . No program quality enhancements needed.
2. Meets deadlines	2003-2004	Course instructor's evaluation	Mean rating = 1.11	<i>Almost always</i> . No program quality enhancements needed.
3. Is responsible and dependable	2003-2004	Course instructor's evaluation	Mean rating = 1.05	<i>Almost always</i> . No program quality enhancements needed.
4. Is cooperative and considerate	2003-2004	Course instructor's evaluation	Mean rating = 1.05	<i>Almost always</i> . No program quality enhancements needed.
5. Relates well to others	2003-2004	Course instructor's evaluation	Mean rating = 1.08	<i>Almost always</i> . No program quality enhancements needed.
6. Empathic to client's needs and feelings	2003-2004	Course instructor's evaluation	Mean rating = 1.05	<i>Almost always</i> . No program quality enhancements needed.
7. Shows ethical judgment	2003-2004	Course instructor's evaluation	Mean rating = 1.11	<i>Almost always</i> . No

disability sensitivity				program quality enhancements needed.
8. Knows ethical and legal principles	2003-2004	Course instructor's evaluation	Mean rating = 1.14	<i>Almost always.</i> No program quality enhancements needed.
9. Uses knowledge appropriately	2003-2004	Course instructor's evaluation	Mean rating = 1.16	<i>Almost always.</i> No program quality enhancements needed.
10. Open to supervision and feedback	2003-2004	Course instructor's evaluation	Mean rating = 1.11	<i>Almost always.</i> No program quality enhancements needed.
11. Flexible	2003-2004	Course instructor's evaluation	Mean rating = 1.11	<i>Almost always.</i> No program quality enhancements needed.
12. Tolerant of imperfection	2003-2004	Course instructor's evaluation	Mean rating = 1.16	<i>Almost always.</i> No program quality enhancements needed.
13. Self-aware	2003-2004	Course instructor's evaluation	Mean rating = 1.19	<i>Moderate almost always.</i> Department will review and adapt curriculum content to increase student self-awareness.
14. Appropriately self-assertive	2003-2004	Course instructor's evaluation	Mean rating = 1.19	<i>Moderate almost always.</i> Department to review and adapt curriculum content (especially practicum courses) to increase student assertiveness.
15. Willing to take risks	2003-2004	Course instructor's evaluation	Mean rating = 1.19	<i>Moderate almost always.</i> Department to review and adapt curriculum (especially practicum courses) to increase opportunities for students to take risks and receive feedback on their risk-taking behaviors.
16. Shows potential for growth and change	2003-2004	Course instructor's evaluation	Mean rating = 1.14	<i>Almost always.</i> No program quality enhancements needed.
17. Demonstrates appropriate behaviors overall	2003-2004	Course instructor's evaluation	Mean rating = 1.16	<i>Almost always.</i> No program quality enhancements needed.

18. Attending skills: non-verbal	2003-2004	Field supervisor's evaluation	Mean rating = 1.11	<i>Very good to excellent. No program quality enhancements needed.</i>
19. Listening skills	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent. No program quality enhancements needed.</i>
20. Problem definition	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Very good to excellent. No program quality enhancements needed.</i>
21. Goal setting	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Very good to excellent. No program quality enhancements needed.</i>
22. Assessment interpretation	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent. No program quality enhancements needed.</i>
23. Immediacy	2003-2004	Field supervisor's evaluation	Mean rating = 1.19	<i>Very good to excellent. No program quality enhancements needed.</i>
24. Interpretation	2003-2004	Field supervisor's evaluation	Mean rating = 1.19	<i>Very good to excellent. No program quality enhancements needed.</i>
25. Confrontation	2003-2004	Field supervisor's evaluation	Mean rating = 1.39	<i>Moderate very good to excellent. Department will review curriculum (especially practicum courses) and make recommendations to strengthen students' confrontation skills.</i>
26. Handling and understanding counter-transference	2003-2004	Field supervisor's evaluation	Mean rating = 1.25	<i>Moderate very good to excellent. Department will review curriculum (especially practicum courses) and make recommendations to increase students' ability to understand and address countertransference.</i>
27. Self-disclosure	2003-2004	Field supervisor's evaluation	Mean rating = 1.19	<i>Very good to excellent. No program quality enhancements needed.</i>
28. Selecting appropriate interventions	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent. No program quality enhancements needed.</i>
29. Planning action	2003-2004	Field supervisor's evaluation	Mean rating = 1.22	<i>Moderate very good to</i>

programs				<i>excellent.</i> Department will review curriculum and make recommendations for strengthening student skills in planning action programs.
30. Providing relevant information	2003-2004	Field supervisor's evaluation	Mean rating = 1.08	<i>Very good to excellent.</i> No program quality enhancements needed.
31. Decision making	2003-2004	Field supervisor's evaluation	Mean rating = 1.11	<i>Very good to excellent.</i> No program quality enhancements needed.
32. Problem solving	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Very good to excellent.</i> No program quality enhancements needed.
33. Referral	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Very good to excellent.</i> No program quality enhancements needed.
34. Termination	2003-2004	Field supervisor's evaluation	Mean rating = 1.09	<i>Very good to excellent.</i> No program quality enhancements needed.
35. Leading groups	2003-2004	Field supervisor's evaluation	Mean rating = 1.23	<i>Moderate very good to excellent.</i> Department will review curriculum (especially COUN 811) and make recommendations for strengthening students' abilities to lead groups.
36. Diagnosis	2003-2004	Field supervisor's evaluation	Mean rating = 1.29	<i>Moderate very good to excellent.</i> Department will review curriculum (especially COUN 703) and make recommendations for strengthening students' diagnostic skills.
37. Knowledge of disability categories (Not applicable to this degree program)	N/A	N/A	N/A	N/A
38. Teaching workshops or courses (College, Career and School Counseling students only)	N/A	N/A	N/A	N/A

39. Advising about courses or majors (College, Career and School Counseling students only)	N/A	N/A	N/A	N/A
N/A 40. Knowledge of school or college policy (College, Career and School Counseling students only)	N/A	N/A	N/A	N/A
41. Evaluating resumes and cover letters (College, Career and School Counseling students only)	N/A	N/A	N/A	N/A
42. Overall rating of student's counseling skills based upon expectations for a student at this point in the counseling program	2003-2004	Field supervisor's evaluation	Mean rating = 1.11	<i>Very good to excellent.</i> No program quality enhancements needed.
43. Overall rating of student's counseling skills relative to evaluators' expectations for a graduating student.	2003-2004	Field supervisor's evaluation	Mean rating = 1.11	<i>Very good to excellent.</i> No program quality enhancements needed.

### Inventory of Program Assessment Activities for Academic Year 2003 - 2004

College: *Health and Human Services*

Program: *Dept. of Counseling: MS in Rehabilitation Counseling*

Date: *6/15/04*

List all major learning objectives for this degree/concentration	Academic Year each objective was assessed or will be assessed	Methods/Strategies used to Assess each objective's attainment	Summary of Findings About Student Learning	Use of Findings to Enhance Program Quality
The Department of Counseling has 39 learning objectives for the MS in Counseling program. Students are expected to demonstrate 17 appropriate, counseling-related behaviors (items 1-17) at least 70% of the time they are engaged in counseling-related activities and to demonstrate appropriate use of 22 general and specific counseling skills (items 18-42, excepting	Each of these 42 learning objectives was assessed during the 2003-2004 academic year.	Field Placement course (capstone course, COUN 892) field supervisor's evaluations. Evaluations address learning objectives in terms of specific behavioral traits and overall and specialty specific counseling skills. Additionally, field supervisor identifies students having problems in demonstrating mastery of any of these learning objectives.	On a 5-point Likert-type scale, mean ratings across the 17 behavioral learning objectives ranged from 1.00 to 1.71 (1 = <i>almost always</i> demonstrates behavior, 5 = <i>almost never</i> demonstrates behavior).  On a 3-point Likert-type scale, the 22 general and specific counseling skills mean ratings ranged from 1.00 to 1.29 (1 = <i>very good to excellent</i> , 3 = <i>below average</i> ). See specific ratings below	Yes. Overall, students demonstrated appropriate counseling-related behaviors at least 90% of the time ( <i>almost always</i> ), though this was truer for some items than for others. With few exceptions (see below), students demonstrated appropriate use of general and specific counseling skills at least 90% of the time ( <i>very good to excellent</i> )

items 38-41) at least 90% of the time they are engaged in counseling activities.				
1. Attendance: is regularly punctual	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
2. Meets deadlines	2003-2004	Course instructor's evaluation	Mean rating = 1.14	<i>Almost always.</i> No program quality enhancements needed.
3. Is responsible and dependable	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
4. Is cooperative and considerate	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
5. Relates well to others	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
6. Empathic to client's needs and feelings	2003-2004	Course instructor's evaluation	Mean rating = 1.14	<i>Almost always.</i> No program quality enhancements needed.
7. Shows ethnic, cultural, disability sensitivity	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
8. Knows ethical and legal principles	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
9. Uses knowledge appropriately	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
10. Open to supervision and feedback	2003-2004	Course instructor's evaluation	Mean rating = 1.14	<i>Almost always.</i> No program quality enhancements needed.
11. Flexible	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
12. Tolerant of imperfection	2003-2004	Course instructor's evaluation	Mean rating = 1.71	<i>Much of the time.</i> Department to review and adapt curriculum content (especially in practicum courses) to increase student self-tolerance of imperfection.
13. Self-aware	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No

				program quality enhancements needed.
14. Appropriately self-assertive	2003-2004	Course instructor's evaluation	Mean rating = 1.14	<i>Almost always.</i> No program quality enhancements needed.
15. Willing to take risks	2003-2004	Course instructor's evaluation	Mean rating = 1.14	<i>Almost always.</i> No program quality enhancements needed.
16. Shows potential for growth and change	2003-2004	Course instructor's evaluation	Mean rating = 1.14	<i>Almost always.</i> No program quality enhancements needed.
17. Demonstrates appropriate behaviors overall	2003-2004	Course instructor's evaluation	Mean rating = 1.00	<i>Almost always.</i> No program quality enhancements needed.
18. Attending skills: non-verbal	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No program quality enhancements needed.
19. Listening skills	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Very good to excellent.</i> No program quality enhancements needed.
20. Problem definition	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent.</i> No program quality enhancements needed.
21. Goal setting	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No program quality enhancements needed.
22. Assessment interpretation	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No program quality enhancements needed.
23. Immediacy	2003-2004	Field supervisor's evaluation	Mean rating = 1.29	<i>Low very good to excellent.</i> Department will review curriculum and make recommendations for increasing students' facility with immediacy.
24. Interpretation	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No program quality enhancements needed.
25. confrontation	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No program quality enhancements needed.
26. Handling and understanding counter-transference	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Very good to excellent.</i> No program quality enhancements needed.
27. Self disclosure	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No

				program quality enhancements needed.
28. Selecting appropriate interventions	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent.</i> No program quality enhancements needed.
29. Planning action programs	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent.</i> No program quality enhancements needed.
30. Providing relevant information	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No program quality enhancements needed.
31. Decision making	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent.</i> No program quality enhancements needed.
32. Problem solving	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent.</i> No program quality enhancements needed.
33. Referral	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No program quality enhancements needed.
34. Termination	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No program quality enhancements needed.
35. Leading groups	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Very good to excellent.</i> No program quality enhancements needed.
36. Diagnosis	2003-2004	Field supervisor's evaluation	Mean rating = 1.00	<i>Very good to excellent.</i> No program quality enhancements needed.
37. Knowledge of disability categories	2003-2004	Field supervisor's evaluation	Mean rating = 1.17	<i>Very good to excellent.</i> No program quality enhancements needed.
38. Teaching workshops or courses (College, Career and School Counseling students only)	2003-2004	N/A	N/A	N/A
39. Advising about courses or majors (College, Career and School Counseling students only)	2003-2004	N/A	N/A	N/A
40. Knowledge of school or college policy (College, Career and School Counseling students only)	2003-2004	N/A	N/A	N/A
41. Evaluating resumes and cover letters (College	2003-2004	N/A	N/A	N/A

Career and School Counseling students only)				
42. Overall rating of student's counseling skills based upon expectations for a student at this point in the counseling program	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent.</i> No program quality enhancements needed.
43. Overall rating of student's counseling skills relative to evaluator's expectations for a graduating student.	2003-2004	Field supervisor's evaluation	Mean rating = 1.14	<i>Very good to excellent.</i> No program quality enhancements needed.