

**Truman State University  
Counseling  
Annual Report  
Of  
Academic Year 2023-2024**

This comprises the annual report for Counseling for the academic year covering Fall 2023, Spring 2024, and Summer 2024. It includes a summary of the student demographics and other characteristics, program evaluation results, subsequent program modifications, and other substantial program changes. It also describes the number of graduates for the past academic year, completion rates, the pass rates on credentialing examinations, and job placement rates.

**Student Demographics and Characteristics**

Tables 1 and 2 describe student demographics and characteristics based on self-report during the application process. Table 1 consists of students offered admission to the program for either Fall 2023 or Spring 2024. Table 2 consists of all students who took classes in the program during Fall 2023, Spring 2024, or Summer 2024.

Applicants must answer the “Date of Birth” and “Sex Assigned at Birth” attributes; choices for the latter are Female and Male. All other responses are optional, and students may select from multiple options. Categories in the table for race and ethnicity reflect university categories. Applicants may write their own descriptors for gender identity. Please note that because applicants can select from multiple categories, percentages may exceed 100%.

The program offered admission to more students than in prior years due to an increased number of applicants. A relatively large number of male applicants received offers and accepted admission, resulting in a five-fold jump from 2.0% to 9.6% of the overall student body. Self-reported racial and ethnic diversity remained relatively flat, but the percentage of unreported demographics increased, possibly a result of a recent Supreme Court decision pertaining to college admissions. Likewise, student body percentages by age stayed consistent, though the newly admitted students were decidedly less rural than prior groups. Thus, the program trended toward urban/suburban and male in its overall composition compared to earlier iterations.

*Table 1 Diversity of Students Offered Admission for Fall 2023 and Spring 2024*

<i>Attribute</i>	<i>Count</i>	<i>Percent of Total</i>
<i>Sex Assigned at Birth</i>		
<i>Female</i>	<i>31</i>	<i>81.6</i>
<i>Male</i>	<i>7</i>	<i>18.4</i>
<i>Total</i>	<i>38</i>	<i>100.0</i>
<i>Race and Ethnicity</i>		
<i>Hispanic or Latino</i>	<i>2</i>	<i>5.3</i>

<i>American Indian or Alaska Native</i>	-	-
<i>Asian</i>	-	-
<i>Black or African American</i>	1	2.6
<i>Native Hawaiian or Other Pacific Islander</i>	-	-
<i>White</i>	28	73.7
<i>Other</i>	2	5.3
<i>Unknown</i>	7	18.4
<i>Total</i>	38	105.3
<i>Gender Identity</i>		
<i>Female</i>	6	15.8
<i>Male</i>	2	5.3
<i>Non-binary</i>	-	-
<i>No response</i>	30	78.9
<i>Total</i>	38	100.0
<i>Age Range</i>		
<i>20-29</i>	21	55.3
<i>30-39</i>	13	34.2
<i>40-49</i>	4	10.5
<i>50-59</i>	-	-
<i>60-69</i>	-	-
<i>Total</i>	38	100.0
<i>Rurality</i> <i>(as defined by the Federal Office of Rural Health Policy)</i>		
<i>Rural</i>	14	36.8
<i>Non-Rural</i>	24	63.2
<i>Total</i>	38	100.0

*Table 2 Diversity of Students Enrolled During Fall 2023, Spring 2024, or Summer 2024*

<i>Attribute</i>	<i>Count</i>	<i>Percent of Total</i>
<i>Sex Assigned at Birth</i>		
<i>Female</i>	<i>66</i>	<i>90.4</i>
<i>Male</i>	<i>7</i>	<i>9.6</i>
<i>Total</i>	<i>73</i>	<i>100.0</i>
<i>Race and Ethnicity</i>		
<i>Hispanic or Latino</i>	<i>5</i>	<i>6.8</i>
<i>American Indian or Alaska Native</i>	<i>1</i>	<i>1.4</i>
<i>Asian</i>	<i>1</i>	<i>1.4</i>
<i>Black or African American</i>	<i>4</i>	<i>5.5</i>
<i>Native Hawaiian or Other Pacific Islander</i>	<i>-</i>	<i>-</i>
<i>White</i>	<i>60</i>	<i>82.2</i>
<i>Other</i>	<i>3</i>	<i>4.1</i>
<i>Unknown</i>	<i>7</i>	<i>9.6</i>
<i>Total</i>	<i>73</i>	<i>111.0</i>
<i>Gender Identity</i>		
<i>Female</i>	<i>16</i>	<i>21.9</i>
<i>Male</i>	<i>2</i>	<i>2.7</i>
<i>Non-binary</i>	<i>1</i>	<i>1.4</i>
<i>No response</i>	<i>54</i>	<i>74.0</i>
<i>Total</i>	<i>73</i>	<i>100.0</i>
<i>Age Range</i>		
<i>20-29</i>	<i>36</i>	<i>49.3</i>
<i>30-39</i>	<i>23</i>	<i>31.5</i>
<i>40-49</i>	<i>9</i>	<i>12.3</i>
<i>50-59</i>	<i>4</i>	<i>5.5</i>
<i>60-69</i>	<i>1</i>	<i>1.4</i>
<i>Total</i>	<i>73</i>	<i>100.0</i>

<i>Rurality</i> (as defined by the Federal Office of Rural Health Policy)		
<i>Rural</i>	35	47.9
<i>Non-Rural</i>	38	52.1
<i>Total</i>	73	100.0

### **Program Evaluation Results and Subsequent Modifications**

Results of the program evaluation comprise the final six pages of this report. In most areas, the faculty opted to continue collecting data, and results from the Counselor Education Comprehensive Examination (CECE) were available for the first time. As an external measure and proxy for licensing exams, the CECE provides an important new source of program evaluation data. Findings for the initial testing cohorts were generally consistent with other data sources.

Last year, the Counseling faculty chose to change the early knowledge measure for Assessment (Student Learning Outcome [SLO] 7). Results improved from 68.4% of students meeting the measure to 100.0%. Changing instructors in the COUN 672G class did not result in a comparable improvement for the early knowledge measure of the Mental Health Counseling (SLO 9) and School Counseling (SLO 10) specializations. After discussion, the Counseling faculty noted that a consistent course instructor might contribute to student success on the item, and they brainstormed additional ideas to implement in 2025-2026 if needed.

### **Other Substantial Program Changes**

Drs. Sandra Garza Ochoa, Anne Metz, and Christopher Todd joined the faculty as Assistant Professors of Counseling, officially beginning in Fall 2024. Dr. Cameron Ortega resigned her position, effective at the end of Summer 2024, and Dr. Elsa Soto Leggett, Truman's Practicum and Internship Coordinator and professor in the program, was elected President of the American Counseling Association for 2025-2026.

The Counseling program saw its first graduates in December 2023 and May 2024, an event celebrated with commencement and Counseling hooding ceremonies. For most of these new alumni, this was followed by licensing exams, initial licensure, and employment in the counseling profession.

Course offerings moved from the Blackboard learning management system to Brightspace, and the university at large discussed a reorganization of its academic components. Students were admitted to the new Rehabilitation Counseling specialization, and the program will seek CACREP accreditation for that degree when appropriate.

Finally, the program was approved for a CACREP site visit for the School Counseling and Mental Health Counseling degrees. This next step in the accreditation process represents a significant milestone for the Truman program toward an accreditation decision from CACREP.

## Graduation, Completion, Passing, and Placement Rates

With its initial cohorts completing their degrees, the Counseling program accomplished several firsts. A total of eleven students graduated in December 2023 and May 2024 and were almost evenly split between School Counseling and Mental Health Counseling. Only students who matriculated and remained in a full-time cohort qualified for graduation this first year. Those who began or changed to part-time status had not yet fully met the criteria. Tables 3 and 4 describe the number of graduates and completion rates for Academic Year 2023-2024, respectively.

*Table 3 Number of Graduates for Academic Year 2023-2024 by Counseling Specialization*

Semester	Counseling Specialization		Total
	Mental Health	School	
Fall 2023	5	4	9
Spring 2024	1	1	2
Total	6	5	11

*Table 4 Completion Rate by Cohort Academic Year 2023-2024*

Initial Cohort	Number of Students	Completed on Time	Completed Program to Date	Completion Rate (%)
Fall 2021 Full-Time	17	9	10	58.8
Fall 2021 Part-Time	5	N/A	N/A	-
Spring 2022 Full-Time	5	1	1	20.0
Spring 2022 Part-Time	3	N/A	N/A	-

Shortly after commencement, most new graduates took exams to qualify for initial licensure. School Counseling students took the Missouri Content Assessment (MoCA), and Mental Health Counseling students took the National Counselor Examination (NCE). At the time of the annual report, every graduate who had taken a licensing exam for either the mental health or school domain passed. Results are shown in Tables 5 and 6.

*Table 5 Number of Credentialing Exams Taken and Passed in Academic Year 2023-2024*

Semester of Graduation	Credentialing Exams (Taken/Passed)		Total (Taken/Passed)
	NCE	MoCA	
Fall 2023	5/5	4/4	9/9
Spring 2024	0/0	1/1	1/1
Total (Taken/Passed)	5/5	5/5	10/10

*Table 6 Credentialing Exams Passing Rates for Academic Year 2023-2024*

Semester of Graduation	Credentialing Exams		Total
	NCE	MoCA	
Fall 2023	100.0	100.0	100.0
Spring 2024	-	100.0	100.0
Total (Taken/Passed)	100.0	100.0	100.0

Many new graduates also sought employment in counseling positions. Table 7 describes the counseling-related employment rates by cohort. Students in part-time cohorts have not yet graduated from the program.

*Table 7 Graduate Employment in Counseling Related Positions by Cohort*

<i>Initial Cohort</i>	<i>Number of Graduates</i>	<i>Employed in Counseling Positions</i>	<i>Counseling-Related Employment Rate (%)</i>
<i>Fall 2021 Full-Time</i>	<i>10</i>	<i>9</i>	<i>90.0</i>
<i>Fall 2021 Part-Time</i>	<i>N/A</i>	<i>N/A</i>	<i>-</i>
<i>Spring 2022 Full-Time</i>	<i>1</i>	<i>0</i>	<i>0.0</i>
<i>Spring 2022 Part-Time</i>	<i>N/A</i>	<i>N/A</i>	<i>-</i>
<i>Totals</i>	<i>11</i>	<i>9</i>	<i>81.8</i>

Thus, the Counseling program continues to achieve its ultimate goal – the initial training and licensing of professional counselors for work with diverse populations in a variety of settings.

SLO #	Student Learning Outcome	Know/ Skill	Measure	Results 2023-2024	Met	Actions for 2024-2025
1	Apply counseling ethical standards and demonstrate a strong professional counselor identity	EK	A minimum of 80% of students will earn a grade of B or better on the COUN 641G: Ethical Decision-Making Model Paper	30 of 30 students (100.0%) met the standard	Met	Continue to collect data and monitor
		EK	A minimum of 80% of students will earn a grade of B or better on the COUN 641G: Professional Organizations Activity	26 of 30 students (86.7%) met the standard	Met	Continue to collect data and monitor
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 641G: Ethical Decision-Making Model Paper – Case Study	30 of 30 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam – Ethics portion	9 of 11 students (81.8%) met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a score of 4 or higher on the Professional Ethics section of the CCS-R	24 of 24 students (100.0%) of students met the standard	Met	Continue to collect data and monitor
2	Account for cultural factors in work with clients and engage in self-examination and reflection to enhance the ability to practice with cultural humility	EK	A minimum of 80% of students will earn a grade of B or better on the COUN 654G: Cultural Self-Analysis Paper	29 of 30 students (96.7%) met the standard	Met	Continue to collect data and monitor
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 656G: Broaching Activity	30 of 30 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam – Social and Cultural portion	11 of 11 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a score of 4 or higher on the Multicultural Competencies section of the CCS-R	23 of 24 students (95.8%) of students met the standard	Met	Continue to collect data and monitor

3	Apply ethical and culturally relevant knowledge of adaptive human development to support optimum growth and wellness across the lifespan	EK	A minimum of 80% of students will earn a grade of B or better on the COUN 666G: Developmental Case Conceptualization	26 of 27 students (96.3%) met the standard	Met	Continue to collect data and monitor
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 666G: Observation/Interview and Resource List	27 of 27 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam – Human Development portion	11 of 11 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a score of 3 or higher on Developmental Adaptations item on the Site Supervisor Evaluation of the Counseling Program	10 of 10 students (100.0%) met the standard	Met	Continue to collect data and monitor
4	Articulate the pervasiveness of work and identify ethical and culturally relevant strategies to equip clients for meaningful work and leisure	EK	A minimum of 80% of students will earn a grade of B or better on the average of the COUN 660G: Quizzes and Exams	20 of 20 students (100.0%) met the standard	Met	Continue to collect data and monitor
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 660G: Career Genogram	20 of 20 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam - Career portion	11 of 11 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a score of 3 or higher on Career item on the Site Supervisor Evaluation of the Counseling Program	10 of 11 students (90.9%) met the standard	Met	Continue to collect data and monitor



5	Demonstrate the ability to engage clients through established theoretical frameworks and basic skills to build culturally appropriate, strength-focused relationships grounded in client's goals	EK	A minimum of 80% of students will earn a grade of B or better on the COUN 664G: Final Exam	26 of 26 students (100.0%) met the standard	Met	Continue to collect data and monitor
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 656G: Transcript of Counseling Sessions – Session 2	30 of 30 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam – Helping Relationships portion	11 of 11 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a grade of B or better on the COUN 672G: Second Recorded Session	24 of 25 students (96.0%) met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a score of 4 or higher on the Facilitate Therapeutic Environment sections of the CCS-R	24 of 24 students (100.0%) of students met the standard	Met	Continue to collect data and monitor
6	Incorporate ethical and culturally relevant strategies in the creation and management of groups designed to address academic, career, personal, or social/emotional concerns within various settings	EK	A minimum of 80% of students will earn a grade of B or better on the COUN 663G: Group Proposal	22 of 25 students (88.0%) met the standard	Met	Continue to collect data and monitor
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 663G: Group Facilitation	23 of 25 students (92.0%) met the standard	Met	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam – Group Counseling portion	11 of 11 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a score of 3 or higher on Group Clinical Abilities item on the Site Supervisor Evaluation of the Counseling Program	20 of 20 students (100.0%) of students met the standard	Met	Continue to collect data and monitor

7	Use ethical and culturally appropriate assessment principles to select valid, reliable instruments for identifying and/or diagnosing client career, academic, and mental health concerns and use the findings to guide work with clients	EK	A minimum of 80% of students will earn a grade of B or better on the COUN 603G: Results Presentation Exercises (formerly Assessment Fact Sheet)	24 of 24 students (100.0%) met the standard	Met	Continue to collect data and monitor
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 603G: Final Assessment Paper	24 of 24 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam – Appraisal portion	11 of 11 students (100.0%) met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a score of 3 or higher on Assessment item on the Site Supervisor Evaluation of the Counseling Program	11 of 11 students (100.0%) met the standard	Met	Continue to collect data and monitor
8	Apply a practitioner's perspective to both the critical consumption of professional counseling literature, with particular attention to ethical and cultural considerations, as well as to the evaluation of programs and work with individual clients	EK	A minimum of 80% of students will earn a grade of B or better on the COUN 644G: Article Review and Critique	19 of 22 students (86.4%) met the standard	Met	Continue to collect data and monitor
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 644G: Article Review and Critique	19 of 22 students (86.4%) met the standard	Met	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam - Research portion	9 of 11 students (81.8%) met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a score of 3 or higher on Theoretical Knowledge item on the Site Supervisor Evaluation of the Counseling Program	21 of 23 students (91.3%) of students met the standard	Met	Continue to collect data and monitor

9 (CMHC)	Provide ethical and culturally relevant prevention and intervention services in community and mental health settings through counseling, collaboration, and consultation, as appropriate	EK	A minimum of 80% of students will earn a grade of B or better on the COUN 672G: Exam	12 of 18 students (66.7%) met the standard	<b>Not Met</b>	Use consistent instructor for next offering of COUN 672G; consider other options for 2025-2026 as needed
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 672G: Counseling, Collaboration, and Consultation Paper	18 of 18 students (100.0%) met the standard	<b>Met</b>	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam - Overall	6 of 6 students (100.0%) met the standard	<b>Met</b>	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a grade of B or better on the COUN 676G: Case Studies	7 of 7 students (100.0%) met the standard	<b>Met</b>	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a score of 4 or higher on the Primary Skill(s) sections of the CCS-R	9 of 11 students (81.8%) of students met the standard	<b>Met</b>	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a grade of B or better on the COUN 676G: Case Studies	7 of 7 students (100.0%) met the standard	<b>Met</b>	Continue to collect data and monitor
10 (SC)	Use counseling, collaborative, and consultative relationships in school and community settings to advocate for and address clients' academic, career, personal, and social-emotional needs, as informed by national and state models	EK	A minimum of 80% of students will earn a grade of B or better on the COUN 672G: Exam	3 of 7 students (42.9%) met the standard	<b>Not Met</b>	Use consistent instructor for next offering of COUN 672G; consider other options for 2025-2026 as needed
		ES	A minimum of 80% of students will earn a grade of B or better on the COUN 672G: Counseling, Collaboration, and Consultation Paper	7 of 7 students (100.0%) met the standard	<b>Met</b>	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a score of at least one standard deviation below the mean on the Counselor Education Comprehensive Exam - Overall	5 of 5 students (100.0%) met the standard	<b>Met</b>	Continue to collect data and monitor
		LK	A minimum of 80% of students will earn a grade of B or better on the COUN 661G: School Counseling Model Exercise (Comprehensive Counseling Model)	9 of 9 students (100.0%) met the standard	<b>Met</b>	Continue to collect data and monitor

		LS	A minimum of 80% of students will earn a score of 4 or higher on the Primary Skill(s) sections of the CCS-R	11 of 13 students (84.6%) of students met the standard	Met	Continue to collect data and monitor
		LS	A minimum of 80% of students will earn a grade of B or better on the COUN 661G: School Counseling Model Exercise (Lessons and Group Intervention)	9 of 9 students (100.0%) met the standard	Met	Continue to collect data and monitor