

College of Health and Human Sciences  
School of Interdisciplinary Health Professions  
Rehabilitation Counseling  
Master of Science  
October 6, 2020  
Amanda McCarthy, Associate Professor

## 1. Introduction

The Master of Science in Rehabilitation Counseling program is a fully Council for the Accreditation of Counseling and Related Educational Program (CACREP) 56-hour master's program with a specialization in Rehabilitation Counseling. Graduates of the program are eligible for national certification (Certified Rehabilitation Counselor) and counseling licensure (Licensed Professional Counselor – IL). Graduates are employed as professional counselors in a variety of settings including veteran's administration, private rehabilitation firms, public rehabilitation agencies, not-for-profit organizations, colleges and universities, and high school transition programs.

The program submitted a self-study to CACREP and is anticipating an accreditation site visit in spring 2021. Much of the information contained in this report is directly from the self-study. The program is scheduled for program review next year and will be able to use the self-study document for the purposes of program review.

Prior to fall 2016, the rehabilitation counseling curriculum existed as a concentration under the Master of Arts in Communicative Disorders degree. To improve efficiency and visibility, and respond to program assessment feedback, the current degree was created.

The program has five full-time faculty members, one of those is the department chair of SIHP. One of those faculty members receives one course release per year and summer salary in exchange for serving as program coordinator. Since December 2019, three tenure-track faculty members associated with the program and the clinical coordinator associated with the program have resigned their positions at NIU. In addition, the program was relocated to a new school/department in August 2018 and has a new department chair as of August 2019. Although two of the five faculty members involved with the program has been in place since fall 2012, and new hires have taken place, the turnover experienced by the program has been challenging.

The program offers a 56-credit hour degree program, but has plans to increase to 60-hours by fall 2023 in response to new accreditation requirements.

## 2. Student Learning Outcomes (SLOs)

Graduates of the Master of Science in Rehabilitation Counseling program will:

1. Demonstrate effective communication (e.g., written, verbal, and nonverbal) in all areas of rehabilitation counseling (e.g., Public, Private Non-Profit, Private for Profit) and clinical mental health counseling settings.
2. Demonstrate understanding of rehabilitation counseling concepts
  - a. CACREP common core domains (8 total): Professional Counseling Orientation and Ethical Practice, Social and Cultural Diversity, Human Growth and Development,

Career Development, Counseling and Helping Relationships, Group Counseling and Group Work, Assessment and Testing, Research and Program Evaluation

- b. CACREP Rehabilitation Counseling Specialty domains (3 total): Foundations, Contextual Dimensions, Practice
3. Apply effective clinical skills for successful rehabilitation counseling practice.
4. Apply effective critical thinking skills necessary to solve problems in rehabilitation counseling settings.
5. Demonstrate understanding of multicultural competencies necessary for successful rehabilitation counseling practice.

### 3. Curriculum Map

CACREP curriculum standards are listed in the far-left column. Courses are listed in a row at the beginning of each of the eight common core and specialty areas. Links to the CACREP standards are provided here for reference:

General standards <https://www.cacrep.org/section-2-professional-counseling-identity/>

Specialty standards: <https://www.cacrep.org/section-5-entry-level-specialty-areas-rehabilitation-counseling/> .

	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694
2.1.a.				X					X						
2.1.b.				X							X		X		
2.1.c.														X	
2.1.d.				X											
2.1.e.				X			X						X		
2.1.f.				X											
2.1.g.				X											

2.1.h.									X							
2.1.i.				X							X					
2.1.j.				X					X							
2.1.k.						X					X	X	x		X	
2.1.l.						X					X	X				
2.1.m.						X					X	X				
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694	
2.2.a.			X		X		X									
2.2.b.							X				X					
2.2.c.							X				X					
2.2.d.			X				X									

2.2.e.							X								
2.2.f.							X								
2.2.g.							X								
2.2.h.							X								
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694
2.3.a.					X								X		
2.3.b.					X										
2.3.c.					X								X		
2.3.d.					X								X		
2.3.e.	X				X						X		X		
2.3.f.					X		X				X		X		

2.3.g.					X										
2.3.h.					X										
2.3.i					X										
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694
2.4.a.				x					X						
2.4.b.									X						
2.4.c.									X						
2.4.d.									X						
2.4.e.				x				X	X						
2.4.f.									X						
2.4.g.									X						

2.4.h.									X						
2.4.i								X	X						
2.4.j.									X						
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694
2.5.a.														X	X
2.5.b.							X						x	X	
2.5.c.														X	
2.5.d.						X						X		X	
2.5.e.				x		X			X			X		X	
2.5.f.						X						X			
2.5.g.						X					X	X			



2.5.h.														X	X
2.5.i						X			X				x	X	
2.5.j.				X		X						X	X	X	
2.5.k.						X	X					X			
2.5.l.						X						X			
2.5.m.											X			X	
2.5.n						X						X		X	
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694
2.6.a.										X				X	
2.6.b.										X					
2.6.c.										X					

2.6.d.										X					
2.6.e.										X					
2.6.f.										X					
2.6.g.										X					
2.6.h.										X					
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694
2.7.a.								X							
2.7.b.								X						x	
2.7.c.						X						X			
2.7.d.														X	
2.7.e.															X

2.7.f.								X							
2.7.g.				x				X							
2.7.h.				x				X							
2.7.i								X							
2.7.j.								X							
2.7.k.								X							
2.7.l.	X														
2.7.m.								X							
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694
2.8.a.		X		X					X						
2.8.b.		X							X				X		

2.8.c.		X		X									x		
2.8.d.		X											X		
2.8.e.		X											X		
2.8.f.		X													
2.8.g.		X											X		
2.8.h.		X											X		
2.8.i.		X													
2.8.j.		X											X		
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694
5H.1.a.				X					X						
5H.1.b.				X					X		X			X	

5H.1.c.				x					X							
5H.1.d.				X												
5H.1.e.	X		X													
5H.1.f.	X															
5H.1.g.								X					x	X		
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694	
5H.2.a.				X					X				X			
5H.2.b.	X															
5H.2.c.			X	X									x			
5H.2.d.	X		x													
5H.2.e.			X						X			X				

5H.2.f.			X												
5H.2.g.													X		
5H.2.h.	X		X												
5H.2.i.				x					X						
5H.2.j.									X						
5H.2.k.			X						X						
5H.2.l.				X					X						
5H.2.m.	X								X						
5H.2.n.				X					X						
5H.2.o.				X											
5H.2.p.				X							X	X			

5H.2.q.				X							X	X			
5H.2.r.													x		X
	REHB 627	ETR 520	REHB 628	REHB 660	COUN 510	REHB 605X	COUN 565	REHB 683	REHB 662	COUN 540	REHB 686	REHB 690	REHB 777	REHB 682	REHB 694
5H.3.a.													X		X
5H.3.b.									X						
5H.3.c.	X								X						
5H.3.d.									X		X	X	X		
5H.3.e.			X												
5H.3.f.									X			X			
5H.3.g.												X			
5H.3.h.				x					X						

5H.3.i.				x					X		X				
5H.3.j.			x	x											X
5H.3.k.									X						
5H.3.l.	X												X		
5H.3.m.									X						



#### 4. Assessment Methods

##### Assessment Methods and Explanation

Data That Will Be Collected (Assessment Method)	How Data Will Be Collected	Student-Level Achievement	Program-Level Target	When Data Will Be Collected	Person Responsible and How Data Will be Reviewed or Analyzed for Program Improvement
<p>Course embedded assessments (Direct Assessments)</p> <p>See Table 3 in this document: Key Performance Indicators (KPI)</p> <p>See Appendix 4.17: KPI Aggregate Data</p> <p>See KPI Rubrics, Instructions, Assessment Items folder</p>	<p>Faculty directly assess student achievement of a specified student learning outcome and CACREP domains through a class assignment that is evaluated using a rubric developed for the assignment.</p>	<p>All students must achieve a passing score based on individualized rubrics for each assessment. A passing score is defined as 80% or higher.</p>	<p>95% of graduate students will achieve a passing score on assessment.</p>	<p>Every semester (i.e., Summer, Fall, Spring).</p>	<p>Program Faculty and Coordinator.</p> <p>Feedback is provided to students by instructors for each course during the semester. Students earning less than an 80% on KPI assessments will complete a remediation exercise during the semester.</p> <p>KPI assessment data from is reviewed annually during the fall semester to discuss how data could be used for curriculum and program improvement.</p>

<p>Key Professional Dispositions (KPD) (Indirect Assessment) – See Table 4</p>	<p>Faculty directly assess key professional dispositions needed by students to adequately perform in the field.</p>	<p>All students must achieve a mean rating of “3” or above in each disposition category based on the rubric used by program faculty.</p>	<p>95% of graduate students will achieve mean rating of “3” or above.</p>	<p>Three times during a student’s graduate program (i.e., first fall semester, first spring semester, and second fall semester.)</p>	<p>Student progress is reviewed every 2 weeks in faculty meetings.</p> <p>All program faculty will complete the KPD rubric at the end of each fall and spring semester. Scores on the rubric will be averaged and provided to students. Students earning an average score below 3 on any KPDs will be provided with written suggestions on how to address the KPD. Results will be discussed with students by the assigned faculty mentor.</p> <p>A program faculty meeting is held at the end of the fall and spring semesters to review KPD data and discuss how the data could be used for</p>
--	---	--	---	--	---

					curriculum and program improvement.
External Site Supervisor Evaluations of Students in REHB 690: Practicum (See Appendix 4.06)  (Direct Assessment)	Evaluations of practicum students by site supervisors using an electronic survey facilitated through the Typhon system. The survey has been developed by program faculty. This evaluation will be completed at mid-term and at the end of the semester.	By the end of the semester, all students will achieve an “8” or better on each item. Failure to do so will result in remediation efforts by program faculty.	100% of students will achieve an “8” or better on each item by the end of the semester. If a student earns a “7” or below at mid-term, the student will be provided with necessary support for meeting target by the end of the semester.	This evaluation will be completed at mid-term and at the end of the semester, each semester practicum is taught.	Course Instructor for REHB 690 will be responsible for data collection at midterm and at the end of the semester.  Program faculty will discuss how data could be used for curriculum and program improvement.  Necessary remediation efforts will begin with individual students as soon as possible after the evaluation is completed.
External Site Supervisor Evaluations of Students in REHB 694: Internship (See Appendix 4.20)  (Direct Assessment)	Evaluations of internship students by external site supervisors using an electronic Qualtrics survey developed by program faculty.	All students will achieve “Good” or better on evaluations. Failure to do so will result in remediation efforts by program faculty.	95% of students will achieve “Good” or better on evaluations on each item.	Twice during the spring semester. At mid-term and again prior to the end of the semester.	REHB 694 instructor will be responsible for data collection. Qualtrics survey data will be reviewed by program faculty before the end of the spring semester. A program faculty

					meeting will be held during the beginning of the fall semester to discuss how data could be used for curriculum and program improvement.
Scores on the Counselor Preparation Comprehensive Examination (CPCE)  (Direct Assessment)	Assess student knowledge performance on the CACREP 8 common core domains.	All students will achieve a passing score on the CPCE exam. The cutoff for a passing score is no more than one standard deviation below the national average CPCE exam score. Failure to pass the CPCE exam will result in remediation efforts by program faculty related to one or more of the 8 common core domains.	90% of students are expected to achieve a passing score.	Students will complete the semester prior to internship.	Program Coordinator will be responsible for data collection.  Outcome data will be reviewed by program faculty before the end of the fall semester.  A program faculty meeting will be held before the end of the fall semester to discuss how data could be used for curriculum and program improvement.
Scores on the Certified Rehabilitation Counseling CRC exam	Assess student performance on professional certification exam and CACREP Rehabilitation	All students will achieve a passing score. As a graduate requirement, students failing to pass the CRC exam	90% of students are expected to achieve a passing score.	All students in their final semester of the program, typically in the spring semester.	Program Coordinator will be responsible for data collection.

(See Appendix 4.08)  (Direct Assessment)	Counseling Specialty domains.	will complete a NIU in-house comprehensive examination that mirrors the CRC exam concepts.			Item analysis outcome data for the CRC exam will be reviewed by program faculty during the fall semester. Faculty will discuss how data could be used for curriculum and program improvement.
Anonymous Student Evaluations of Faculty in the Program  (See Appendix 4.09)  (Indirect Assessment)	All graduate students in Rehabilitation Counseling participate in anonymous course evaluations which include items related to courses, faculty, and student learning outcomes.	All students will indicate “satisfaction” with meeting student learning outcomes.	80% of respondents will indicate meeting all student learning outcomes.	Every semester (i.e., summer, fall, spring).	The Program Coordinator will collect and distribute data to program faculty for review.  A program faculty meeting will be held during the fall semester to discuss how data could be used for curriculum and program improvement.
Student Self-Evaluation Report  (See Appendix 4.12)  (Indirect Assessment)	All graduate students in Rehabilitation Counseling, except those who are graduating, participate in	N/A	N/A	Fall and Spring semesters.	The Program Coordinator will collect and distribute data to program faculty for review.

	student self-evaluation surveys regarding their progress and feedback they may have for the program.				A program faculty meeting will be held at the end of the fall and spring semesters to discuss how data could be used for curriculum and program improvement.
Student Exit Surveys (See Appendix 4.07)  (Indirect Assessment)	All graduating students in Rehabilitation Counseling participate in exit surveys during their last semester regarding feedback they may have for the program, and progress towards student learning outcomes.	All students will indicate “satisfaction” toward their degree.	80% of respondents will indicate meeting all student learning outcomes.	Annually during students enrollment in REHB 694: Internship.	REHB 694 instructor will collect the data and distribute to program faculty for review at the end of the spring semester.  A program faculty meeting will be held during the fall semester to discuss how data could be used for curriculum and program improvement.
Alumni surveys (See Appendix 4.10)  (Indirect Assessment)	All Rehabilitation Counseling alumni participate in surveys regarding employment status and level of satisfaction with progress toward	All students will indicate “satisfaction” toward their degree.	80% of respondents will indicate meeting all student learning outcomes.	Annually in the spring semester.	The Program Coordinator will collect the data and distribute to program faculty during the spring semester.

	student learning outcomes.				A program faculty meeting will be held during the fall semester to discuss how data could be used for curriculum and program improvement.
Employer Surveys (See Appendix 4.11)  (Indirect Assessment)	Employers who hire our RC program graduates provide guidance to our program.	All employers will indicate “satisfaction” toward students meeting student learning outcomes.	80% of respondents will indicate students meeting all student learning outcomes.	Annually in the spring semester	The Program Coordinator will collect the data and distribute to program faculty during the spring semester.  A program faculty meeting will be held during the fall semester to discuss how data could be used for curriculum and program improvement.
Demographic and other characteristics of applicants, students, and graduates (Appendix 4.03)	Demographic and other characteristic information is available on all applicants via an online application databased (i.e., OnBase). Students are tracked on demographics and				

	other characteristics throughout the program. Graduates provide long-term e-mail addresses for follow-up and follow-along by program.				
--	---	--	--	--	--

**Methods-by-Outcomes Matrix.**

This matrix is based on specific assessment methods and our five, broader student learning objectives (SLOs).

**S = Summative**

**F = Formative**

**D = Direct**

**I = Indirect**

Assessment Method	1. Communication	2. RC Concepts	3. Clinical Skills	4. Critical Thinking	5. Multicultural Competencies
Course embedded assessments	S,F,D	S,F,D	S,F,D	S,F,D	S,F,D
Key Professional Dispositions	S, F, I		S, F, I	S, F, I	S, F, I
External Site Supervisor Evaluations of Students in REHB 690: Practicum	F,D	F,D	F,D	F,D	F,D
External Site Supervisor Evaluations of	S,F,D	S,F,D	S,F,D	S,F,D	S,F,D



Students in REHB 694: Internship					
Scores on the Counselor Preparation Comprehensive Examination (CPCE)		S,D	S,D	S,D	S,D
Scores on the Certified Rehabilitation Counseling exam		S,D	S,D	S,D	S,D
Student surveys, End of every semester	F,I	F,I	F,I	F,I	F,I
Student Exit Surveys, Last semester	S,I	S,I	S,I	S,I	S,I
Alumni surveys	S,I	S,I	S,I	S,I	S,I
Employer Surveys	S,I	S,I	S,I	S,I	S,I