

**MASTER OF SCIENCE IN CLINICAL REHABILITATION COUNSELING:  
PROGRAM OUTCOMES: 2019-2020**

DEPARTMENT OF REHABILITATION AND DISABILITY STUDIES  
COLLEGE OF NURSING AND ALLIED HEALTH  
SOUTHERN UNIVERSITY

**Accreditation Status of the Program**

The 60-hour curriculum in Clinical Rehabilitation Counseling has been accredited by the Council for Accreditation of Counseling and Related Accreditation Programs (CACREP) through October 31, 2022. The program is required to submit an Interim Report by April 1, 2022.

During the reporting period, the program has implemented the following measures:

1. Key Performance Indicators (KPI) were added to ensure Student Learning Outcomes.
2. Professional Disposition Measures were added to ensure that the graduates would follow the principles and standards of the Clinical Rehabilitation Counseling profession.

**Key Performance Indicators (KPI)**

In summarizing program outcomes and student learning, the faculty have aligned ongoing assessment programs to the CACREP 2016 Standards. The summary begins with a description of evaluation plan below. In assessing professional identity standards, each program objective is measured using a “key assessment” that is embedded in one foundation course.

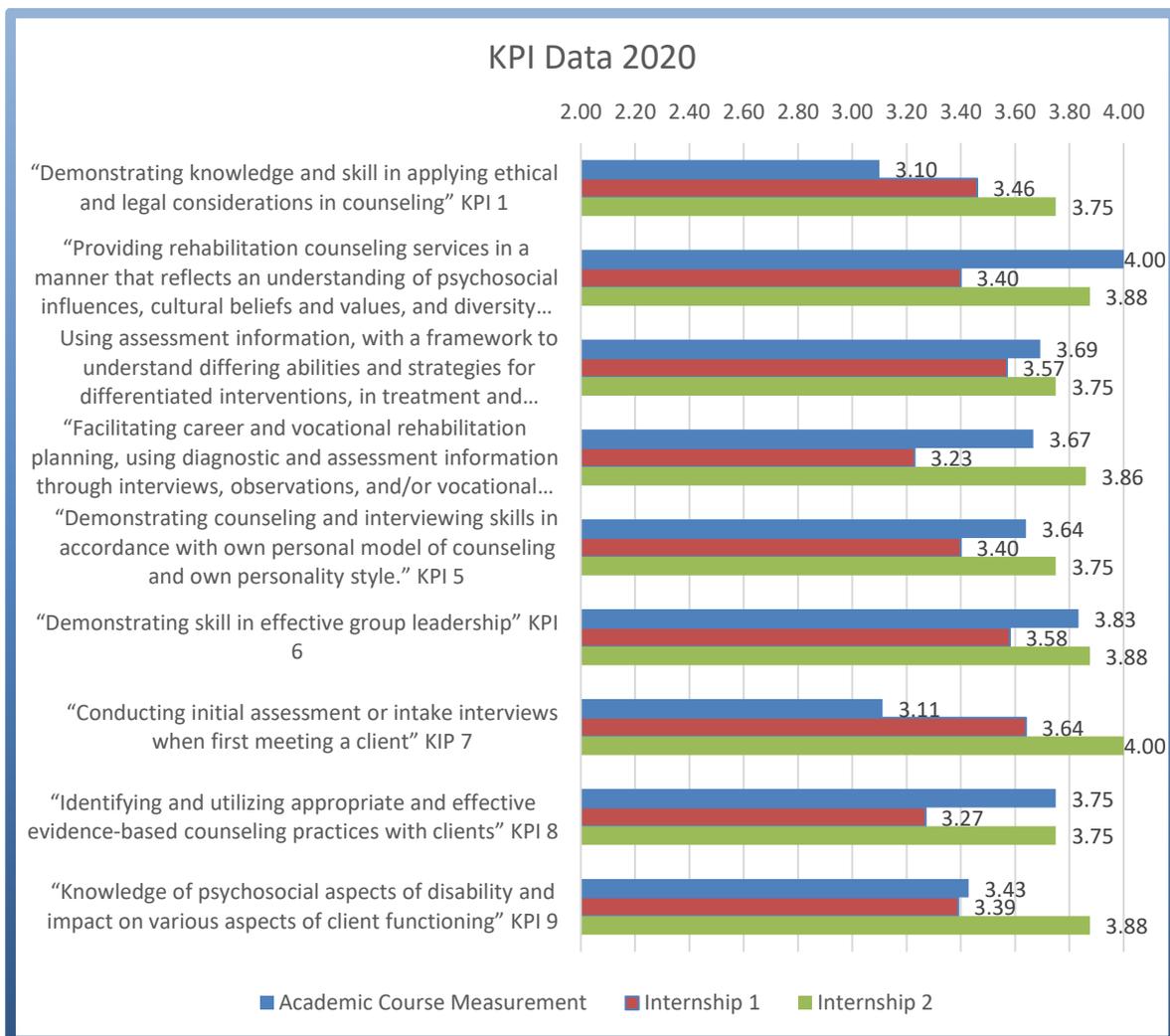
Each key assessment is based on one critical assignment or a course grade that represents a constellation of course activities: application of ethical principles given a case vignette, developing own theory of counseling (eclectic approach), developing a program evaluation of a rehabilitation center, analyzing an evidence-based approach in job placement of individual with disabilities, preparing a power-point on biopsychosocial model of disability and make a presentation to the class, a threaded discussion on advocacy for persons with disabilities, exploration of own culture to be competent in delivering culturally appropriate services in

multicultural society, application of assistive technology in enhancing educational and vocational outcomes of people with visual and hearing impairments, and etc. A universal rubric is adapted for evaluation purposes. Each student’s learning performance is rated on a 4-point scale:

- 4 = Above average performance
- 3 = Average, acceptable level of performance
- 2 = Below average performance, some aspects acceptable
- 1 = Unacceptable performance

The graph below describes specific Key Performance Indicators as measured at 3 different times:

- Measurement 1: During Courses
- Measurement 2: After completion of Internship 1
- Measurement 3: After completion of Internship 2



## **Professional Disposition Assessment (PDA)**

The Professional Disposition Assessment (DPA) is conducted after the admission interview by the Graduate Faculty Committee and at the end of each semester until graduation by all program faculty. The Assessment focuses on 9 dimensions of professional dispositions: Professional Ethics, Multicultural Competence, Engagement in Learning, Personal Insight, Adaptability and Cooperation, Feedback Utilization, Conflict Resolution Strategies, Emotional Stability, and Dependability.

The PDA is a 5 point Likert Scale:

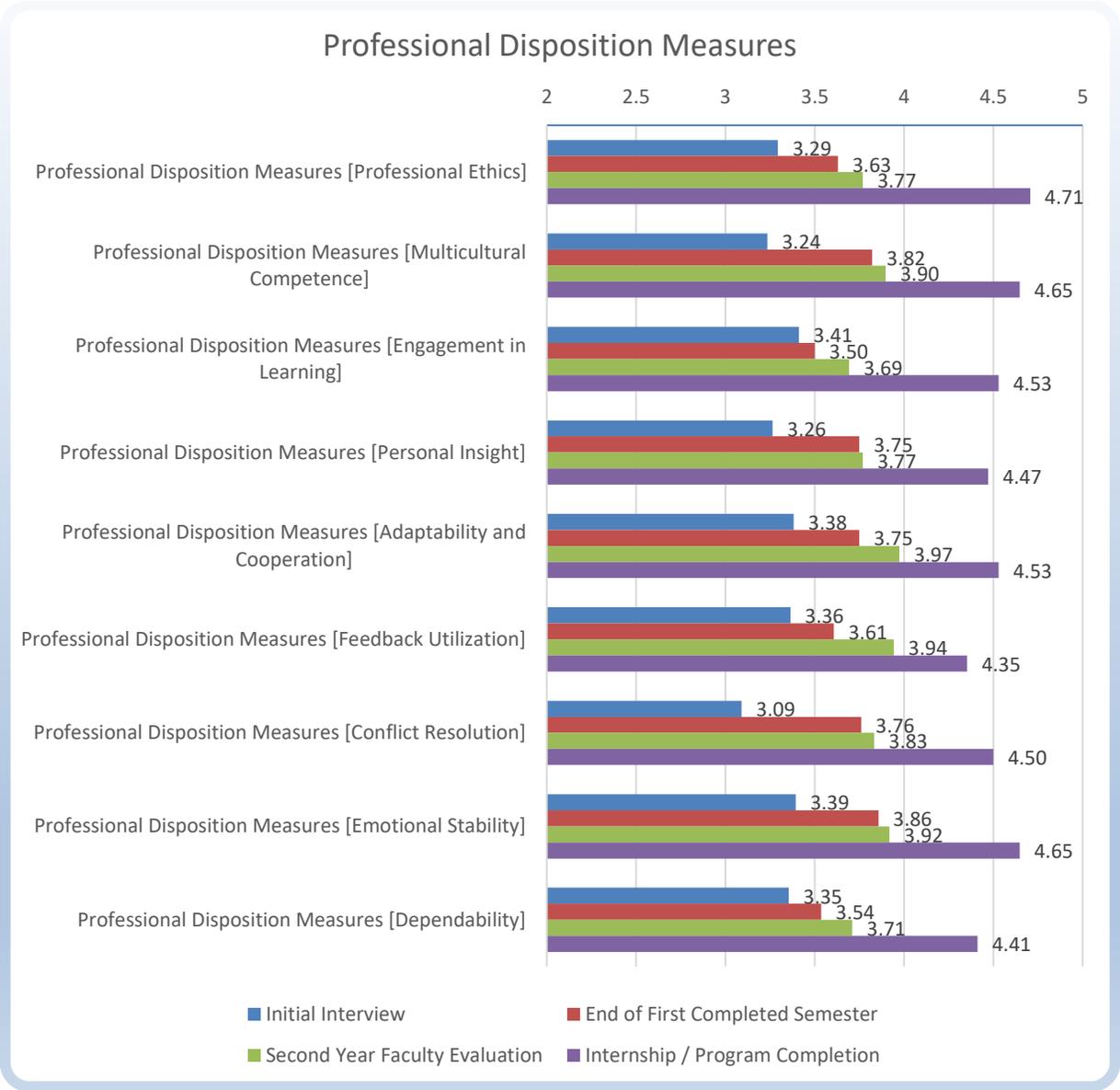
5 = Exceed Expectation, 4 = Acceptable, 3 = Developing toward Expectation, 2 = Poor, Below Expectation, and 1 = Unacceptable/Harmful.

A score of 3 is required in each of the nine dimensions to pass. The assessment serves as a plan for remediation and retention, if a student receives less than 3 any of the nine dimensions. The assessment also includes a focus on students' successful progression in the program.

In addition to academic performance, faculty use this process to assess their students for dispositional characteristics of an effective Clinical Rehabilitation Counseling professional. The purpose of this monitoring and periodic review process is to ensure that all graduates of the CRCP program possess personal and professional characteristics that contribute to their professionalism and/or helping capacity.

Students' professional performance evaluation is based upon their mean rating across faculty. Any student who scores below "target" ( $< 2$ ) on any dimension on the PDA will have a face-to-face meeting with a faculty member/adviser. For students performing at the "unsatisfactory" level on any dimension, a remediation plan will be developed collaboratively by program faculty/adviser and the student.

In the event of ethical, legal, dispositional, or academic problems arise, the specific concerns will be processed by the Graduate Faculty Committee. The committee may make one of the following decisions: place the student on *Probation* or *Dismiss* from the program. If the Committee decides to place the student on *Probation*, a Written Individualized Remediation Plan (WIRP) will be developed addressing the areas of needed improvement with a monitoring plan and deadlines.



**Retention Rate**

During 2019–2020, the program had 42 students enrolled. Demographic characteristics of the students were 37 females and 5 males; 39 Black, 2 White, and 1 Hispanic; and 2 students with disability. Among the 42 students: 32 full-time and 10 part-time. One student dropped out from the program due to low GPA and three did not register for classes. Therefore, the retention rate for the 2019-2020 academic year was 90%.

### **Passing Rate for the Certified Rehabilitation Counselor (CRC) Examination**

Among the 10 graduates, the passing rate of the Commission on Rehabilitation Counselor Certification (CRCC) examination was 80% and other passed the Departmental Comprehensive Examination 20%.

### **Employment Rate following Graduation**

A total of 10 students graduated during the 2019-2020 academic year. All were employed immediately after graduation. Six (6) employed at the State Vocational Rehabilitation Agencies in Ohio (3), New Hampshire (2), and New Mexico (1). Two (2) employed at Private Sector Rehabilitation. Two (2) employed at Community Rehabilitation Programs. Therefore, the employment rate for the period was 100%.

### **Employment Settings where Graduates Work**

The graduates work in a variety of settings, including Vocational Rehabilitation Agencies around the country, Community Based Rehabilitation Programs, nonprofit rehabilitation agencies, community-based mental health agencies, the Veterans Administration, and private for-profit rehabilitation organizations. Generally, more than 50% of the graduates are working for nonprofit/community-based rehabilitation programs.

### **Time Necessary to Complete the Program**

The average time necessary to complete the Master's Degree in Clinical Rehabilitation Counseling Program is 2 years. Course work spans 6 semesters including summers, if the students are enrolled as a full-time student (12 credit hours per semester). The part-time students will require longer than 2 years depending upon the number of credit hours enrolled per semester.

### **Estimated Cost**

The tuition cost for the 2019-2020 academic year for a full-time on-campus graduate student (12 hours in fall, 12 hours in spring, and 9 hours in summer) was \$14,129. Tuition increase may vary by year and fluctuates between 3-5%. It is expected for two years of graduate studies; the cost of tuition will be about \$28,500. Whether a student enrolls for courses full- or part-time basis will affect the total cost of the degree. Besides the tuition fees, each student needs to estimate the cost of books, lodging, and other expenses for their graduate program. A breakdown of tuition and fees, and number of credit years by semester is available

at <https://www.subr.edu/page/9>

### **Scholarships, Graduate Assistantships, and Financial Aids**

The program has been successful in securing long term training grants from Rehabilitation Services Administration, U. S. Department of Education. The grant provides scholarship of about \$20,000 per year to qualified students, which covers tuition and fees, textbooks, monthly stipend, and travel to conferences. The current grant cycle of three training grants ended in September 2019. Therefore, no new scholarships were available to students enrolled for since Fall 2019 until new cycle of grants are received.

A limited number of Graduate Assistantships are available on competitive basis from the Graduate School. For information, please visit:

<http://www.subr.edu/page/86>

In addition, the students are urged to visit the website of the Financial Aid Office at <http://www.subr.edu/subhome/50> to apply for financial aid and contact Financial Aid Counselor for guidance in financial planning at 225-771-2790.

### **Certification and Licensure**

Upon completion of 75% of the course work, the students are eligible to take national certification examination and earn the title of Certified Rehabilitation Counselor (CRC), which is the standard certification for rehabilitation counseling practice in the United States. More information can be obtained from the CRCC website at <https://www.crccertification.com>.

The graduates are also eligible to take the National Counseling Examination (NCE) through the National Board for Certified Counselors (NBCC) and to become a National Certified Counselor (NCC).

In Louisiana, the graduates are eligible to apply for Licensed Rehabilitation Counselor (LRC). For information, please visit <https://counselor-licewnse.com/become-a-rehabilitation-counselor/louisiana-rehabilitation-counselor/>

In addition, the graduates are eligible to become Licensed Professional Counselor (LPC). The regulations related to becoming LPC vary from state to state. Therefore, the graduates are encouraged to check the licensing law in the state in which they intend to reside following graduation. However, some states may have additional requirements. For example, if a state requires extra coursework, it is

important for the student to identify this and discuss the matter with the faculty to determine if the needed coursework is offered at the university. To check on the requirements for a specific state, the graduates are urged to visit the American Counseling Association website:

<http://www.counseling.org/knowledge-center/licensure-requirements/state-professional-counselor-licensure-boards>.