MERCER UNIVERSITY

Student Evaluations of On-Site Supervisors (2006-2010)

Over the past five years, Mercer University's Counseling Program has engaged in an annual evaluation of our clinical instruction through surveying the Clinical Mental Health program students regarding their on-site supervision experience.

Our students were surveyed through their practicum and internship classes to determine the effectiveness of their on-site supervision. Survey questions sought to assess several areas regarding their clinical experience including feedback regarding: counseling techniques and skills; ethical and legal issues; issues of confidentiality; treatment planning strategies; dynamics of human behavior; and the ability to work with diverse populations.

The following table lists the survey questions, as well as the mean score for the past 5 years:

On-Supervisor Evaluation

My Site Supervisor (NO= Not Observed; then rate 1-6 with 1 being low and 6 meaning high):

Question:	2006 mean scores (n=1)	2007 mean scores (n=6)	2008 mean scores (n=13)	2009 mean scores (n=33)	2010 mean scores (n=18)
1.gives time and energy in observing and discussing cases.	5	4.6	5.08 with one NO	5.15 with one NO	5.29 with one NO
2. accepts and respects me as a person.	6	5.5	5.38	5.14	5.33
3. recognizes and encourages further development of my strengths and weaknesses.	6	5	5.38	5.04	5.22
4. Gives me useful feedback when I do something well	5	5	5	4.86	5.05
5. provides me the freedom to develop flexible and effective counseling styles.	6	5.33	5.38	5.04	5.27

6. encourages and listens to my ideas and suggestions for developing my counseling skills.	6	5.16	5.15	5.04	5.33
7. provides suggestions for developing my counseling skills.	5	5.16	5.08	5.04	5.22
8. helps me to understand the implications and dynamics of the counseling approaches I use.	6	5.16	5.08	5 with two NO	4.94
9. encourages me to use new and different techniques when appropriate.	5	4.67	4.92	4.73	5.05
10. is spontaneous and flexible in the supervisory sessions.	5	4.5	4.85	5 with one NO	5.35
11. helps me to define and achieve specific concrete goals for myself during the Internship experience.	5	4.33	4.54	4.95 with two NO	4.76 with one NO
12. gives me useful feedback when I do something inappropriate.	6	5.2 with one NO	5.08	4.9 with two NO	5.2 with three NO
13. allows me to discuss problems I encounter in my Internship setting.	6	5.16	5.08	5.3	5.35 with one NO
14. focuses on both my verbal and nonverbal behavior.	5	5.16	4.77	4.8	4.82 with one NO
15. helps me define and maintain ethical behavior in counseling and case management.	5	5.33	4.92	4.95 with two NO	5.22
16. encourages me to engage in professional behavior.	6	5.33	4.92	4.95 with two NO	5.23 with one NO
17. maintains confidentiality in material discussed in supervisory sessions.	6	5.5	5.23	5.36	5.44
18. deals with both content and process when supervising.	6	5.33	5.23	5.18	5.16
19. focuses on the implications, consequences, and contingencies of specific behaviors in counseling supervision.	5	4.83	5.08	4.85 with two NO	5.05 with one NO
20. helps me organize relevant case data in planning goals and strategies for my clients.	5	4.5	4.75 with one NO	4.8 with one NO	4.83
21. helps me to formulate a theoretically sound rationale of human behavior.	6	5.2 with one NO	4.85	4.77 with four NO	4.88
22. offers resource information when I request or need it.	6	5.16	5	5.42 with one NO	5.52 with one NO
23. allows and encourages me to evaluate myself.	5	5.16	5	5.22	5.22
24. explains criteria for evaluation	5	5.16	4.85	4.85 with	5 with one

clearly.				two NO	NO
25. applies criteria fairly in evaluating my performance.	6	5	5.17	4.9 with one NO	5.21 with four NO
26. encourages me to work with a diverse group of clients.	6	5.16	5.15	5.39 with four NO	5.52 with one NO

Students were also asked to provide qualitative data. Overall, the majority of students reported a favorable experience during their practicum and internship with respect to their clinical supervision. Of the 17 qualitative responses, 3 were not favorable towards the supervision received. These supervisors and sites are no longer used for clinical instruction. Additional comments included:

- Supportive supervisor.
- Site provides diverse learning, ongoing and relevant learning experience.
- My supervisor has a gift for listening critically and giving direction with a gentle yet clear focus.
- Internship was rich, engaging, authentic, raw but healing.
- I've learned a great deal at this site. It afforded me an opportunity to work with adolescents, young children, single adults, married couples, and people of different ethnic backgrounds.

Ongoing clinical instruction evaluation continues through practicum and internship classes every semester. At the beginning of each semester students are informed about this important aspect of our overall program evaluation. At the end of each semester, practicum and internship students must submit a final on-site supervisor evaluation. Each semester the Clinical Coordinator reviews all on-site supervisor evaluations to determine the effectiveness of our field placement sites.

MERCER UNIVERSITY

2010 Counseling Program Site Supervisors Survey

As a part of Mercer University's continuous and systematic program evaluation, we surveyed our Site Supervisors during the fall of 2010. We collected demographic information along with information regarding the following: quality of the curriculum as demonstrated by our students.

Results of this Counseling Program Site Supervisors survey, along with other program evaluation surveys are reviewed annually. As a result of this Site Supervisor survey and other surveys conducted, the Counseling Program makes adjustments to the program to address areas of concern and enhance the overall quality of our instruction.

Demographic data revealed the following information regarding our respondents:

Gender:

Female- 60% Male- 40%

Ethnicity:

Hispanic/Latino- 20%
Native American- 0%
Pacific Islander- 0%
Biracial- 0%
African-American- 0%
Caucasian- 80%
Arab American- 0%
Other- 0 %

Highest degree held:

Masters- Community Counseling/Agency- 40%
Ph.D. in Counselor Education- 20%
Masters- School Counseling- 0%
other- 40%

Number of years in the counseling field:

2-5 years- 0%
6-10 years- 40%
10-15 years- 20%
More than 15 years- 40%

National Professional Credentials (check all that apply):

ACS (Approved Clinical Supervisor) - 0%

CCMHC (Certified Clinical Mental Health Counselor) - 0%
CRC (Certified Rehabilitation Counselor) - 0%
MAC (Master Addictions Counselor- National) - 20%
NCC (National Certified Counselor) - 20%
NCSC (National Certified School Counselor) - 20%

Other-
Certified-American Association of Pastoral Counselors, and Board Certified Chaplain-Association of Professional Chaplains (1 person),
CISM (1 person),
Certified Professional Coach (1 person),
National Association of Cognitive Behavioral Therapists (1 person)

State Professional Credentials (please list your credential and state)
e.g., LPC, Licensed School Counselor

80% were LPC's.

Professional Memberships: (check all that apply)

American Counseling Assoc. (ACA)- 20%
Assoc. for Specialists in Group Work (ASGW)- 0%
American Mental Health Counselors Assoc. (AMHCA)- 20%
Chi Sigma Iota- 20%

American School Counselor Association (ASCA)-0%
Counselors for Social Justice- 0%
Georgia Licensed Professional Counselors Association (LPCA)- 60%
American Association for Christian Counselors (AACC)-20%

Association for Spiritual, Ethical, and Religious Values in Counseling (ASERVIC)-0%

International Association of Addictions and Offender Counselors (IAAOC)-0%
National Career Development Association (NCDA)- 0%

Other: Please specify:
NAADAC (1 person)
GACA (1 person)
American Association of Pastoral Counselors (1 person)
Association of Professional Chaplains (1 person)
GA Christian Counselors Association (1 person)
International Board of Professional Christian Counselors (1 person)

Current Work setting:

Private Sector/For Profit- 60%
Public or Private Grade School (K-12)- 0%
Public or Private University- 0%
Self-employed- 20%

Current Job Title:

Case Manager Coordinator
LPC-Private Practice
Clinical Coordinator
Staff Chaplain
Psychotherapist
Clinical Director

Employment Status:

Full-time- 80%
Part-time- 20%

Population served:

Multiple Disability Caseload-0%
Acquired/Traumatic Brain Injury-0%
Cancer-0%
Deafness/Hearing Impaired-0%
Degenerative Disease-0%
Developmental Disability-0%
Other: 0%
Heart Disease/CVA- 0%
HIV/AIDS -0%
Pain/Chronic Pain -0%
Physical Disability, Other (Not SCI)-0%
Psychiatric Disability/Mental Illness-40%
Spinal Cord Injury-0%
Substance Abuse/Dep.- 20%
Visual Impairment/Blindness-0%
General Public- 40%

The following table reflects the survey items and percentages of respondents' answers:

Quality of the Curriculum

Please rate the student you supervised in regards to their knowledge and skills in the following areas:

Please choose one response option.	***Strongly Agree***	***Agree***	***Undecided***	***Disagree***	***Strongly Disagree***
1. Commitment to personal and professional growth	80%	20%			
2. Commitment to accountability/program evaluation	20%	60%	20%		
3. Commitment to a counseling professional identity	60%	20%	20%		
4. Commitment to high ethical standards	60%	20%		20%	
5. Effective understanding and ability to use skills and techniques in individual counseling	40%	40%	20%		
6. Effective understanding and ability to use skills and techniques in group counseling		80%	20%		
7. Effective understanding and ability to use skills and techniques in assessment/appraisal	20%	40%	40%		
8. Effective understanding and ability to use skills and techniques in career/lifestyle development		75%	25%		
9. Effective understanding and ability to use skills and techniques in the counseling relationship	60%	20%	20%		
10. Effective understanding and ability to use skills and techniques in consultation	40%	40%	20%		
11. Effective understanding and ability to use skills and techniques in conducting and applying research	25%	25%	25%	25%	
12. Effective understanding and ability to use skills and techniques in human growth and development		80%	20%		
13. Effective understanding and ability to use skills and techniques in working with diverse populations	40%		60%		
14. Effective understanding and ability to use skills and techniques in different counseling theories	40%	20%	20%	20%	
15. Knowledge of multicultural/pluralistic characteristics of diverse cultural groups	40%	20%	20%		
16. Applying current and emerging technological resources		60%	40%		
17. Comprehensive, well-balanced professional preparation.	60%	20%		20%	
18. Knowledge of the professional environment in which he/she works.	40%	20%		20%	

Qualitative data was also collected. The Site Supervisors were given an opportunity to include qualitative information regarding the practicum and internship students from Mercer University. The following provides the question and responses from some of our Site Supervisors:

What would you most like us to know about the students from our program and/or experiences with them?

-The students from Mercer have an entry level understanding of the counseling process which far exceeds the level of understanding from other institutions.

-Passionate students!

-We have not had a Mercer student here in at least three years- it was not the best experience- but I think it had to do with that student's unprofessionalism in some ways. We would certainly be open to having another student at some point.

-Mercer students have always been well prepared and motivated to both participate in clinical work and to learn.

-The student exhibited the highest ethical, caring, and responsible attitudes I have ever seen in any student. She will make a fine counselor.

Any other suggestions:

-Have a senior seminar on professional skills to meet industry paperwork standards (consent, progress notes, treatment plans, etc.)

Information gathered from this Site Supervisors Survey will be reviewed during monthly program meetings. Suggestions will be incorporated into our program improvement plan.

2010 Counseling Program Alumni

As a part of Mercer University's continuous and systematic program evaluation, we surveyed our Alumni during the fall of 2010. We had 27 responses to our electronic survey. We collected demographic information along with information regarding the following: quality of the curriculum; quality of clinical training; and the quality of advising. There were also questions specific to the school counseling program students.

Results of this Counseling Program Alumni survey, along with other program evaluation surveys are reviewed annually. As a result of this Alumni survey and other surveys conducted, the Counseling Program makes adjustments to the program to address areas of concern.

Demographic data revealed the following information regarding our respondents:

Gender:

Female- 77% Male-23%

Ethnicity:

Hispanic/Latino- 0%
Native American- 0%
Pacific Islander- 0%
Biracial- 0%
African-American- 35%
Caucasian- 65%
Arab American- 0%
Other- 0 %

Highest Degree held:

Masters- Community Counseling/Agency- 86%
Masters in Divinity/Dual degree- 7%
Masters- School Counseling- 7%

Years employed as a counselor:

Less than a year- 15% 1-5 years- 81% 6-10 years- 4%

National Credentials held:

ACS (Approved Clinical Supervisor) - 0
CCMHC (Certified Clinical Mental Health Counselor) - 0
CRC (Certified Rehabilitation Counselor) - 0
MAC (Master Addictions Counselor- National) - 0
NCC (National Certified Counselor) - 25 of 26
NCSC (National Certified School Counselor)-3 of 26
Other- none

State Professional Credentials:

(Please list your credential and state) e.g., LPC, Licensed School Counselor.

LAPC- 12 of 26
LPC- 5 of 26
MD- 1 of 26
Certified School Counselor-1 of 26

Professional Memberships: (check all that apply)

American Counseling Assoc. (ACA)- 12 of 26
Assoc. for Specialists in Group Work (ASGW)- 0%
American Mental Health Counselors Assoc. (AMHCA)- 1 of 26
Chi Sigma Iota- 9 of 26

American School Counselor Association (ASCA)- 3 of 26
Counselors for Social Justice- 0%
Georgia Licensed Professional Counselors Association (LPCA)- 13 of 26
American Association for Christian Counselors (AACC)- 2 of 26

Association for Spiritual, Ethical, and Religious Values in Counseling (ASERVIC)- 1 of 26

International Association of Addictions and Offender Counselors (IAAOC)-0%
National Career Development Association (NCDA)- 0%

Other: (please circle)
Play Therapy Association
SACES
ALGLBTIC
American Association of Pastoral Counselors (AAPC)

Current employment status:

Full-time- 5 of 26
Part-time- 9 of 26 not currently employed- 5 of 26
Retired- 1 of 26
Other: 2 of 26 were doctoral students full-time

Current annual income:

0-$25,000- 11 of 26
$26-35,000- 2 of 26
$36-45,000- 5 of 26
$46-55,000- 1 of 26
$56-65,000- 1 of 26
$66-75,000- 0%
$76-85,000- 0%
Over $86,000- 0%

Current work setting:

Private Sector/For Profit-9 of 26
Self-employed- 3 of 26
Public or Private Grade School (k-12) - 1 of 26
Unemployed, seeking employment- 2 of 26
Public or Private University-1 of 26
Unemployed, not seeking employment- 1 of 26
Other-2 of 26

Current Job Title:

Counselor, Mental Health Counselor, Social Worker, Nutrition Therapist for Eating Disorders, doctoral student, graduate assistant,

Employment Status:

Full-time- 12 of 23
Part-time- 11 of 23

Please indicate the population you primarily serve? (Check those that relate)

Multiple Disability Caseload-1
Acquired/Traumatic Brain Injury-
Cancer-
Deafness/Hearing Impaired-

Developmental Disability-1
Other:
Heart Disease/CVA-
HIV/AIDS -
Pain/Chronic Pain -2

Psychiatric Disability/Mental Illness-7
Spinal Cord Injury-
Substance Abuse/Dep.-7
Visual Impairment/Blindness-

Degenerative Disease-	Physical Disability, Other (Not SCI)- Wellness-3	General Public- Career-2

The following table reflects the survey items and percentages of respondents' answers:

Quality of the Curriculum

Please rate the following items prepared you for work as a professional counselor:

Please choose one response option.	***Strongly Agree***	***Agree***	***Undecided***	***Disagree***	***Strongly Disagree***
1. Instruction I received in COUN 618: Ethics & Professional Issues prepared me for managing legal, ethical, and professional issues associated with counseling.	62%	33%	5%		
2. Instruction I received in COUN 614: Lifespan Development prepared me to apply knowledge of human growth and development to work effectively with developmental issues of student/clients.	57%	38%	5%		
3. Instruction I received in COUN 612: Counseling Theories familiarized me with counseling theories and showed how they could be used in a counseling intervention.	67%	28%			5%
4. Instruction I received in COUN 617: Individual Analysis & Testing was sufficient for understanding the importance of test reliability and validity and how to select, administer, and interpret assessment instrument.	38%	53%	10%		
5. Instruction I received in COUN 605: Group Techniques & Procedures familiarized me with group theories and methods and prepared me to conduct group counseling.	53%	28%	5%	10%	
6. Instruction I received in COUN 613: Cultural Perspectives in Counseling prepared me for working effectively with diverse clientele (e.g., differences in race/ethnicity, abilities, socioeconomic class, culture, and gender).	47%	48%		5%	
7. Instruction I received in COUN 601: Career/Vocational Counseling provided the necessary knowledge for me to conduct effective career counseling with clients.	28%	48%	14%	5%	5%

Please choose one response option.	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
8. Instruction I received in COUN 609: Psychological Helping Skills prepared me to use interviewing and counseling skills to develop a therapeutic relationship and executive effective counseling interventions.	67%	28%			5%
9. Instruction I received in COUN 621: Research and Program Evaluation familiarized me with the use of technology and statistical methods (e.g., qualitative, quantitative, single case design) for conducting counseling research and program evaluation.	24%	71%		5%	
10. Instruction I received in COUN 606: Psychological Helping Skills familiarized me with good listening and reflecting skills.	76%	19%		5%	
Quality of Clinical Training 1. Overall, I am satisfied that my practicum and internship experiences prepared me for executing the fundamentals of counseling.	81%	14%		5%	
Quality of Advising 1. My advisor kept office hours and appointments.	81%	19%			
2. My advisor returned calls promptly.	76%	14%	10%		
3. My advisor returned emails promptly.	76%	14%	5%	5%	
4. My advisor was knowledgeable of academic policies and curricular and graduation requirements.	81%	19%			
5. My advisor was helpful and responsive and was interested in my well-being and in my concerns.	80%	10%	10%		
6. Overall, I am satisfied with the assistance provided by my academic advisor.	81%	14%	5%		

Please choose one response option.	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
School Counseling Program Only Instruction I received in COUN 631 Introduction to School Counseling; COUN 632 Administration and Leadership in School Counseling; and COUN 623 Play Therapy (or the classes you took specific to this major at the time) adequately prepared me to:					
1. Utilize informational systems and technology to facilitate the delivery of a school counseling program and disseminate information.	67%	33%			
2. Plan, implement and evaluate a comprehensive school counseling program.	67%	33%			
3. Foster an emotionally, socially and physically safe learning environment.	67%	33%			
4. Advocate for the promotion of student learning and achievement.	67%	33%			
5. Monitor and refine my work through continuous in-depth reflection.	67%	33%			
6. Foster relationships with professional colleagues, parents/guardians, and community resources to support student learning and achievement.	67%	33%			