# Table of Contents

**Master of Science in Art Therapy and Counseling 2022-23**  AY22-23

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Mission Statement</td>
<td>2</td>
</tr>
<tr>
<td>1 Clinical Competency</td>
<td>2</td>
</tr>
<tr>
<td>1.1 SLO 1.1</td>
<td>2</td>
</tr>
<tr>
<td>1.2 SLO 1.2</td>
<td>5</td>
</tr>
<tr>
<td>1.3 SLO 1.3</td>
<td>7</td>
</tr>
<tr>
<td>2 Oral Skills</td>
<td>10</td>
</tr>
<tr>
<td>2.1 SLO 2.1</td>
<td>10</td>
</tr>
<tr>
<td>2.2 SLO 2.2</td>
<td>11</td>
</tr>
<tr>
<td>2.3 SLO 2.3</td>
<td>12</td>
</tr>
<tr>
<td>2.4 SLO 2.4</td>
<td>13</td>
</tr>
<tr>
<td>2.5 SLO 2.5</td>
<td>14</td>
</tr>
<tr>
<td>2.6 SLO 2.6</td>
<td>15</td>
</tr>
<tr>
<td>3 Self-Care</td>
<td>16</td>
</tr>
<tr>
<td>3.1 SLO 3.1</td>
<td>16</td>
</tr>
<tr>
<td>3.2 SLO 3.2</td>
<td>18</td>
</tr>
<tr>
<td>4 Program Outcome Measures</td>
<td>21</td>
</tr>
<tr>
<td>4.1 Program Outcome Measures</td>
<td>21</td>
</tr>
</tbody>
</table>
Program Mission Statement
As passionate, creative, and highly skilled educators, our mission is to provide comprehensive, engaging, and in-depth art therapy education. Our students develop strong artist-therapist identities through growth-oriented and reflective classroom, studio, community, and clinical experience. We prepare world-class art therapists who are culturally responsive, community-involved, ethical professionals with successful careers.

1 Program Goals
Clinical Competency
Graduates of the MS in Art Therapy and Counseling will be prepared with clinical competence in assessment, diagnosis, and treatment planning, which includes fostering skills in therapeutic use of a broad range of art processes and materials, integrative theoretical approaches, and requisite education needed for counseling licensure.

1.1 Student Learning Outcomes (SLOs)
SLO 1.1
SLO 1.1 CAAHEP 3.k.K.1 Describe basic tenets of psychotherapy and counseling theories (including psychodynamic, humanistic, cognitive-behavioral, systemic)

Action Plan

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1.1.1 Measures
Individual Counseling & Psychotherapy Presentation
SOURCE OF EVIDENCE
Rubric Scored Assignments - Academic Direct

1.1.1.1 Target
Presentation Exceeded

TARGET 85%
FINDING 90%

ANALYSIS OF RESULTS

90% of students earned 84 or above on the theory presentation.

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

Students have increased presentation scores since last year’s review. In addition, the program has worked with the faculty to create a more content based rubric for evaluation in the next cycle.

1.1.2 Measures

Oral Comprehensive Exam

SOURCE OF EVIDENCE

Test/Exam/Quiz - Academic Direct

1.1.2.1 Target

Oral Exam questions #5 and #6 Not Met

TARGET 85%

FINDING 76%

ANALYSIS OF RESULTS

76% of students earned 8 or above on the developmental theory question; 59% of students earned 8 or above on the psychological theory question.

IMPROVEMENT TYPE

Academic

IMPROVEMENT DESCRIPTION

Curriculum audit

IMPROVEMENT

The Individual theories course presentation rubric was reviewed and more specific criteria for discussing theory will be reviewed and evaluated to better prepare students to discuss theory. Of note it that students steadily increase their discussion of theory skills in the case presentation and clinical case conference class- please review all data.
1.1.3 **Measures**
Case Presentation Skills
Rubric Sec 1- Content Item 9

SOURCE OF EVIDENCE
Rubric Scored Assignments - Academic Direct

1.1.3.1 **Target**
Presentation Rubric 1

<table>
<thead>
<tr>
<th>TARGET</th>
<th>85%</th>
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<tbody>
<tr>
<td>FINDING</td>
<td>80%</td>
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</table>

**ANALYSIS OF RESULTS**
90% of students earned 8 or higher in oral presentation of theories applied to clinical case. (1/10 students earned below 8)

1.1.4 **Measures**
Clinical Case Conference
Rubric Sec 1- Content Item 9

SOURCE OF EVIDENCE
Rubric Scored Assignments - Academic Direct

1.1.4.1 **Target**
Case Presentation Rubric

<table>
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<th>TARGET</th>
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<td>FINDING</td>
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**ANALYSIS OF RESULTS**
100% of students earned a 9 or above on the oral presentation theory content section.
1.2 **Student Learning Outcomes (SLOs)**

**SLO 1.2**

SLO 1.2 CAAHEP 3.k.S.1. Apply theory to practice through case analysis or critique of clinical scenarios. Students will demonstrate application of theoretical approaches.

1.2.1 **Measures**

**Individual Counseling & Psychotherapy**

90% of students will earn 84% or above on the AT 521 paper

**SOURCE OF EVIDENCE**

Rubric Scored Assignments - Academic Direct

1.2.1.1 **Target**

**Final papers** Exceeded

**TARGET** 90%

**FINDING** 91%

**ANALYSIS OF RESULTS**

91% earned 84% or above; mean score = 85%; if excluding the student that did not turn in the paper the mean score = 93.97; 1 student did not turn in the paper and withdrew from the program. Target is exceeded and improvement could be to increase the mean of all scores.

**IMPROVEMENT TYPE** Academic

**IMPROVEMENT DESCRIPTION**

Curriculum audit

review all standards and data to re-evaluate the value of this measure and target.

1.2.2 **Measures**

**Oral Comprehensive Exam**

**Oral Exam questions #5 & #6**

**SOURCE OF EVIDENCE**
1.2.2.1 **Target**
Oral Exam Questions #5 & 6  Not Met

TARGET  
85%

FINDING  
76%

ANALYSIS OF RESULTS  
76% of students earned 8 or above on the developmental theory question; 59% of students earned 8 or above on the psychological theory question.

IMPROVEMENT TYPE  
Academic

IMPROVEMENT DESCRIPTION  
The Individual theories course presentation rubric was reviewed and more specific criteria for discussing theory will be reviewed and evaluated to better prepare students to discuss theory. Of note it that students steadily increase their discussion of theory skills in the case presentation and clinical case conference class- please review all data.

1.2.3 **Measures**
Case Presentation Skills
Rubric Sec 1 questions 8

SOURCE OF EVIDENCE  
Rubric Scored Assignments - Academic Direct

1.2.3.1 **Target**
85% of students will score 8 or above on Sec 1#8  Partially Met

TARGET  
85%

FINDING  
80%

ANALYSIS OF RESULTS  
80% of students scored 8 or above, 1 student scored below.

IMPROVEMENT TYPE  
Academic
The Individual theories course presentation rubric was reviewed and more specific criteria for discussing theory will be reviewed and evaluated to better prepare students to discuss theory. Students will have additional opportunities to orally discuss theory in the assessment and basic skills courses. Of note it that students steadily increase their discussion of theory skills in the case presentation and clinical case conference class - please review all data.

### Measures

**Clinical Case Conference**

**Rubric Sec 1 #8**

**SOURCE OF EVIDENCE**

Rubric Scored Assignments - Academic Direct

### Target

**85% of students will score 8 or above on Sec 1 #8 clinical case rubric**

**TARGET**

85%

**FINDING**

100%

**ANALYSIS OF RESULTS**

100% of students scored 9 or above on the case formulation content of the oral presentation.

### Student Learning Outcomes (SLOs)

**SLO 13**

SOL 1.3 CAAHEP 3.i.S.3 Demonstrate case conceptualization skills (case formulation)
1.3.1 Measures
Individual Counseling & Psychotherapy
ATC 521 Theory Chapter Presentation

SOURCE OF EVIDENCE
Rubric Scored Assignments - Academic Direct

1.3.1.1 Target
84 or above on presentation about theories

TARGET 85%
FINDING 100%

ANALYSIS OF RESULTS
100% of students earned 86 or above on the theories presentation.

IMPROVEMENT TYPE
Academic

1.3.2 Measures
Oral Comprehensive Exam
Oral Exam Questions #5 & 6

SOURCE OF EVIDENCE
Rubric Graded Exam - Academic Direct

1.3.2.1 Target
Score and 8 or above on Oral exam Questions #5 & 6

TARGET 85%
FINDING 76%

ANALYSIS OF RESULTS
76% of students earned 8 or above on the developmental theory question; 59% of students earned 8 or above on the psychological theory question.

IMPROVEMENT TYPE
Academic
ATC 521 Individual Theories course rubrics, evaluation, and feedback will be reinforced and more specific to develop oral articulation of theory skills in students. ATC 528 Assessment class will encourage oral presentation of assessment based on theory. ATC 502 Basic skills will include oral discussions of theories to prepare for oral exam.

1.3.3 Measures
Case Presentation Skills
Rubric Sec 1 #9
SOURCE OF EVIDENCE
Rubric Graded Reflection - Academic Direct

1.3.3.1 Target
Score an 8 or above on Sec 1 #9 presentation of theory Exceeded

TARGET 85%
FINDING 90%
ANALYSIS OF RESULTS 90% of students scored 8 or above, 1 student score below 8

1.3.4 Measures
Clinical Case Conference
Rubric sec 1 #9
SOURCE OF EVIDENCE
Rubric Scored Assignments - Academic Direct

1.3.4.1 Target
Score an 8 or above on Sec 1 #9 presentation of theory Exceeded
Program Goals
Oral Skills

Graduates of the MS in Art Therapy and Counseling will be prepared to speak and write professionally about mental health services.

2.1 Student Learning Outcomes (SLOs)
SLO 2.1
SLO 2.1 CAAHEP a.A.1. Value the historical antecedents to current professional Art Therapy Practice

2.1.1 Measures
Intro to Art Therapy Presentation
Presentation assignment score

SOURCE OF EVIDENCE
Rubric Scored Assignments - Academic Direct

2.1.1.1 Target
85% of students will earn 84 or above

TARGET 85%
FINDING 100%
ANALYSIS OF RESULTS 100% of students earned 84 or above on History of Art Therapy presentation

IMPROVEMENT

Eastern Virginia Medical School
2.1.2 Measures
Oral Exam
Oral Exam question #2
SOURCE OF EVIDENCE
Rubric Graded Exam - Academic Direct

2.1.2.1 Target
85% or more students will earn an 8 or above on Oral Exam Question #2

| TARGET | 85% |
| FINDING | 55% |

ANALYSIS OF RESULTS
55% of students earned an 8 or above on the oral exam questions, 100% of students earn a 7 or above

IMPROVEMENT TYPE
Academic

IMPROVEMENT DESCRIPTION
New assignments were implemented in the course to encourage oral skills to describe art therapy. Assignments were not graded on a rubric. The faculty will be counseled to develop a specific rubric of content competencies for the assignments to encourage student learning and performance.

2.2 Student Learning Outcomes (SLOs)
SLO 2.2
SLO 2.2 CAAHEP b.K.1. Define the professional role and function of an Art Therapist

2.2.1 Measures
Intro to Art Therapy Art Assignment
Score on final project in ATC 534
2.2.1.1 **Target**
85% of students will earn an 84% or above on the final project **Exceeded**

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<tr>
<td>FINDING</td>
<td>95%</td>
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**ANALYSIS OF RESULTS**
95% of students earned an 84 or above on the final project; 1 student earned an 83; in addition 100% of students answered Exam questions: 12,23,26,35,37 RQ1-#9, Q3-#4, correctly, and 95% answered all Q4-#5,7,9 reading quiz questions correctly.

2.3 **Student Learning Outcomes (SLOs)**

**SLO 2.3**
SOL 2.3 CAAHEP b.A.1. Acknowledge the value of developing a strong professional Art Therapist Identity founded in ethical practice

2.3.1 **Measures**
Intro to Art Therapy Exam
Exam questions questions: 12,23,26,35,37

**SOURCE OF EVIDENCE**
Rubric Graded Exam - Academic Direct

2.3.1.1 **Target**
85% of students will answer questions correctly **Exceeded**

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<th>TARGET</th>
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<tr>
<td>FINDING</td>
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</table>
ANALYSIS OF RESULTS

100% of students answered Exam questions: 12,23,26,35,37

IMPROVEMENT TYPE

IMPROVEMENT DESCRIPTION

IMPROVEMENT

2.4 Student Learning Outcomes (SLOs)

SLO 2.4

SOL 2.4 CAAHEP b.K.4. Define the role and process of professional Art Therapists advocating on behalf of the profession

Action Plan

<table>
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2.4.1 Measures

Intro to Art Therapy Oral Assignment

Complete assignment

SOURCE OF EVIDENCE

Homework assignment - Academic Direct

2.4.1.1 Target

85% of students will score 84 or more

TARGET

85%

FINDING

100%

ANALYSIS OF RESULTS

100% of students completed the assignments

IMPROVEMENT TYPE

Academic Program Improvement

IMPROVEMENT DESCRIPTION

Improved Course Assignments
The assignment did not have a rubric of competencies. The assignment will be revised to have a rubric of competencies for direct measures. Counsel course faculty on developing competency based rubric.

2.5 Student Learning Outcomes (SLOs)

SLO 2.5

SOL 2.5 CACREP Define the professional role and function of a Counselor

2.5.1 Measures

ATC 502 Basic Counseling Skills Presentation
History of Counseling - Elevator Presentation

SOURCE OF EVIDENCE
Presentation - Academic Direct

2.5.1.1 Target

85% of students will earn 84 or above on presentation

TARGET
85%

FINDING
100%

ANALYSIS OF RESULTS
100% of student earned 89 or above on the elevator presentation about counseling.

2.5.2 Measures

ATC 617 Ethics & Professionalism- PD Quiz
ATC 617 Professional Development Quiz

SOURCE OF EVIDENCE
Rubric Graded Exam Question/Problem - Academic Direct
2.5.2.1 Target
85% of students will earn an 84 or above on the PD Quiz Exceeded

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS 100% of students earned a 93 or above on the professional development quiz

IMPROVEMENT TYPE Academic

IMPROVEMENT DESCRIPTION Curriculum audit

IMPROVEMENT Add questions to the Oral Exam. Oral Exam was revised to include counseling content on Question #3

2.6 Student Learning Outcomes (SLOs)
SLO 2.6
SOL 2.6 CACREP Acknowledge the valued of developing a strong professional Counselor Identity founded in ethical Practice.

2.6.1 Measures
Basic Counseling Presentation
Elevation presentation in ATC 617 & 502 courses

SOURCE OF EVIDENCE
Rubric Scored Assignments - Academic Direct

2.6.1.1 Target
85% of students will earn 84 or above on the ATC 617 & 502 presentations Exceeded

TARGET 85%

FINDING 100%

ANALYSIS OF RESULTS 100% of students earned an 89 or above on the presentation
**Program Goals**

**Self-Care**

Graduates of the MS in Art Therapy and Counseling will be prepared to develop an innovative, professional, ethical, research minded, and culturally responsive approach to art therapy and counseling through academic inquiry and personal art making and self-reflection for self-awareness.

### 3.1 Student Learning Outcomes (SLOs)

**SLO 3.1**

SOL 3.1 CAAHEP b.A.5 Recognize the impact of personal and professional development through supervision, self-care practices appropriate to the Art Therapist professional role, and continuing education.

### 3.1.1 Measures

**Orientation**

Students attend visual journaling training and self-care orientation with PPR during orientation.

**SOURCE OF EVIDENCE**

Conference Attendance or Participation - Administrative

### 3.1.1.1 Target

**Attendance** Exceeded

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**ANALYSIS OF RESULTS**

100% of Students attended visual journaling and self-care workshops during orientation.
3.1.2 Measures
Program hosted events
Self-care workshops

SOURCE OF EVIDENCE
Conference Attendance or Participation - Administrative

3.1.2.1 Target
85% of students will attend self-care program events
Partially Met

TARGET
85%

FINDING
67%

ANALYSIS OF RESULTS
Event attendance varied greatly- compassion fatigue self-care was 100% attended in ATC 680 course, Fall 2022 workshop 10/28 students attended - 36% attended, 64% of all students attended 18/28- a program walk for mentally health Norfolk. average attendance was 67% for all events.

IMPROVEMENT TYPE
Academic

IMPROVEMENT DESCRIPTION
Academic support

IMPROVEMENT
Consider incentives in the budget for students to attend self-care or other enrichment program events. Advertise and set-up additional program events. Survey students on overall interest in additional program activities for self-care. Access Hinz self-care book and add assignments to the internship courses.

3.1.3 Measures
Professional Performance Review
PPR #72 Visual Journaling

SOURCE OF EVIDENCE
School performance - Academic Indirect

3.1.3.1 Target
85% of students will demonstrate regular use of the visual journal- documented on PPR #72
Partially Met
TARGET 85%
FINDING 83%

ANALYSIS OF RESULTS
Across 3 semesters students reported during professional performance reviews use of the visual journal: FA22 79%; SP23 88%; SU23 81%

IMPROVEMENT TYPE
Academic

IMPROVEMENT DESCRIPTION
Academic support

IMPROVEMENT
Continue encouraging students to use art making and visual journaling for self-care. Support in individual supervision, courses, and advisement. Encourage visual journaling during scheduled open studio time for 2nd year students, and in Processes and Materials courses for 1st year students.

3.2 Student Learning Outcomes (SLOs)
SOL 3.2
SOL 3.2 CACREP f.1.l. Identifies self-care strategies appropriate to the counselor role.

3.2.1 Measures
ATC 534 Exam
ATC 534 Exam questions #39
SOURCE OF EVIDENCE
Rubric Graded Exam - Academic Direct

3.2.1.1 Target
85% of students will earn 84% or above on exam questions
TARGET 85%
FINDING 100%
ANALYSIS OF RESULTS 100% of students answered self-care questions meeting competencies.

Eastern Virginia Medical School
3.2.2 Measures
Professional Performance Reviews
Professional Performance Reviews Stress Meters; PPR- stress meters each semester

SOURCE OF EVIDENCE
School performance - Academic Indirect

3.2.2.1 Target
85% of students will score = or < medium range each semester and 100% in high range will have an action plan

TARGET
85%

FINDING
94%

ANALYSIS OF RESULTS
FA22- 100% of students had medium or below stress; SP23 - 86% of students had medium or below stress; SU23- 95% of students had medium or below stress.
3 students across FY23 noted high stress and action plans were not documented. 7 students across FY23 had documented action plans for medium stress.

IMPROVEMENT TYPE
Development or Training

IMPROVEMENT DESCRIPTION
Developed and implemented new policy

IMPROVEMENT
The Program Director will meet individually with faculty advisors who need to develop and document action plans for students with high stress. In addition, the PD will share the audit of PPR data with faculty to review expectations and the Self-care goals for the program.

3.2.3 Measures
Professional Performance Reviews
PPR Self-care questions 85 & 86

SOURCE OF EVIDENCE
School performance - Academic Indirect
3.2.3.1 **Target**
85% of students will score meets expcts - PPR#85 & 86

<table>
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<th>Target</th>
<th>Met</th>
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| TARGET | 85% |
| FINDING | 90% |

**ANALYSIS OF RESULTS**
Across FY23 83% of students reported meets expectations for self-care average for 3 semesters on question 85 on the PPR;
Across FY23 90% of students reported meets expectations for self-care average for 3 semesters on question 86 on the PPR;

---

3.2.4 **Measures**
Visual Journaling & Self-Care - Internship

**SOURCE OF EVIDENCE**

3.2.4.1 **Target**
Score + or > 8 on visual journaling; 8 or above on #13 85% of students will score 8 or above on #3

<table>
<thead>
<tr>
<th>Target</th>
<th>Exceeded</th>
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| TARGET | 85% |
| FINDING | 100% |

**ANALYSIS OF RESULTS**
Students earned 8 or above on evaluations of visual journaling for internship: 100% for semester 1, 88% for semester 2; 86% for semester 3; 100% of students earned an 8 or above for self-care on group supervision evaluations.
Program Goals

Program Outcome Measures

The Art Therapy and Counseling Program evaluates the following outcomes based on CAAHEP reporting standards to measure students ability to effectively demonstrate learning outcomes at the end of their program: 1. Student retention rate 2. Comprehensive exam first time student pass rate 3. Post-graduation employment with 6-12 months 4. Graduate Satisfaction with the Program 5. Graduate survey return rate 6. Graduate employer satisfaction 7. Graduate Employer send rate

4.1 Student Learning Outcomes (SLOs)

Program Outcome Measures
1. 80% or more of students admitted into the program will graduate. (3-year average) 2. First time pass rate measure will be at 80% or above the benchmark on Oral Comprehensive Exams 3. 80% or more of graduates will be positively placed (employment in the mental health field or continuing education) within 6-12 months after graduation. 4. 85% or more of students will express satisfaction with the program (each questions should be evaluated for 85% or above with a score of 3/5 or greater) 5. 65% or more of graduates will complete and return the Graduate Survey 6. Graduate employers will express satisfaction at the threshold of 85% or better with graduate employees. (each questions should be evaluated for 85% or above with a score of 3/5 or greater) 7. 35% or more of employers of a program’s graduating cohort will complete and return the Employer Survey, if the graduate has given permission to contact their employer.

Action Plan

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4.1.1 Measures

Graduation rate

To be at or above the SHP 5 year rolling average; CAAHEP- 80% retention, 3 year average

SOURCE OF EVIDENCE

Other - Academic Direct

4.1.1.1 Target

Graduation rate  Partially Met
9/11 matriculated students graduated on time SP 2023 Small class size impacts percentage. 82% is in our acceptable range and within the CAAHEP requirements.

### Measures: Comprehensive Exam First Time Pass Rate

#### Target

**First time pass rate**

- **TARGET**: 80%
- **FINDING**: 82%

**ANALYSIS OF RESULTS**

82% of students passed the oral exam on the first attempt.

- **IMPROVEMENT TYPE**
- **DESCRIPTION**

### Measures: Post-Graduation Employment Rate

80% or more of graduates will be positively placed (employment in the mental health field or continuing education) within 6-12 months after graduation. [CAAHEP standard]
SOURCE OF EVIDENCE
Alumni survey - Academic Indirect

4.1.3.1 Target
Employment rate Exceeded

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<thead>
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<th>TARGET</th>
<th>FINDING</th>
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<tbody>
<tr>
<td>80%</td>
<td>83%</td>
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ANALYSIS OF RESULTS
10/12 graduates are employed within one year of graduation. 1 graduate reported taking a break. Another graduated did not look for employment. (data includes alumni communications & survey)

4.1.4 Measures
Graduate Satisfaction
Graduate survey- 85% or more of students/alumni will express satisfaction with the program (each question should be evaluated for 85% or above with a score of 3/5 or greater)[CAAHEP standard]

SOURCE OF EVIDENCE
Alumni survey - Academic Indirect

4.1.4.1 Target
survey Exceeded

<table>
<thead>
<tr>
<th>TARGET</th>
<th>FINDING</th>
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</thead>
<tbody>
<tr>
<td>85%</td>
<td>100%</td>
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ANALYSIS OF RESULTS
100% of Survey items scored 4.15 better on all items.
4.1.5 **Measures**
Alumni Survey Return Rate
65% or more of graduates will complete and return the Graduate Survey) [CAAHEP standard]

**SOURCE OF EVIDENCE**
Alumni survey - Academic Indirect

4.1.5.1 **Target**
*survey return rate* *Exceeded*

**TARGET**
65%

**FINDING**
93%

**ANALYSIS OF RESULTS**
13 of 14 alumni completed the survey,

4.1.6 **Measures**
Employer Satisfaction
Graduate employers will express satisfaction at the threshold of 85% or better with graduate employees. [CAAHEP standard]

**SOURCE OF EVIDENCE**
Employer survey - Academic Indirect

4.1.6.1 **Target**
Graduate survey- employers will express satisfaction with the program (each question should be evaluated for 85% or above with a score of 3/5 or greater)[CAAHEP standard] *Exceeded*
**TARGET**  
85%

**FINDING**  
100%

**ANALYSIS OF RESULTS**  
100% of survey items scored 3.33 or better

**Measures**  
**Employer Satisfaction Survey Return Rate**

35% or more of employers of a program’s graduating cohort will complete and return the Employer Survey, if the graduate has given permission to contact their employer. [CAAHEP standard]

**SOURCE OF EVIDENCE**

Employer survey - Academic Indirect

**Target**

35% of employers will respond to the survey **Exceeded**

**TARGET**  
35%

**FINDING**  
38%

**ANALYSIS OF RESULTS**  
8 alumni gave permission to contact employers, 3 employers completed the survey; 38% of employers responded

**IMPROVEMENT**

Continue to resend employer surveys until the threshold are met in future annual surveys.