



COVENANT THEOLOGICAL SEMINARY

MASTER OF ARTS IN COUNSELING

2023 ANNUAL REPORT

This annual report presents program highlights over the past year, as well as various demographics, statistics, and outcomes.

PROGRAM CHANGES AND ENHANCEMENTS

Accreditation Announcement

In the Spring of 2023, our Counseling program received confirmation that our 75-credit degree program is fully accredited through the Council for Accreditation of Counseling and Related Educational Programs (CACREP) for the maximum term of 8-years in the “Clinical Mental Health Counseling” specialty area. Many faculty and staff across the seminary, as well as adjunct professors, site supervisors, and students gave time and effort to this process. Thank you to all who helped us reach this milestone.

Faculty and Administrative Changes:

There are no major faculty or staff changes or additions to report.

Degree and Curriculum Highlights:

CTS is continuing with our 75-credit degree program that meets licensure requirements for almost all states across the U.S. Check our licensure comparison document on our website for specifics.

Covenant has also continued to offer more sections of classes within the MAC program and has maintained a smaller class size which enriches and enables more interaction within classes.

Site Supervisor and Student Connections:

Covenant has continued our annual “Lunch and Learn” event, connecting site-supervisors and faculty supervisors, to improve collaboration around student development. Additionally, in fall semester of 2022 we held our 2nd annual “Meet and Greet” for site supervisors and students to connect prior to interviews in the spring semester for site-placement in summer practicum.

VITAL STATISTICS OUTCOME REPORT

- 2023 Graduates: 26
- 2022 Graduates: 32
- 2021 Graduates: 38

- **Pass Rates on NCE at 6 months after graduation:**

2022 Graduates: 94% of respondents (16 out of 17) from the 2022 graduate class, who reported they had already taken the NCE exam, reported passing on the first attempt.

2021 Graduates: 100% of respondents (15 out of 15) from the 2022 graduate class, who reported they had already taken the NCE exam, reported passing on the first attempt.

2020 graduates: 100% of all respondents from the 2019 graduate class, who reported they had already taken the NCE exam, reported passing on the first attempt.

- **Degree Completion rates:**

- Of the 26 Master of Arts in Counseling graduates in 2023
 - 61.54% of them (16 graduates) completed the program in 3 years
 - 38.46% of them (10 graduates) completed the program in more than 3 years
- Of the 32 graduates in 2022
 - 78% of them (25 graduates) completed the program in 3 years
 - 22% of them (7 graduates) completed the program in more than 3 years
- Of the 38 graduates in 2021:
 - 89% of them completed the program in 3 years
 - 12% of them completed the program in more than 3 years
 -

- **2019 matriculation statistics:**

- 72.97% who entered in the program in Fall 2018 graduated by May 2023. We anticipate 78.38% of those that started in FA-18 will eventually graduate.
- 71.11% Who entered in the program in Fall 2019 graduated by May 2023. We anticipate at least 80% of those that started in FA-19 will eventually graduate.
- 40.54% who entered the program in Fall of 2020 graduated in 2023. We anticipate that at least 72.97% of those that started in FA-20 will eventually graduate.

- **6-month Job Placement Rates for 2022 graduates:**

- At 5 months after graduation, 100% reported placement in counseling-related jobs (of the 2022 graduates who reported desiring counseling-related jobs)

- **6-month Job Placement Rates for 2021 graduates:**

- At 6 months after graduation, 96% reported placement in counseling-related jobs (of the 2021 graduates who reported desiring counseling-related jobs)

SUMMARY OF CTS PROGRAM EVALUATION DATA

Below is a summary of data collected through our program evaluation process from various stakeholders, including students, graduates, site supervisors, and employers.

STUDENT DATA

Student Demographic Data:

For the 2022 – 2023 school year, a total of 114 students were enrolled in the MAC degree. Demographic data of students enrolled during this period is as follows:

- Gender: 71.05% of the students in the MAC program report as female and 28.95% as male.
- Credit Status: 67.54% of the students in the MAC program report as Full-time Status and 32.46% are Part-time Status.
- Age: 45.61% of the students in the MAC program report as 21 to 29 years old; 32.46% as 30 to 39 years old; and 21.93% as 40+ years old.
- Ethnicity: 18.42% of the students in the MAC program report as Asian, Black/African American, Hispanic, Native Hawaiian or Other Pacific Islander; 2.63% report as either non-resident or 2 or more races; 76.32% report as White, and 2.63% did not report.
- Religion: 6.14% of students in the MAC program report as a Baptist Denomination; 23.68% as a Non-Specified Denomination; 6.14% as Other Defined Christian Denomination; 10.53% as Other Presbyterian; 16.67% did not report, and 36.84% as from the Seminary's denomination.

CPCE Results:

In the spring of 2023, our 26 final semester counseling interns completed the Counselor Preparation Comprehensive Examination (CPCE). The average CPCE score for our graduating interns was above the national average, and thirty-one percent of our counseling interns scored higher than 1 standard deviation above the national average. Way to go graduates!

GRADUATE DATA AND FEEDBACK

Overview:

Since its start in 1993 thru its graduating class in May 2022, the Master of Arts in Counseling program has graduated 810 students.

Survey of 2020 Graduates

In July of 2023, a survey was sent to the 2020 graduates who were asked if the Covenant MAC program met its stated objectives. We received responses from sixteen of our 2020 alumni. On a 5-point likert scale, where 5 indicates strong agreement that our program objectives were met and 1 indicates strong disagreement, all objectives were reported at 3.6 or higher out of a possible 5. The following above Of the 16 respondents:

- 100% responded “strongly agreed” or “agreed” in the areas of Biblical Anthropology (4.9), Spiritual Foundation (4.9), and Group Counseling (4.6)
- 92% responded “strongly agreed” or “agreed” in the area of Helping Relationships (4.7)
- 81% responded “strongly agreed” or “agreed” in the area of Professional Orientation and Ethics (4.1) and Counseling Theory (4.3)

- 75% responded “strongly agreed” or “agreed” in the area of Research Methods (4.25)
- 69% responded “strongly agreed” or “agreed” in the areas of Social and Cultural diversity (4.2), Career Development (3.8), and Human Growth and Development (4)
- 63% responded “strongly agreed” or “agreed” in the area of Assessment (3.75)
- 56% responded “strongly agreed” or “agreed” in the area of Psychodiagnosis (3.6)

SUMMARY OF ADDITIONAL STAKEHOLDER FEEDBACK

Focus Group Data:

In June of 2023, the Counseling Department hosted the 4th annual Focus Group with various stakeholders. The focus group consisted of site supervisors, employers, alumni, and an adjunct professor. The participants identified several strengths of our students, as well as some areas of training that could be enhanced to further equip our students.

The participants applauded our program for our attention to spiritual and personal formation, and the participants applauded our students for their professionalism, ability to self-reflect and their ability to bring appropriate complexity to the counseling process. A few participants commented on the strength of a developmental and systemic perspective that our students bring to the counseling process, as well as our students’ ability to build a therapeutic alliance and bring a cooperative stance to their counseling work. Participants also noted that students seem to have a good grasp of counseling modalities and interventions, while maintaining a biblical view of personhood and flourishing. The participants suggested some improvements, including the need to help our interns with more advanced diagnostic skills and treatment planning, and they suggested we consider adding training in telehealth, pharmacology, and emerging theories such as somatic work.

Site Supervisor Survey Data and Feedback:

In June of 2023 we surveyed a group (27) of our practicum and internship site supervisors. Thirteen supervisors responded and 9 of the 13 identified as graduates from a program other than Covenant Theological Seminary. 100% of respondents reported they would have our students as interns again and 100% reported they would hire our students if in a position to do so. Regarding whether we meet our program objectives in the following categories, biblical anthropology, spiritual foundation, professional orientation and ethics, counseling theory, helping relationships, and social and cultural diversity, supervisors offered the highest affirmations (4.5 - 4.9 on a 5-point scale). Our program objectives pertaining to career development, group counseling, psychodiagnosis, human growth and development, assessment, and research methods and program evaluation, received positive feedback, but were on the lower end of the employers’ ratings (4.5 – 3.7 on a 5-point scale).