

**Langston University Department of
Rehabilitation and Disability Studies (DRDS)
Master of Science Degree in
Rehabilitation Counseling Program (RCP)**

Corey L. Moore, Rh.D., CRC, Director and Chair
Andre L. Washington, Ph.D., CRC, Program Coordinator – LU OKC Campus
Phillip Lewis, Ph.D., CRC Program Coordinator – LU Tulsa Campus

2023-2024 CACREP Accreditation Program Outcomes Report

In accordance with CACREP Evaluation transparency standards, the Langston University Rehabilitation Counseling Program (RCP) provides information routinely to the public on its performance including, but not limited to, student enrollment, graduates, accreditation status, and student achievement consistent with policies of the institution, to foster continuing public awareness and confidence about academic quality. Select program outcomes are noted below for public access.

Program Accreditation Status:

The RCP is accredited by the Council for Accreditation of Counselors and Related Educational Program (CACREP). The Board of Directors ("Board") of the CACREP met July 6-8, 2023 for the purpose of making accreditation decisions. A counseling specialty area housed in the School of Education and Behavioral Sciences at Langston University was reviewed under the 2016 CACREP Standards. The Rehabilitation Counseling specialty area is offered in person at the Oklahoma City, Oklahoma and Tulsa, Oklahoma campus locations. The RCP is administered through the Department of Rehabilitation and Disability Studies (DRDS), which also houses an Undergraduate Rehabilitation Services Program (RSP). The Board made the decision to Reaffirm Accreditation with a Progress Report Required- Progress Report due by November 1, 2024. The accreditation cycle for the Rehabilitation Counseling specialty area runs through October 31, 2031.

As part of our accreditation requirements from CACREP, the RCP at Langston University must report the following vital statistics information annually.

Vital Statistics

Minimum Credit Hours: 60	Students Currently Enrolled: 88
New Students this Academic Year: 23	Applicants in the Past Year: 30
Graduates in the Past Year: 18	Job Placement Rate: 94.4%
Licensure Exam Pass Rate: N/A	

Three Year Enrollment, Retention, Comprehensive Examination Passage and Graduation Rates

	Academic Year 2021-2022	Academic Year 2022-2023	Academic Year 2023-2024
Student Enrollment	67	54	88
Retention Rate			
Passing Rate on Comprehensive Examination	96.4%	96.4%	94.4%
Number of Graduates	24	14	18

Average Time/Matriculation Period: 24 Months

Students have the option to take 12 credit-hours simultaneously in semesters 1, 2, 4, & 5 (*which includes 16 week and 8-week courses*), and 9 credit-hours in semester 3 (summer), totaling 60 credit-hours.

Special Note: Students may matriculate through RCP courses on their own pace. RCP courses are normally scheduled only once an academic year. Clinical Experience Courses are offered Fall, Spring and Summer.

Estimated Program Cost:

Resident (\$20,780) Nonresident (\$28,708) <https://langston.edu/popups/cost-of-attendance/>

Special Note: Estimated program cost does not include textbook and additional peripheral course materials.

Graduate Research Fellowships Available:

Langston University Rehabilitation Research and Training Center (RRTC) may have limited graduate research fellowship that covers tuition and fees.

RCP Graduate Employment Rate:

Employment rate of RCP graduates within the first six (6) months following graduation is 97%.

RCP Graduates' Employment Settings:

Rehabilitation counselors practice in both the public and private sectors. Examples of settings in which RCP graduates are currently employed include, but not limited to:

- State-Federal Rehabilitation Programs
- Mental Health Centers
- Private, Non-Profit, Community-based Organizations
- Public School Systems
- Private Rehabilitation Companies
- Colleges and Universities
- Correctional Facilities

- Medical Centers/Hospitals
- Private Practice
- Job Training Centers
- Substance Abuse Facilities

In addition to serving people with physical disabilities, RCP graduates work with a variety of other populations including individuals with developmental, cognitive, emotional, and addiction disabilities, as well as persons preparing for future careers.

Eligibility for National Certification and Licensure by RCP Program Graduates: RCP courses are designed to develop mastery of knowledge and skill areas identified by as requisite competencies for rehabilitation counselors. The RCP strives to mold scholars who apply research/literature, statistical and research methods to guide practice. Students who successfully complete the program coursework are eligible to apply for national certification as a Certified Rehabilitation Counselor (CRC) through the Commission on Rehabilitation Counselor Certification (CRCC) and State of Oklahoma LPC Licensure through the Oklahoma State Department of Health (OSDH).

Commission on Rehabilitation Counselor Certification (CRCC) link: <https://crccertification.com/>

Oklahoma State Department of Health (OSDH) link:
https://www.ok.gov/behavioralhealth/ACADEMIC_REQUIREMENTS_-_LPC.html

PRODUCTION WORKSHEET SUMMARY

Evaluation Method: Knowledge Performance Indicators [KPI] Student Learning Outcomes Evaluation - Fall 2023/Spring 2024/Summer 2024

Key Performance Indicators (KPI)

Performance Standard: At least 90% of RCP graduate students will perform at the “good” level or higher on each of the nine (9) Key Performance Indicators areas identified in assignments/activities within each program course.

100%-90%	89%-80%	79%-70%	69%-Below
Excellent Performance	Good Performance	Adequate Performance	Poor Performance

Population Assessed: Fall '23, Spring '24, Summer '24 RCP Students (*one academic year*)

Number Assessed: 88 **Results:** 100% performed at the adequate level or higher.

Action Proposed: None

KPI Student Learning Outcomes Evaluation Matrix				
#	KPI Area	KPI	KPI (Knowledge) Measurement Percentage	KPI (Skills) Measurement Percentage
1	Professional Counseling Orientation and Ethical Practice	Understanding of ethical standards and practices	99%	95.5%
2	Social and Cultural Diversity	Understanding the impact of heritage, attitudes, beliefs, understandings, and acculturative experiences on an individual's views of others	95%	95%
3	Human Growth and Development	Understanding differing abilities and strategies for differentiated interventions	96.5%	90.5%
4	Career Development	Understanding approaches for conceptualizing the interrelationships among and between work, mental well-being, relationships, and other life roles and factors	96%	92.4%
5	Counseling and Helping Relationships	Understanding counselor characteristics and behaviors that influence the counseling process	91.1%	95%
6	Group Counseling and Group Work	Understanding dynamics associated with group process and development	100%	94.6%
7	Assessment and Testing	Understanding the use of assessments for diagnostic and intervention planning purposes	98.5%	98.8%
8	Research and Program Evaluation	Understanding the importance of research in advancing the counseling profession, including how to critique research to inform counseling practice	98.4%	88%
#9 KPI Specialty Area – Rehabilitation Counseling				
	KPI	KPI (Knowledge) Measurement Percentage	KPI (Skill) Measurement Percentage	Extended KPI (Knowledge) Measurement Percentage <i>RCP Comprehensive Examination</i>
	(a) History, legislation, systems, philosophy, and current trends of rehabilitation counseling	89.5%	97.5%	98%
	(b) Administration and management of rehabilitation counseling practice, including coordination of services, payment of services and record keeping	96.3	96.5%	97.4%
	(c) Impact of psychosocial influences, cultural beliefs and values, diversity and social justice issues, poverty, and health disparities with implications for employment and quality of life for individual with disabilities	87%	96%	97.2%

Evaluation Method: **Comprehensive Written Examination**

Performance Standard: At least 90% of the graduating candidates will earn a score of 80% or higher on the Comprehensive Written Examination on first attempt.

Population Assessed: Fall '23, Spring '24, Summer '24 Graduates (*one academic year*)

Number Assessed: 18

Results: 94.4% (17 of 18) of candidates earned a score of 80% or higher.

Action Proposed: None

Evaluation Method: Internship/Practicum

Performance Standard: 100% of the graduating students will successfully complete the internship/practicum experience.

Population Assessed: Fall '23, Spring '24, Summer '24 Graduate Students
(*one academic year*)

Number Assessed: 26

Results: 96.1% (25 of 26) of the graduate students completed internship/practicum experiences.

Action Proposed: None

Evaluation Method: Student Satisfaction Survey

Performance Standard: At least 80% of current students will rate the relevance of the rehabilitation counseling courses as “good” or better on the Student Satisfaction Survey.

Population Assessed: Fall '23, Spring '24, Summer '24 Graduate Students (*one academic year*)

Number Assessed: 71

Results: 95.7% (68 of 71) of the current students rated the relevance of courses as “good” or “better”.

Methods

Students were asked to respond with either “excellent” (code 5), “good” (code 4), “average” (code 3), “below average” (code 2), “poor/low” (code 1) to six questions. Students were also asked to comment on each question in order to capture qualitative data regarding overall student satisfaction with Graduate Program in Rehabilitation Counseling. Students were asked to rate the following items using the scale of 1 to 5

The resources of the Rehabilitation Counseling Program

The adequacy of academic advisement provided by Rehabilitation Counseling Faculty

The availability of Rehabilitation Counseling Faculty

Overall quality of reaching by Rehabilitation Faculty

Relevance of Rehabilitation Counseling Courses

Overall satisfaction with the Rehabilitation Counseling Program

Quantitative

Seventy-one (71) students participated in the evaluation. Descriptive analysis revealed that students perceived most areas to be slightly above good. Students rated program resources (mean = 4.02), rated as good. Adequacy of academic advisement (mean = 4.28), faculty availability (mean = 4.53), quality of teaching (mean = 4.35), course relevance (mean = 4.45), which is rated as good, and overall programs satisfaction (mean = 4.36).

Qualitative and Qualitative (Mixed Methods)

The overall quality of teaching by the Rehabilitation Counseling Faculty was rated the highest among all other evaluated areas (mean = 4.53). Student respondent #21 stated, "I love the way that professors teach." Student respondent #7 stated, "I'm impressed the way the faculty bring their own professional and personal experiences to the course materials".

Overall students rated the relevance of the Rehabilitation Counseling courses as good (mean = 4.36). Student respondent # 37 commented, "I think this program has prepared me very well".

Overall students rated the resources of the Rehabilitation Counseling Program as good but at the lowest rating (mean=4.02). The Department of Rehabilitation and Disability Studies (DRDS) has committed to a focus on securing external funding (e.g., RSA Long-term Training Grants). In August 2025 DRDS secured and \$1,500,000 OSERS Grant to support student tuition and fees and monthly stipend,

Action Proposed: Rehabilitation Counseling Program faculty will continue to participate in ongoing continuing education and professional development trainings to address and cover knowledge domains that align with certification/licensure standards for practice in the field.

Method of Evaluation: **Graduate Alumni Survey**

Performance Standard: Alumni responding to the Graduate Alumni Survey will rate their preparation in the knowledge performance areas at an average level of "satisfactory" or higher for each category.

Population Assessed: Fall 2023, Spring 2024, Summer 2024 RCP Alumni

Number Assessed: 15

Results: 100% of the graduate alumni rated the relevance of courses as "good" or "better".

Methods

Graduate Alumni were asked to respond with "excellent" (code 3), "satisfactory" (code 2), "Unsatisfactory" (code 1) to the ten areas below. Graduate Alumni were also asked to comment on each content area in order to capture qualitative data regarding overall RCP alumni satisfaction of the Rehabilitation Counseling Program. Graduate Alumni were asked to rate the following items using the scale of 1 to 3.

Professional Identity
Social and Cultural Diversity

Human Growth and Development
Career Development
Counseling and Consultation
Group Work
Assessment
Research and Program Evaluation
Medical, Functional and Environmental Aspect of Disability
Rehabilitation Services and Resources

Quantitative

Fifteen (15) graduate alumni participated in the evaluation. Descriptive analysis revealed that RCP alumni perceived most areas to be well above satisfactory. Professional Identity (mean = 2.94), Social and Cultural Diversity (mean = 2.9), Human Growth and Development (mean = 2.84), Career Development (mean = 2.88), Counseling and Consultation (2.91), Group Work (mean = 2.91), Assessment (mean = 2.88), Research and Program Evaluation (mean = 2.8), Medical, Functional and Environmental Aspect of Disability (mean = 2.83) and Rehabilitation Services and Resources (mean = 2.8).

Qualitative and Qualitative (Mixed Methods)

Graduate alumni rated Professional Identity the highest (mean = 2.94), alumni respondent # 4 stated “The program provided me with a solid foundation of knowledge, serving as a professional springboard into the field of rehabilitation. It is an excellent program. The knowledge and skills I gained in Vocational Rehabilitation were pivotal to my success as a professional”. Counseling and Consultation and Group work were equally rated (mean = 2.91). Alumni respondent #2 noted “This program did a really good job of teaching the importance of being culturally competent and aware of differences within the community that I serve”. Alumni respondent #12 commented “The Rehabilitation counseling program in Langston University is tailored at preparing consumers to function independently following termination of services. Additionally, Alumni respondent #9 stated “I was prepared for my career and provided assistance seeking employment.

Action Proposed: Rehabilitation Counseling Program faculty will continue to participate in evaluation from our RCP graduate alumni in efforts to continue a high quality of program evaluation.

Method of Evaluation: **Employer Satisfaction Survey**

Performance Standard: Employers responding to the Employer Satisfaction Survey will rate student’s competencies in the knowledge performance indicator areas at an average level of “satisfactory” level or higher for each category.

Population Assessed: Fall 2023, Spring 2024, Summer 2024

Number Assessed: 10

Results: 100% of employers rated the graduate student’s knowledge within the content areas and relevance of courses as “satisfactory or “better”.

Methods

Employers were asked to respond with “excellent” (code 3), “satisfactory” (code 2), “Unsatisfactory” (code 1) to the seven areas below. Employers were also asked to comment on each content area in order to capture qualitative data regarding overall employer satisfaction with Graduate Alumni from the Rehabilitation Counseling Program. Employers were asked to rate the following items using the scale of 1 to 3.

Professional Counseling Orientation and Ethical Practice
Rehabilitation Counseling with Individuals, Groups, and/or Families
Rehabilitation Planning and Case Management
Career Development
Identification and Utilization of Assessment Information
Job Development, Placement, and Job Retention
Rehabilitation Research

Quantitative

Ten (10) employers participated in the evaluation. Descriptive analysis revealed that employers perceived most areas to be slightly above satisfactory. Employers rated Professional Counseling Orientation and Ethical Practice (mean = 2.6), Rehabilitation Counseling with Individuals, Groups, and/or Families (mean = 2.25), Rehabilitation Planning and Case Management (mean = 2.39), Career Development (mean = 2.4), Identification and Utilization of Assessment Information (mean = 2.39), Job Development, Placement, and Job Retention (mean = 2.35), and Rehabilitation Research (mean = 2.2).

Qualitative and Qualitative (Mixed Methods)

Employers rated Professional Counseling Orientation and Ethical Practice the highest (mean = 2.6), Employer respondent # 8 stated “LU graduates are prepared for the Rehabilitation Counseling field with an adequate amount information and knowledge to practice ethically in the field. Regarding Rehabilitation Counseling with Individuals, Groups, and/or Families (mean = 2.25), Employer respondent #4 stated “Langston graduates have the basic knowledge of counseling modalities and techniques in order to move Clients forward. Employer respondent #1 stated “The students that I have had the opportunity to work with have been amazing and reliable. They are eager to learn and show so much passion to provide services to the clients. They show extreme professionalism. I am grateful for the partnership with Langston University.

Action Proposed: Rehabilitation Counseling Program faculty will continue to participate in ongoing continuing education and professional development trainings to address and cover knowledge domains that align with certification/licensure standards for practice in the field.

Method of Evaluation: **Graduate Job Placement Rates**

Performance Standard: At least 90% of the graduates of the Rehabilitation Counseling program

will have obtained employment in the field one year after graduation.

Population Assessed: Fall 2023, Spring 2024, Summer 2024

Number Assessed: 18

Results: 17 of 18 (94.4%) employed in rehabilitation Counseling, mental health, related agencies.

Action Proposed: None

