



Indiana University of Pennsylvania
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Department of Counseling 2025 Annual Report

M.A. Clinical Mental Health Counseling

M.Ed. School Counseling

Hello IUP Master's Program Stakeholders,

The Department of Counseling and Human Development has spent the last year continuing to build our master's programs in School Counseling and Clinical Mental Health Counseling. We are grateful for the ongoing contributions of our faculty, staff, students, and alumni and excited to share new updates!

As always, we are so proud of our graduates, with faculty celebrating them at both the December 2024 and May 2025 ceremonies. See below for the number of graduates by semester and program for the 2024-2025 academic year:

| Semester | Number of Graduates |
|---------------------------|----------------------------|
| May 2025 | 10 |
| December 2024 | 21 |
| August 2024 | 6 |
| Total 2024-2025 Graduates | 37 Total (31 MA and 6 MEd) |

Assessment

During this last testing cycle, 100% (8 of 8) current students and/or alumni passed the National Counselor Exam (NCE). In addition, 100% (5 of 5) of current students and/or alumni passed the PRAXIS II-Professional School Counselor Exam. The Department is exceedingly proud of those who have achieved this important milestone and recognize the hard work and dedication required to become professionally certified and/or licensed.

Summary of Program Evaluation Results

This past academic year saw us preparing for our CACREP reaccreditation review under the new 2024 standards and a revised program review process... quite an undertaking! Part of our preparation involved compiling data collected from annual alumni, employer, and site supervisor surveys, as well as feedback gathered from our Alumni Advisory Board. We were pleased to receive such positive feedback from our stakeholders and will be working to attend to their insights as we plan for a successful 2025-2026 academic year.

Although this past year has been characterized by ongoing challenges, our team has worked tirelessly to maintain the student-centeredness and proactivity for which we are known. Remaining true to this mission has resulted in many departmental successes, including:

1. Another increase in both MA and MEd admissions for the 2025-2026 academic year.
2. The acceptance of our revised CACREP self-study in spring 2025.
3. The third annual Social Justice conference at Pittsburgh East, with record attendance.
4. Dr. Desmond's successful completion of a spring 2025 sabbatical.
5. Dr. Guth's year as Distinguished University Professor – she gave several amazing graduation speeches and just returned from a sponsored trip to Malta!

Our faculty look forward to working hard this year to keep our programs robust and in the spotlight. Many thanks to our IUP Counseling community for supporting these efforts.

Other Program Developments

In addition to the many accomplishments outlined above, there were several other significant departmental events during the 2024-2025 academic year. Dr. Pollard-Kosidowski successfully led the department as interim chair during Dr. Desmond's sabbatical and Dr. Nice was tenured and promoted to associate professor. We also continued our tradition of hiring IUP Counselor Education and Supervision doctoral candidates and graduates to serve as temporary faculty in both the fall and spring semesters, a privilege from which our master's students always benefit.

Last summer, Chi Sigma Iota and Counselors for Social Justice collaborated to host our second annual back-to-school picnic event for new and returning students at Twin Lakes Park in Latrobe, with another planned for later this summer. Both organizations continue to thrive, with increasing membership each year and several group-sponsored academic, professional, and social events for our students and community stakeholders. CSI inducted 21 new members in April 2025, with Dr. Jake Protivnak joining as this year's keynote speaker.

We anticipate that our CACREP site visit will be scheduled later this year or in early 2026. As always, we will be inviting current students, alumni, and other community contacts to contribute to making this event a tremendous success, so please keep an eye out for those notifications! We also welcome new additions each semester to our Alumni Advisory Board, so please check out our departmental Facebook page for upcoming announcements.

Finally, in a bit of bittersweet news for the department, we want to announce the departure of long-time faculty member, Dr. Sibyl West. Dr. West has decided to take on a new role at the ROX (Ruling Our eXperiences) organization in Columbus, OH, where she has been involved in positively impacting the development of young girls and women throughout the country for many years. While we are tremendously sad to see her go, we know this will be an amazing professional opportunity for her and wish her the very best in her new adventure!

In closing, our master's programs remain robust at both Indiana and Pittsburgh East, and we continue to be the best department in all of higher education! We appreciate your ongoing support for our work as it evolves, and we look forward to sharing additional updates next year. Until then, thanks for all you do!

Warmly,
IUP Department of Counseling and Human Development Faculty



**Indiana University
of Pennsylvania**

Counselor Education and Supervision 2025 Annual Report

Department of Counseling and Human Development

Hello IUP Doctoral Program Stakeholders,

We are thrilled to share with you the recent events of the Counselor Education and Supervision (CES) doctoral program. We continue to graduate students and build an alumni base in CES positions locally and nationally. In fall 2025, we admitted nine members of our ninth doctoral cohort to the Indiana campus. We want to thank students, faculty, administration, and community supervisors for their support of this program; we could not have done it without you!

CACREP

After earning Council for Accreditation of Counseling and Related Educational Programs (CACREP) accreditation in July 2021, we began preparing reports for reaccreditation in 2023. However, with the release of the 2024 standards, the department applied for an extension so that we might be reaccredited under the new standards. The extension was granted which allowed us to submit the self-study in July 2024 under the new standards as planned. In August 2025, CACREP granted another extension to October 31, 2026, due to administrative delays with scheduling site visits. Please look for correspondence about stakeholder participation in the CACREP site visit, which we expect could happen in spring or summer 2026. Successful accreditation is critical to the overall viability of the CES PhD program and stakeholder input is an important part of the reaccreditation process.

Graduation

| Semester | Number of Graduates |
|------------------------------------|----------------------------|
| May 2025 | 0 graduates |
| August 2025 | 3 graduates |
| December 2025 (anticipated) | 4 graduates |

In addition, IUP CES doctoral graduates are employed in full time and adjunct positions at universities in California, Kentucky, Maine, Michigan, New York, Ohio, Pennsylvania, Tennessee, Virginia, Washington, and West Virginia while other graduates remain connected to the profession through clinical and school counseling positions. Faculty are actively engaged in the dissertation process with students in seven cohorts. The department is humbled by the important research contributions CES students make to the profession.

Dissertation

| Cohort | Percentage |
|---------------|---|
| 1 | 9 members, 8 completed |
| 2 | 6 members, 5 completed |
| 3 | 8 members, 5 completed |
| 4 | 6 members, 3 completed |
| 5 | 9 members, 3 completed |
| 6 | 9 members, 3 completed |
| 7 | 7 members, 0 completed |
| 8 | 7 members, fall 2025 comprehensive exams |

Summary of Program Evaluation Results

In the CES program, student learning in each of the five doctoral areas is evaluated through course summative assignments and comprehensive exams. In 2025, nine students are taking comprehensive exams. At the time of this report, exams are in progress. For academic year 2024-2025, summative data is as follows:

Fall 2024

COUN 890 001/201 - Met expectations (17%) and exceeded expectations (83%)

COUN 960 001 - Exceeded expectations (100%)

COUN 870 201- Met expectations (33%) and exceeded expectations (67%)

COUN 860 201 - Met expectations (13%) and exceeded expectations (88%)

Spring 2025

COUN 940 001/201 – Summative I Exceeded expectations (100%); Summative II: Exceeded expectations (80%)

COUN 960 001 – Exceeded expectations (100%)

COUN 900 – Exceeded expectations (100%)

COUN 930 - Met expectations (14%) and exceeded expectations (86%)

Summer 2025

COUN 880 – Summative 1 Exceeded expectations (100%), Summative 2 Exceeded expectations (100%)

COUN 910 – Met expectations (29%) and exceeded expectations (71%)

| Student Learning Outcome (SLO) | Area | How SLO is Evaluated (Key Performance Indicator) |
|--|--------------------------|--|
| Students will apply evidence-based, ethically sound, and culturally relevant practice(s) to clients/students in a variety of clinical settings. | Counseling | 860, 870, 930, and 960 summatives Comprehensive Exam – Counseling |
| Students will exhibit the strategies and skills of ethical and culturally relevant counselor leadership and advocacy practices. | Leadership and Advocacy | 860, 880, and 960 summatives Comprehensive Exam- Leadership and Advocacy |
| Students will demonstrate the knowledge, skills, and capabilities of an effective researcher and scholar. | Research and Scholarship | 860, 890, 920, 940, 950, and 960 summatives Comprehensive Exam- Research Dissertation |
| Students will apply the roles and responsibilities of effective clinical supervision to the practice of professional counseling. | Supervision | 860, 910, and 960 summatives Comprehensive Exam- Supervision |
| Students will engage in pedagogical practices that are relevant to counselor education and promote the roles and responsibilities related to educating counselors. | Teaching | 860, 900, 960 summatives Comprehensive Exam-Teaching |

Department faculty consistently utilize data to inform program modifications. There have been no major programmatic changes since the last report. However, the focus has been planning for curriculum updates as we move to the 60-credit program in fall 2026.

Department Updates

For fall 2024, the Department hired three temporary faculty Ms. Angie Conrad, Dr. Jennifer Williams, and Dr. Todd Vermileon, all three of which returned to teach in spring 2025 and again in fall 2025. Ms. Claire Rusoke is also teaching in fall 2025. We are grateful to have doctoral students and alumni to assist with teaching and supervision while we are short faculty complement. Also, in fall 2025, Dr. Sibyl West left IUP to work full time for Ruling Our Experiences (ROX) in Columbus, OH. Dr. West will be missed by all at IUP, and we wish her the best as she transitions to her new position!

On March 21, 2025, the department held the third annual IUP Department of Counseling and Counselors for Social Justice In-House Conference at IUP Pittsburgh East. The theme was “Fostering Community Through Creative Interventions and Advocacy.” The featured keynote speaker was Dr. Kate Hostetler, PsyD, LPC, Clinical Director, Mint Therapy, LLC. The event had over 77 attendees, both in person and virtually. The plan will be to hold a fourth annual event in spring 2026. We hope to see you there!

Again, a sincere thank you for supporting the doctoral program in Counselor Education and Supervision. We look forward to another productive year.