We find that the self-study provides adequate information to assess the program and that the program definitely seems worthy to be moved from provisional to established status. The specific questions posed in the self-study are considered below.

1. Is the program organized to meet its objectives?
   In examining the objectives and coursework required, the program generally seems organized to meet its objectives. The self-study describes the relationship between classes and program objectives, showing that a large number of the classes meet objectives one to three. Besides the thesis work in Plan A, only three classes relate to objective four (providing research training opportunities), but that number of courses is probably comparable to many other programs.

2. Is the program meeting its learning objectives for students?
   The program seems to be meeting its objectives, as shown by the survey of 2007 and 2008 graduates. The survey shows clearly that they are satisfied with the program in general, and that they feel that the program is meeting its learning objectives, especially the first two. There is room for improvement concerning the latter two objectives (providing knowledge of local residents’ social-psychological problems, providing research opportunities). In the next review, evidence should be presented to assure that these objectives are being measured and met.

3. Are program resources adequate?
   The proposed addition of two more core faculty members seems critical to the continuation of the program. With these new hires, faculty resources should be adequate to maintain a student body of 30. Also, there is a clear need to hire a program coordinator position to facilitate internships as soon as possible. The committee is sympathetic to the need for additional research and teaching space, but feels that the psychology program must be viewed in the broader context of the larger university’s need for additional facilities.

4. Is the program efficient?
   The program seems to be very efficient at moving its students through the program, graduating a majority of its students within the two-year program and
graduating 80-90% within three years. This is impressive given the heavy course load and given that some of the students write a master’s thesis.

Ideally the narrative should address the financial efficiency of the program in addition to providing the spread-sheet in Appendix 1.

5. Evidence of program quality

Although student grades and faculty qualifications are presented as evidence, we are more persuaded of the program’s quality by other measures—the success rate of the students graduating from the program, their satisfaction with the program, and the positive comments given by the students’ internship supervisors.

6. Are program outcomes compatible with the objectives?

Clearly, the program is meeting its primary goal of training students as skilled counselors so that they can provide counseling services. The survey of 2007 and 2008 graduates showed that all of them are locally employed as counselors or therapists (except for one who didn’t reply). The program has perhaps been less successful in meeting its secondary goal of providing a research foundation for students interested in entering a doctoral program in psychology, since none of the 2007 or 2008 graduates went into a doctoral program. Nonetheless, one student from the current cohort which will graduate in 2009 has been accepted into a PhD. program and the hiring of additional core faculty should enhance the program’s ability to provide such a research foundation.

It is probably too early at this point to address the question of how many graduates have been licensed as mental health counselors, since there is a requirement of 3000 hours of post-graduate counseling work prior to application. In its next review, the program should certainly address this question.

7. Are program objectives still appropriate functions of the college and university?

Clearly the program objectives are appropriate functions of the college and university, since the State of Hawai’i is designated as an area that has a shortage of mental health professionals.