

## ***Counseling Psychology Program Goals, Objectives, and Competencies***

Consistent with our Scientist-Practitioner Training Model and philosophy, below is a summary of our overarching program goals along with specific objectives and competencies associated with each objective. Objectives are met through completion of the core training experiences; multiple objectives can be met via a single training component. It should be noted that we endorse a developmental trajectory of competence acquisition, and as such, we expect competencies to progress and evolve throughout training.

<b>Goal #1: Understanding and application of various research inquiry skills of professional psychology.</b>
<b>Objective 1.1: Students will gain knowledge of and competence in diverse inquiry strategies and the ability to critically review and evaluate research literature related to Counseling Psychology.</b>
<b>Competencies:</b> <ol style="list-style-type: none"><li>1. Students will demonstrate knowledge and competence in research design and methodology.</li><li>2. Students will demonstrate the ability to critically evaluate and review current literature, and to identify gaps and directions for future research.</li><li>3. Students will develop and implement research both independently and as a research team member (Program Accomplishments Document; Appendix W).</li></ol>
<b>How outcomes are measured and minimum thresholds for achievement for these objectives/competencies:</b> <ol style="list-style-type: none"><li>1. All students will earn a B or better in EDPS 800, 941, 942, and 978.</li><li>2. All students will earn a B or better in four semesters of EDPS 995 and one of the following research design classes: EDPS 900K, 935, or 936.</li><li>3. All students will critically examine Counseling Psychology research literature related to chosen paper topics and achieve a B or better in papers written to meet requirements of EDPS 976.</li><li>4. All students will successfully propose dissertation research and successfully defend a dissertation.</li><li>5. Students will disseminate research of which they are co-PIs through conference presentations and/or publications (Program Accomplishments; Appendix W).</li><li>6. All students will receive satisfactory evaluations on the Scientific Knowledge and Methods (1-5) of the Benchmark Competencies Rating Scale (Appendix H) in annual evaluations.</li></ol>
<b>Objective 1.2: Students will engage in the scientific research process and gain the skills necessary to conduct and disseminate original research.</b>
<b>Competencies:</b> <ol style="list-style-type: none"><li>1. Students will successfully complete a dissertation.</li><li>2. Students will be actively involved in producing non-dissertation research.</li><li>3. Students will present original research at conferences and/or co-author published research (Program Accomplishments; Appendix W).</li><li>4. Program graduates will be actively involved in research through presenting and/or publishing research, integrating research into practice, and/or reading current professional literature (Self Study Survey; Appendix U).</li></ol>
<b>How outcomes are measured and minimum thresholds for achievement for these objectives/competencies:</b> <ol style="list-style-type: none"><li>1. All students will successfully complete a dissertation.</li><li>2. All students will contribute to the development of non-dissertation research through Doctoral Seminar (EDPS 995).</li><li>3. At least 80% of students and graduates will be involved in research through presenting and/or publishing research, integrating research into practice, and/or reading current professional literature.</li><li>4. Acceptable student evaluations of having “<i>gained the knowledge and skills necessary to be competent in research</i>” as indicated by a mean score of 3 or greater on a 4-point scale</li></ol>

<p>(Appendix U).</p> <p>5. All students will receive satisfactory evaluations on the Scientific Knowledge and Methods (1-5) of the Benchmark Competencies Rating Scale (Appendix H) in annual evaluations.</p>
<p><b>Objective 1.3 Students will demonstrate knowledge of and competence in the ethical conduct of research.</b></p>
<p><b>Competencies:</b></p> <ol style="list-style-type: none"> <li>1. Students will demonstrate knowledge of relevant ethical principles and codes related to research (i.e., APA Ethical Standards).</li> <li>2. Students will demonstrate competence in applying established ethical principles, codes, and practices in their research activities.</li> </ol>
<p><b>How outcomes are measured and minimum thresholds for achievement for these objectives/competencies:</b></p> <ol style="list-style-type: none"> <li>1. All students will pass the course, Ethical Decision-Making in Counseling and Education (EDPS 984), with a B or better.</li> <li>2. All students will complete the CITI training of research ethics.</li> <li>3. All students will write an IRB proposal prior to conducting research.</li> <li>4. All students will satisfactorily pass the Ethical, Legal, and Professional Issues area of the doctoral comprehensive portfolio examination (Doctoral Portfolio Comprehensive Examination Guidelines, Appendix F, pp. 39-48).</li> <li>5. All students will pass the EPPP.</li> </ol>
<p><b>Goal #2: Understanding and competence in the practice of counseling psychology.</b></p>
<p><b>Objective 2.1: Students will gain knowledge of and competence in the core areas of the practice of Counseling Psychology.</b></p>
<p><b>Competencies:</b></p> <ol style="list-style-type: none"> <li>1. Students demonstrate knowledge of and competence in the areas of clinical assessment, diagnosis, treatment and intervention.</li> <li>2. Students demonstrate knowledge of and competence in the area of supervision and consultation.</li> </ol>
<p>Appendix &amp; Page Number for Evaluation Tools Used for each Competency (if applicable):</p>
<p><b>How outcomes are measured and minimum thresholds for achievement for these objectives/competencies.</b></p> <ol style="list-style-type: none"> <li>1. All students will earn a B or better in the following core counseling related courses: EDPS 964, EDPS 866, EDPS 965A, EDPS 985, EDPS 853, EDPS 975, EDPS 868, EDPS 968.</li> <li>2. All students will earn a Pass (P) in all practica (i.e., EDPS 997A, two semesters of 997B, two semesters of 997G).</li> <li>3. All graduates taking the EPPP will pass and achieve licensure in the state in which they reside.</li> <li>4. All students will earn a B or better in two semesters of EDPS 997E.</li> <li>5. All students will receive satisfactory evaluations from supervisors in all practica (Benchmark Competencies Rating Scale; Appendix H).</li> <li>6. All students will satisfactorily pass the Counseling Theories and Practice area of the doctoral comprehensive portfolio examination.</li> <li>7. All students will successfully complete a year-long pre-doctoral internship at an APA-accredited internship site.</li> <li>8. Acceptable student evaluations of having “gained the knowledge and skills necessary to be competent in psychological/clinical practice” as indicated by a mean score of 3 or greater on a 4-point scale (Survey Questionnaire, Appendix U).</li> <li>9. All students will receive satisfactory evaluations of all of the subsections within <i>Applications</i> in annual evaluations and from practicum supervisors (Benchmark Competencies Rating Scale, Appendix H).</li> </ol>
<p><b>Objective 2.2: Students will gain knowledge of and competence in the area of psychological and clinical assessment.</b></p>
<p><b>Competencies:</b></p>

1. Students demonstrate knowledge of measurement, test construction, and the reliability and validity of psychological tests and assessments.
2. Students demonstrate knowledge of and clinical competence in test selection and administration, scoring and interpretation.
3. Students demonstrate competence in the integration of assessment data with case conceptualization, treatment planning, and report writing.

**How outcomes are measured and minimum thresholds for achievement for these objectives/competencies.**

1. All students will earn a B or better in the following core psychological assessment courses: EDPS 853, EDPS 953, EDPS 870, and one of the following additional courses: EDPS 950, EDPS 956.
2. All students will satisfactorily pass the Measurement, Assessment and Psychological Testing area of the doctoral comprehensive portfolio examination (Doctoral Portfolio Comprehensive Examination Guidelines, Appendix F, pp. 39-48).
3. All students will receive satisfactory evaluations from supervisors in the use of assessment in practicum settings.
4. All students will integrate assessment and clinical data in formal case presentations and reports as part of EDPS 953.
5. A significant proportion (>50%) of graduates will report engaging in clinical assessment activities (Survey, Appendix U).
6. All students will receive satisfactory evaluations on the Assessment subsection of the Benchmark Competencies Rating Scale in annual evaluations and from practicum supervisors (Benchmark Competencies Rating Scale, Appendix H).

**Objective 2.3: Students will integrate science and theoretical writings in their psychological practice.**

**Competencies:**

1. Students demonstrate knowledge of and competence in the empirically validated outcome informed system (i.e., Partners for Change Outcome Management System (PCOMS), Appendix X) as part of psychological practice.
2. Students demonstrate knowledge of and competence in the use of empirical research and psychological theory to inform practice.
3. Students demonstrate knowledge of and the use of scientifically-supported common factors to inform psychological practice.

**How outcomes are measured and minimum thresholds for achievement for these objectives/competencies:**

1. All students will earn a B or better in the following core counseling courses: EDPS 964, EDPS 866, EDPS 965A, EDPS 985, EDPS 975, EDPS 976, EDPS 868, EDPS 968.
2. All students will use the Outcome Rating Scale and the Session Rating Scale (PCOMS, Appendix X) to inform their practice with all clients seen in on-campus clinic practicum (EDPS 997G).
3. All students will earn a Pass (P) in all practicum (EDPS 997A; 997B; 997G; 997E).
4. All students will receive satisfactory evaluations from supervisors in all practicum (Benchmark Competencies Rating Scale, Appendix H).
5. Acceptable student evaluations of having “*gained the knowledge and skills necessary to be competent in the integration of science and practice*” as indicated by a mean score of 3 or greater on a 4-point scale (Survey, Appendix U).
6. All students taking the EPPP will pass.
7. All students will successfully complete a year-long pre-doctoral internship.
8. All students will receive satisfactory evaluations on the Evidence-Based Practice subsection of the Application Section of the Benchmark Competencies Rating Scale in annual evaluations and from practicum supervisors (Benchmark Competencies Rating Scale, Appendix H).

<p><b>Objective 2.4:</b> Students will demonstrate understanding of and competence in the ethical practice of counseling psychology.</p>
<p><b>Competencies:</b></p> <ol style="list-style-type: none"> <li>1. Students will demonstrate knowledge in and application of the ethical principles and codes relevant to psychological practice.</li> </ol>
<p><b>How outcomes are measured and minimum thresholds for achievement for these objectives/competencies.</b></p> <ol style="list-style-type: none"> <li>1. All students will pass with a grade of B or better in EDPS 984.</li> <li>2. All students will satisfactorily pass the Ethical, Legal and Professional Issues area of the doctoral comprehensive portfolio (Doctoral Portfolio Comprehensive Examination Guidelines, Appendix F, pp. 39-48).</li> <li>3. All students will receive satisfactory evaluations from supervisors in all practicum experiences (Benchmark Competencies Rating Scale, Appendix H).</li> <li>4. All students taking the EPPP will pass.</li> <li>5. All students will receive satisfactory evaluations on the Ethical Legal Standards and Policy Subsection of the Professionalism Section of the Benchmark Competencies Rating Scale in annual evaluations (Benchmark Competencies Rating Scale, Appendix H).</li> <li>6. Acceptable student evaluations of having “<i>gained the knowledge and skills necessary to be competent in ethical and professional practice</i>” as indicated by a mean score of 3 or greater on a 4-point scale (Survey, Appendix U).</li> </ol>
<p><b>Goal #3: Understanding and sensitivity to multiculturalism, human diversity, and social justice.</b></p>
<p><b>Objective 3.1: Students gain awareness of themselves as cultural beings and how their multiple cultural identities influence their psychological practice (i.e., intervention, assessment, supervision, research).</b></p>
<p><b>Competencies:</b></p> <ol style="list-style-type: none"> <li>1. Students demonstrate understanding of their multiple cultural identities including gender, race, ethnicity, sexual orientation, ability, religion, age, SES, and education.</li> <li>2. Students demonstrate understanding of their own worldview, biases, prejudices, and preconceived notions related to cultural groups.</li> <li>3. Students demonstrate the ability to reflect on how their cultural background and worldview affect their psychological practice.</li> </ol>
<p>Appendix &amp; Page Number for Evaluation Tools Used for each Competency (if applicable):</p>
<p><b>How outcomes are measured and minimum thresholds for achievement for these objectives/competencies:</b></p> <ol style="list-style-type: none"> <li>1. All students will achieve a B or better in EDPS 868 and 968.</li> <li>2. All students will satisfactorily pass the Multicultural Issues area of the doctoral comprehensive portfolio examination (Doctoral Portfolio Comprehensive Examination Guidelines, Appendix F, pp. 39-48).</li> <li>3. All students will receive satisfactory evaluations in the Individual and Cultural Diversity subsection of the Benchmark Competencies Rating Scale in annual review and from supervisors (Appendix H).</li> <li>4. Acceptable student evaluations of having “<i>gained the knowledge and skills necessary to be competent in multicultural practice</i>” as indicated by a mean score of 3 or greater on a 4-point scale (Survey, Appendix U).</li> </ol>
<p><b>Objective 3.2: Students demonstrate knowledge and application of multicultural theories and research.</b></p>
<p><b>Competencies:</b></p> <ol style="list-style-type: none"> <li>1. Students demonstrate understanding of racial/ethnic identity models, models of acculturation and worldview, models of sexual orientation and gender identity, and theories of racism, microaggressions, and privilege.</li> <li>2. Students demonstrate an understanding of the APA Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists.</li> </ol>

3. Students demonstrate knowledge of multicultural issues and diversity in the context of counseling psychology research.
4. Students conceptualize clients considering contextual and diversity issues and apply this conceptualization in their assessments, treatment planning, and interventions.

**How outcomes are measured and minimum thresholds for achievement for these objectives/competencies:**

1. All students will achieve a B or better in EDPS 868, 968, 978, 984, 853, 953, and 995.
2. All students will satisfactorily pass the Multicultural Issues area of the doctoral comprehensive portfolio examination (Appendix F).
3. All students will receive satisfactory evaluations in the Individual and Cultural Diversity Section of the Benchmark Competencies Rating Scale from supervisors in all practica (Appendix H).
4. All students taking the EPPP will pass.
5. All students will consider culture and diversity in the formulation and implementation of their dissertation research (Appendix A, Table 8).
6. Acceptable student evaluations of having “*gained the knowledge and skills necessary to be competent in multicultural practice*” as indicated by a mean score of 3 or greater on a 4-point scale (Survey, U).

**Objective 3.3: Students demonstrate knowledge and application of research and practice that contributes to social justice.**

**Competencies:**

1. Students demonstrate an understanding of the role of social justice in counseling psychology.
2. Students demonstrate application of social justice in clinical practice.
3. Students demonstrate application of social justice in research.

**How outcomes are measured and minimum thresholds for achievement for these objectives/competencies:**

1. All students will achieve a B or better in EDPS 976, 968, 868, 975, and 995.
2. All students will provide clinical services to at-risk high school students, survivors of IPV and sexual assault, or first generation college students.
3. All students will receive satisfactory evaluations in the Advocacy Section of the Benchmark Competencies Rating Scale on annual review and from supervisors (Appendix H).
4. All students participate in social justice oriented research.
5. At least 50% of students do social justice dissertation research (Appendix A, Table 8).

**Goal #4: Development of an identity as a professional psychologist with clear connection to the specialty area of counseling psychology.**

**Objective 4.1 Students demonstrate the development of a professional identity as a psychologist.**

**Competencies:**

1. Students demonstrate knowledge of relevant ethical and legal codes (e.g., APA's Ethical Standards).
2. Students demonstrate professionalism across settings.
3. Students will become student members of professional organizations (Survey, Appendix U).
4. Students will attend professional conferences (Survey, Appendix U).
5. Program graduates will become members of professional organizations (Survey, Appendix U).
6. Program graduates continue to engage in professional activities consistent with the scientist-practitioner model (Survey, Appendix U).

Appendix & Page Number for Evaluation Tools Used for each Competency (if applicable):

**How outcomes are measured and minimum thresholds for achievement for these objectives/competencies:**

1. All students will earn a B or better in EDPS 984.
2. All students will receive satisfactory evaluations on the Professionalism section of the Benchmark Competencies Rating Scale in annual review and from supervisors (Appendix H).

3. All students will be members of one or more professional organizations (Survey, Appendix U).
4. All students will attend professional conferences (Survey, Appendix U).
5. All program graduates will be members of professional organizations.
6. A significant proportion (> 50%) of program graduates report involvement in activities consistent with the scientist-practitioner model (Survey, Appendix U).
7. Acceptable student evaluations of having “*gained the knowledge and skills necessary to be competent in the integration of science and practice*” as indicated by a mean score of 3 or greater on a 4-point scale (Survey, Appendix U).

**Objective 4.2 Students demonstrate the development of a professional identity as a counseling psychologist.**

**Competencies:**

1. Students will become student affiliates of Division 17, the Society of Counseling Psychology (Survey, Appendix U).
2. Students will demonstrate knowledge of the critical role of work and career in the psychological lives of individuals.
3. Students will incorporate an emphasis on assets and strengths in their professional work.
4. Students will incorporate an emphasis on culture, context, and social justice in their professional work.

**How outcomes are measured and minimum thresholds for achievement for these objectives/competencies:**

1. All students will be members of SAS (Survey, Appendix U).
2. All students will earn a grade of B or better in EDPS 975 and 976.
3. All students will pass the Career Development section of the portfolio comprehensive examination (Appendix F, pp. 39-44).
4. All students will earn a grade of B or better in EDPS 868, 985, 968, 995 853, and 953 (all courses that address the importance of context).
5. All students will receive satisfactory evaluations on the Individual and Cultural Diversity subsection of the Benchmark Competencies Rating Scale in annual evaluations and from supervisors (Appendix H).
6. All students will earn a Pass (P) practica (i.e., EDPS 997A, two semesters of 997B).
7. Acceptable student evaluations of having “*gained the knowledge and skills necessary to be socialized to the field of Counseling Psychology*” as indicated by a mean score of 3 or greater on a 4-point scale (Survey, Appendix U).