## TRAINING MODEL GOALS, OBJECTIVES, COMPETENCIES

### Training Model Statement
A commitment to the scientist-practitioner model, with an emphasis on the integration of practice, theory, and research.

### GOAL 1: To produce graduates who are competent scientist-practitioners

1. **Objective 1.1:** Graduates are knowledgeable of the foundational areas of psychology and the history of psychology.
   - **Competency 1.1a:** Students demonstrate knowledge of the bases of scientific and professional psychology (e.g., developmental, biological, cognitive/affective, and social aspects of behavior; and the history of the discipline of psychology).
   - **Competency 1.1b:** Students demonstrate the ability to access, evaluate, and apply knowledge of psychology foundations in their clinical practice.

2. **Objective 1.2:** Graduates are knowledgeable and competent in research conceptualization, design, data analysis and interpretation, and dissemination of research findings.
   - **Competency 1.2a:** Students demonstrate knowledge of and competence in basic quantitative methods and data analysis, research design, and psychological measurement commonly used in counseling psychology.
   - **Competency 1.2b:** Students demonstrate skills in advanced research methods appropriate to conducting their pre-dissertation research projects and dissertation research.
   - **Competency 1.2c:** Students demonstrate the ability to initiate, plan, and conduct an independent research project.
   - **Competency 1.2d:** Students demonstrate the ability to present research findings and other scholarship via formal academic presentations, professional conferences, peer-reviewed journals, or other scholarly outlets.

3. **Objective 1.3:** Graduates are knowledgeable and competent in assessment, diagnosis and treatment, and supervision and consultation.
   - **Competency 1.3a:** Students demonstrate competence in theories and methods of assessment and diagnosis.
   - **Competency 1.3b:** Students demonstrate ability to integrate assessment data into comprehensive conceptualization of diverse clients including an appropriate treatment plan and effective interventions.
   - **Competency 1.3c:** Students demonstrate ability to provide effective psychological interventions. **Competency 1.3d:** Students demonstrate ability to evaluate efficacy of interventions.
   - **Competency 1.3e:** Students demonstrate foundational knowledge and initial competence in clinical supervision and professional consultation.

4. **Objective 1.4:** Graduates are able to apply the knowledge base of counseling psychology in a scientifically based, theoretically driven manner.
   - **Competency 1.4a:** Students demonstrate knowledge of evidence-based practices in counseling psychology.
   - **Competency 1.4b:** Students use science and relevant theories to develop treatment plans and implement appropriate interventions.
   - **Competency 1.4c:** Students conduct research that is informed by clinical practice.

### Evaluation Tools for Competencies: Prac Evaluations; Annual Student Evaluations

### Measurement of Outcomes/Thresholds for Achievement
Multiple measures are utilized, including the predissertation research project and presentation, coursework requirements (grade of B or better; S in all practica), practica evaluations, annual student evaluations, comprehensive written and oral exam, internship evaluation, intern annual survey, and graduate survey.

### GOAL 2: To produce graduates who are committed to ethical research and practice in counseling psychology

1. **Objective 2.1:** Students demonstrate knowledge of a wide range of theoretical perspectives and research methodologies within counseling psychology.
   - **Competency 2.1a:** Students demonstrate knowledge of a wide range of theoretical and philosophical perspectives in case conceptualization, intervention, and evaluation of treatment.
   - **Competency 2.1b:** Students demonstrate incorporation of a wide range of theoretical and philosophical perspectives in research conceptualization, methodology, and critical analysis.

2. **Objective 2.2:** Graduates display in their relationships with clients, peers, faculty, staff, etc. the professionalism that is necessary for success in multiple career settings.
   - **Competency 2.2a:** Students demonstrate the ability to collaborate in training, clinical practice, and research.
   - **Competency 2.2b:** Students demonstrate facilitative interpersonal skills with others, including supervisors, peers, staff, and supervisees.
   - **Competency 2.2c:** Students are responsive to feedback from faculty, supervisors, and peers.

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1 Please note that the program is moving toward the development and implementation of a scientist-practitioner-advocate model (Fassinger & O’Brien, 2000). Please refer to Goal #3 competencies.
### TRAINING MODEL GOALS, OBJECTIVES, COMPETENCIES

<table>
<thead>
<tr>
<th>Competency 2.2a</th>
<th>Students engage in critical self-exploration of attitudes, assumptions, behaviors, meanings and values relevant to the practice of counseling psychology</th>
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<tbody>
<tr>
<td>Competency 2.2b</td>
<td>Students demonstrate self-awareness of personally held attitudes, assumptions, behaviors, meanings and values as they relate to all aspects of clinical work</td>
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<tr>
<td>Competency 2.2c</td>
<td>Students demonstrate awareness of their strengths and areas of needed development in order to practice as a competent and ethical professional</td>
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<tr>
<th>Objective 2.3</th>
<th>Graduates are knowledgeable of and adhere to ethical and legal guidelines and standards in all aspects of their professional work</th>
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<tbody>
<tr>
<td>Competency 2.3a</td>
<td>Students demonstrate knowledge of relevant ethical and legal codes (e.g., APA's Ethical Standards).</td>
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<tr>
<td>Competency 2.3b</td>
<td>Students demonstrate competence in applying established ethical principles and practices in all facets of their professional work</td>
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<tr>
<td>Competency 2.3c</td>
<td>Students are knowledgeable about HIPAA and privacy issues salient to the practice of psychology</td>
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#### Evaluation Tools for Competencies: Prac Evaluations; Annual Student Evaluations

**Measurement of Outcomes/Thresholds for Achievement:** Multiple measures are utilized, including the predissertation research project and presentation, coursework requirements (grade of B or better; S in all practica), practica evaluations, annual student evaluations, comprehensive written and oral exam, internship evaluation, intern annual survey, and graduate survey.

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<th>Training Model Statement</th>
<th>Respect for a valuing of diversity and multiculturalism, as reflected in the establishment of a safe and respectful training environment and the fostering of cultural competence and a social justice orientation.</th>
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<tr>
<td>GOAL 3</td>
<td>To produce graduates who are culturally responsive and committed to advocacy and social justice values</td>
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#### Objective 3.1: Graduates are knowledgeable about and able to engage in culturally competent clinical and professional practice that reflects social justice values

- **Competency 3.1a:** Students demonstrate awareness and understanding of diversity and contextual issues (e.g., culture, identity, gender, sexual orientation, disability, marginalization, etc.).
- **Competency 3.1b:** Students apply knowledge of diversity and contextual issues to clinical work.
- **Competency 3.1c:** Students demonstrate awareness of and commitment to multicultural counseling competency and relevant professional guidelines (e.g., APA's Multicultural Guidelines, Guidelines for Psychotherapy with Lesbian, Gay, and Bisexual Clients) in their professional interactions.

#### Objective 3.2: Graduates are able to engage in culturally competent research and scholarly work that reflects a social justice orientation informed by current research and theory

- **Competency 3.2a:** Students competently apply multicultural knowledge, experience, theory and scholarship to their own research.
- **Competency 3.2b:** Students demonstrate commitment to learning and applying multicultural competencies.

#### Objective 3.3: Graduates are knowledgeable about social justice values and their application to research and practice in counseling psychology

- **Competency 3.3a:** Students recognize connections among injustice, oppression, and privilege, and mental health, and the responsibility of counseling psychologists to address these issues from a perspective informed by ethical practice.
- **Competency 3.3b:** Students demonstrate critical self-awareness in areas such as privilege, power differentials, social justice, and interpersonal impact.
- **Competency 3.3c:** Students demonstrate multicultural competency in clinical case conceptualization, intervention, and evaluation of treatment.
- **Competency 3.3d:** Students demonstrate an awareness of the potential impact of diversity issues in their own research.

#### Evaluation Tools for Competencies: Prac Evaluations; Annual Student Evaluations

**Measurement of Outcomes/Thresholds for Achievement:** Multiple measures are utilized, including the predissertation research project and presentation, coursework requirements (grade of B or better; S in all practica), practica evaluations, annual student evaluations, comprehensive written and oral exam, internship evaluation, intern annual survey, and graduate survey.