UNIVERSITY OF OREGON
College of Education
Counseling Psychology and Human Services Department

COUNSELING PSYCHOLOGY PROGRAM
DOCTORAL STUDENT HANDBOOK
2010-2011

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# TABLE OF CONTENTS

## I POLICY STATEMENT

- Program educational philosophy & training model ................................................................. 5
- The doctoral program plan ........................................................................................................ 9
- Courses completed before entering the program ................................................................. 9
  1. Course waivers .................................................................................................................. 9
  2. Course transfers ............................................................................................................... 9
- Testing out ............................................................................................................................. 10
- Time limit ............................................................................................................................. 10
- Licensure requirements ........................................................................................................ 10
- Background Check .............................................................................................................. 10
- Master's Degree eligibility ................................................................................................. 10
- Procedures for program plan approval ............................................................................. 11
- Sample Course Progression ............................................................................................... 12
- Doctoral degree requirements checklist ........................................................................... 17

## II INTRODUCTION AND PROGRAM DESCRIPTION

- Program goals and objectives .............................................................................................. 6
- Minimum competency benchmarks ..................................................................................... 8

## III COURSEWORK

- Coursework areas ................................................................................................................ 9
- The doctoral program plan ................................................................................................. 9
- Courses completed before entering the program ............................................................. 9
  1. Course waivers ................................................................................................................ 9
  2. Course transfers ............................................................................................................. 9
- Testing out .......................................................................................................................... 10
- Time limit ........................................................................................................................... 10
- Licensure requirements ..................................................................................................... 10
- Background Check ........................................................................................................... 10
- Master’s Degree eligibility ............................................................................................... 10
- Procedures for program plan approval .......................................................................... 11
- Sample Course Progression ............................................................................................. 12
- Doctoral degree requirements checklist ......................................................................... 17

## IV COMPREHENSIVE EXAMINATION AND COMPETENCIES

- Purpose ............................................................................................................................... 21
- Description ........................................................................................................................ 21
  1. Comprehensive examination components .................................................................. 21
  2. Competency requirements ............................................................................................ 21
- Oral ethics comprehensive exam ..................................................................................... 21
- Specialty area comprehensive exam/Master’s Project Competency ......................... 22
  1. Purpose ......................................................................................................................... 22
  2. Options .......................................................................................................................... 22
  3. Timeline ......................................................................................................................... 22
  4. Procedure ...................................................................................................................... 22
- Formal written comprehensive exam ................................................................................ 23
  1. Procedures .................................................................................................................... 23
  2. Evaluation ..................................................................................................................... 23
  3. Eligibility to take comprehensive exams ...................................................................... 23
  4. Helpful advice for written comprehensives ............................................................... 24
- Teaching Competency requirements ............................................................................... 24
- Accommodation for students with disabilities ............................................................... 25
- Evaluation of comprehensives and notification of the results ....................................... 25
  1. Oral ethics comprehensive ....................................................................................... 25
  2. Specialty area comprehensive and teaching competency ........................................... 25
  3. Written comprehensive exam .................................................................................... 25
  4. Teaching competency ................................................................................................. 25
- Failure of comprehensive examinations .......................................................................... 25
- Remediation of comprehensive examinations .............................................................. 25
- Appeals ............................................................................................................................. 26
- Records ............................................................................................................................. 26

## V ADVANCEMENT TO CANDIDACY

- Advancement ..................................................................................................................... 26
- Comprehensive examination and advancement chronology ......................................... 26

## VI DISSERTATION

- Committee appointment .................................................................................................... 27
- Dissertation proposal approval ........................................................................................ 27
- Enrolling for credit ............................................................................................................ 27
- Research compliance ....................................................................................................... 27
<table>
<thead>
<tr>
<th>Appendix</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Doctoral degree program plan</td>
</tr>
<tr>
<td>B</td>
<td>Narrative Description of Course Work</td>
</tr>
<tr>
<td>C</td>
<td>Student File Audit Form</td>
</tr>
<tr>
<td>D</td>
<td>Background Check Information and Forms—Oregon &amp; Out-of-State</td>
</tr>
<tr>
<td>E</td>
<td>Oral ethics comprehensive examination evaluation Form</td>
</tr>
<tr>
<td>F</td>
<td>Specialty Area Paper Feedback Form</td>
</tr>
<tr>
<td>G</td>
<td>Written Doctoral Comprehensive Examination Evaluation Criteria</td>
</tr>
<tr>
<td>H</td>
<td>Teaching Competencies Plan and Evaluation Form</td>
</tr>
<tr>
<td>I</td>
<td>Graduate School Registration for Internship Credits Policy</td>
</tr>
<tr>
<td>J</td>
<td>Annual Student Evaluation Template</td>
</tr>
<tr>
<td>K</td>
<td>Inclement Weather and Unattended Animal Policies</td>
</tr>
<tr>
<td>L</td>
<td>Links to College of Education Internet Pages of Interest</td>
</tr>
<tr>
<td>M</td>
<td>American Psychological Association Code of Ethics</td>
</tr>
</tbody>
</table>
POLICY STATEMENT

While every effort is made to ensure the accuracy of the information contained herein, the University of Oregon, the College of Education, the Department, and the Counseling Psychology Program maintain the right to make changes at any time without prior notice. Students will be made aware of all changes. Students are encouraged to review the Undergraduate/Graduate Catalog (http://uocatalog.uoregon.edu/) during the first term of matriculation into a graduate degree program. Each University Bulletin goes into effect at the beginning of Fall term the academic year of issue and expires at the end of summer session the seventh academic year after publication. Neither this policy statement nor the University Bulletin represents a contract between the graduate program and current or prospective students.

INTRODUCTION & PROGRAM DESCRIPTION

The Counseling Psychology Program at the University of Oregon has been nationally accredited by the American Psychological Association (Office of Program Consultation and Accreditation, 750 First St. NE, Washington DC 20002-4242, 202.336.5979) since 1955, making it the 8th oldest accredited counseling psychology program in the country (Blustein et al, 2005). The program’s philosophy and goals have evolved over the past 50 years, as has the discipline as a whole. Through this evolution, the program is able to provide state-of-the-art training to students. Because the Counseling Psychology Program is housed in a College of Education, our training is consistent with and contributes to the larger College mission in ways that are confluent with the discipline of counseling psychology. Program curriculum and training revolves around an ecological model of training. Contemporary in focus, our prevention and intervention training emphasis on the science and practice of working with adults, children, and families within their contexts is consistent with the historic mission of counseling psychologists.

Our program has set forth a vision of what the counseling psychologist of the next few decades should be, and we make every effort to train our students to this vision. Students receive a core skills sequence that focuses on individual, child and family, and on community and preventive interventions implemented in both clinical and community settings. This core skills sequence helps students develop and apply clinical skills to a broad range of practice settings and populations, and to assess and intervene in a manner relevant to the larger context in which humans develop. The implementation of our ecological model of training has continued to evolve with the addition of new faculty and ongoing feedback from students and colleagues. Our current program retains the past tradition of excellence while preparing students for contemporary professional realities and challenges.

PROGRAM EDUCATIONAL PHILOSOPHY & TRAINING MODEL

The Counseling Psychology Program philosophy of education and training model is informed by four elements that reflect our values in the preparation of professional psychologists: (1) the themes of the counseling psychology discipline (Gelso & Fretz, 2002), (2) the scientist-practitioner model for training in psychology (Murdock, Alcorn, Heesacker, & Stoltenberg, 1998), (3) the ecological model (Bronfenbrenner, 1979), and (4) an emancipatory communitarian approach to psychology practice (Prilleltensky, 1997).

First, consistent with the unifying themes of counseling psychology, we emphasize prevention training and a strengths-based approach. Our training spans education, prevention, and treatment work relevant to children, adolescents, families, and adults within diverse environments. We emphasize research that aids in the identification and reduction of risk factors, the enhancement of protective factors, and that contributes to the evidence base of practices that promote psychological health.

Second, consistent with a scientist-practitioner model of education and training (Murdock et al., 1998), we strive to: (a) facilitate students’ conceptualization of science and practice as complementary and interdependent; (b) provide students with training in philosophies of research, intervention methods, and scientific inquiry that they can use to advance research and practice in diverse settings; and (c) foster students’ socialization and professional identity development as scientist practitioners and counseling psychologists.

Third, consistent with Urie Bronfenbrenner’s (1979) ecological model of human development, we infuse training with attention to the contexts and systems within which human behavior occurs. These contexts must be considered if behaviors, cognitions, and emotions are to be understood. Assessment, prevention, intervention, and research are viewed within the unique social, historical, political, and cultural contexts in which they occur, and students are trained to consider these contextual factors in all aspects of their work. Failure to consider person-system interactions leads to interventions that are inefficient at best and that may be harmful at worst, and to research that is limited in scope and applicability.
Fourth, we are guided by Prilleltensky’s (1994, 1997) critique of psychology, and aspire to take an emancipatory communitarian approach to the practice of counseling psychology. This means that as we critically assess the unique social, historical, political, and cultural contexts that shape and are shaped by human endeavors, we pay particular attention to conditions of social injustice, the reproduction of inequity, and how such conditions influence the mental health and well-being of communities. We acknowledge that the practice of psychology can contribute to, or can ameliorate, these problems, and consider it our responsibility as prevention scientists and counseling psychologists to work toward social justice. We infuse attention to human diversity, multicultural competency development, and advancing social justice throughout students’ coursework, practice, research, and professional opportunities. UO Counseling Psychology scholarship and service activities reflect our focus on prevention practices, diversity, social justice, and the application of science to enhance the well-being of individuals, families, and communities.

The goals and objectives of the counseling psychology program reflect our program philosophy and training model. We aim to produce graduates who are competent scientist-practitioners, who are committed to multicultural competence and social justice values in science and practice, and who reflect the values and identity of counseling psychologists, including a strong commitment to ethical practice in psychology.

**PROGRAM GOALS & OBJECTIVES**

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

**Objective 1: Graduates are knowledgeable of the foundational areas of psychology and the history of psychology**

*Competency 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 1b:* Students demonstrate the ability to access, evaluate, and apply knowledge of psychology foundations in their clinical practice with adults, children, and families.

**Objective 2: Graduates are knowledgeable and competent in research conceptualization, design, data analysis and interpretation, and dissemination of research findings**

*Competency 2a:* Students demonstrate knowledge of and competence in basic quantitative methods and data analysis, research design, and psychological measurement commonly used in prevention science and in counseling psychology.

*Competency 2b:* Students demonstrate skills in advanced research methods appropriate to conducting their master’s/specialty area projects and dissertation research.

*Competency 2c:* Students demonstrate the ability to initiate, plan, and conduct an independent research project.

*Competency 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.

**Objective 3: Graduates are knowledgeable and competent in assessment, diagnosis, and treatment, and supervision and consultation with adults and child/family populations**

*Competency 3a:* Students demonstrate knowledge of theories and methods of assessment and diagnosis with both adults and children.

*Competency 3b:* Students demonstrate ability to integrate assessment data into comprehensive conceptualization of diverse clients including an appropriate treatment plan and effective interventions.

*Competency 3c:* Students demonstrate ability to provide effective context-sensitive psychological interventions with both adults and child/family populations.

*Competency 3d:* Students demonstrate ability to evaluate efficacy of interventions.

*Competency 3e:* Students demonstrate foundational knowledge and initial competence in clinical supervision and professional consultation.

**Objective 4: Graduates are able to apply the knowledge base of psychology, prevention science, and counseling psychology in a scientifically-based, theoretically-driven manner**

*Competency 4a:* Students demonstrate knowledge of evidence-based practices in prevention science, psychology, and counseling psychology.

*Competency 4b:* Students use science and relevant theories to develop treatment plans and implement appropriate interventions.

*Competency 4c:* Students conduct research that is informed by clinical practice.
GOAL #2: To produce graduates who are committed to multicultural competence and social justice values in science and practice

Objective 5: Graduates are able to engage in science and practice that reflects knowledge of the ecological model

   Competency 5a: Students demonstrate incorporation of the ecological model in case conceptualization, intervention, and evaluation of treatment.

   Competency 5b: Students demonstrate incorporation of the ecological model in research conceptualization, design, and critique.

Objective 6: Graduates are able to engage in culturally competent clinical and professional practice that reflects social justice values

   Competency 6a: Students demonstrate awareness and understanding of diversity and contextual issues (e.g., culture, identity, gender, sexual orientation, disability, marginalization, poverty, etc.).

   Competency 6b: Students apply knowledge of diversity and contextual issues to all aspects of clinical work.

   Competency 6c: Students demonstrate awareness of multicultural and contextual issues in their professional interactions and commitment to relevant guidelines (e.g., APA’s Multicultural Guidelines).

   Competency 6d: Students recognize connections between injustice, oppression, and mental health, and the responsibility of counseling psychologists to address these issues.

Objective 7: Graduates are able to engage in culturally competent scholarly work that reflects social justice values

   Competency 7a: Students competently apply multicultural knowledge, experience, theory and scholarship to their own research.

   Competency 7b: Students demonstrate commitment to learning and enhancement of multicultural competencies, including continued development of critical self-awareness in areas such as privilege, power, social justice, and identity.

GOAL #3: To produce graduates who reflect the values and identity of counseling psychologists, including a strong commitment to ethical practice in psychology

Objective 8: Graduates develop professional identities as counseling psychologists

   Competency 8a: Students and graduates perform activities consistent with those identified in professional psychology and counseling psychology in particular.

   Competency 8b: Students gain didactic and applied experiences that support their career goals within the specialty of counseling psychology.

   Competency 8c: Students and graduates recognize the central role of prevention science and multicultural competencies in their ongoing work as counseling psychologists.

Objective 9: Graduates are knowledgeable of and adhere to ethical and legal guidelines and standards in all aspects of their professional work

   Competency 9a: Students demonstrate knowledge of relevant ethical and legal codes (e.g., APA’s Ethical Standards).

   Competency 9b: Students demonstrate competence in applying established ethical principles and practices in all facets of their professional work with both adults and child/family populations.

Objective 10: Graduates are knowledgeable of the historical development, traditional and emerging roles and functions, current professional issues, and scope of research and practice in counseling psychology and prevention science

   Competency 10a: Students demonstrate basic knowledge of the history and professional identity of counseling psychology.

   Competency 10b: Students demonstrate knowledge of counseling psychology as an applied discipline with a prevention focus.

   Competency 10c: Students and graduates affiliate with and/or involve themselves in organizations and/or activities associated with and related to counseling psychology and other applied psychology areas (e.g., applied developmental psychology, family psychology).

Objective 11: Graduates display professionalism in their relationships with faculty, staff, and peers necessary for success in multiple career settings

   Competency 11a: Students demonstrate the ability to collaborate in training, clinical practice, and research.

   Competency 11b: Students demonstrate facilitative interpersonal skills with others, including supervisors, peers, staff, and supervisees.

   Competency 11c: Students are responsive to feedback from faculty, supervisors, and peers.
Objective 12: Graduates engage in continuing professional education activities and lifelong learning

Competency 12a: Student attitudes and behaviors indicate a commitment to continuous learning and to their ongoing personal and professional development.

Competency 12b: Students demonstrate awareness of their strengths and areas of needed development as they progress through the program, including recognizing how their privilege, identities, and power influence their research and practice activities.

Minimum Competency Benchmarks for CPSY Doctoral Students

This list of benchmarks communicates some of our program expectations for students in concrete fashion. We urge all students to review Fouad et al. (2009; see http://psycnet.apa.org/journals/tep/3/4S/S5.pdf) for detailed descriptions of competencies associated with doctoral training in counseling psychology. Course syllabi and the contents of this Handbook also provide extensive information about specific expectations.

- Pass coursework with grades no lower than B- (Note: B- is a red flag)
  Pay attention to and incorporate feedback on your writing, assignments, verbal presentations, etc..
- Pass oral ethics competency exam
- Pass practica, externships, docsems
- Supervisor evaluations in Adult Practicum and Child/Family Practicum show meeting expected levels of performance by final, end-of-year evaluation, in all areas
  Students are expected to attend to any constructive feedback received in the practicum evaluation even if ratings of “meeting expected level of performance” are obtained
- Supervisor evaluations in Externships show meeting expected levels of performance in all areas
  Students are expected to attend to any constructive feedback received in the externship evaluation even if ratings of “meeting expected level of performance” are obtained
- Pass comprehensive exams (soon to be “portfolio elements”)
- Annual student evaluations- obtain ratings of Satisfactory in all areas
  Students are expected to attend to any constructive feedback received in the annual evaluation even when a rating of satisfactory is obtained
- By end of 2nd year of training, all students have participated in at least one conference submission/presentation or manuscript submission
- Students present their research at least once per year in doctoral seminar
- Students contribute to others research (e.g., ideas, support, feedback, editing, or data coding) in doctoral seminar
- Students pass oral defense of dissertation proposal
- Students pass oral defense of dissertation research project
- Students will keep their advisor apprised of any difficulties they are experiencing with these benchmarks. Keeping your advisor informed helps us to better support you and helps to prevent problems in the future.
DOCTORAL PROGRAM PLAN
The Doctoral Program Plan is an important document that you must complete by the end of your first year in the program. The requirements of the plan are designed to ensure that you integrate practice, theory, and research in your coursework. As you develop your plan of studies, keep in mind that it must meet several different sets of requirements and professional objectives set forth by the Counseling Psychology Program, the College of Education, and the Graduate School. The program is not only interested in your graduation, but in preparing you for professional research and practice careers. As such, we make every effort to ensure that you are prepared to understand and meet licensure requirements as psychologists as well. A copy of the Doctoral Program Plan is provided in Appendix A and can be accessed online at http://education.uoregon.edu/feature.htm?id=2503.

COURSES COMPLETED BEFORE ENTERING THE PROGRAM
1. Course Waivers
You may request a waiver when you wish to substitute previous graduate level coursework for required courses.

To waive a course you must prepare a petition for your advisor that includes (a) a brief statement listing the course(s) you are asking to waive; (b) the instructor's signature for the course waived indicating that the instructor approves of the course(s) waiver; (c) your advisor's signature; and (d) attach the syllabi of the course(s) you have already taken that cover the required course content. Your advisor will consult with program faculty in order to ensure consistency in waiver decisions, and will consider the extent to which your prior coursework adequately covers the content area. Courses for which a grade of C or lower was earned cannot be waived. Final approval depends upon your advisor’s determination that your prior graduate coursework was substantially equivalent to the course content of the UO requirement. Courses taken more than 5 years ago cannot be used as a substitute. Graduate level ethics courses will not be approved for waiving unless the APA ethics code was the focus of the course and the course was taken within the past 2 years.

When course substitutions have been approved by your advisor as meeting current program requirements, you must list the date and the institution where the course was taken on your doctoral program plan and attach the syllabi for all courses waived. If you already have a doctoral program plan approved, record the date that the substitution was approved in your final program plan. Return the completed petition and the revised program plan to the academic coordinator for your academic file.

2. Course Transfers
Course transfers apply ONLY if you’re leaving the program after completing your master’s, and usually students opt not to transfer credits. If you decide to leave the doctoral program early, with a master’s degree, and you have graduate credits from another institution that you would like to appear on your UO transcript, then you may submit a request for official transfer of credits to the Graduate School. The Graduate School will only allow a maximum of 15 graduate credits to be transferred. To request course transfer approval you should provide documentation in the form of course syllabi, a table of contents of required texts, term papers, etc., to document that the previous course covered specific course requirements as listed on your UO CPSY Ph.D. Program Plan. You should also prepare a brief proposal along with this documentation that articulates your request to count a previous course for a course offered in the CPSY program. This proposal needs to be approved and signed by your advisor, who will then submit it to the Training Director for approval. In some cases, you may be asked to complete an examination to demonstrate competency in this area or complete additional requirements to fulfill CPSY course requirements. Courses dealing with legal and ethical issues completed seven years or more prior to entering the program are not eligible for transfer. Once the transfers are approved by your advisor and the Training Director, complete the Graduate School Request for Transfer of Graduate Credit form accessed online at http://gradschool.uoregon.edu/pdf/transferGradCreditGS820.pdf. Official transcripts must accompany the completed form for coursework completed at another institution. Courses from universities using a semester system are translated into quarter term credits using Graduate School guidelines.
TESTING OUT
Students may ONLY “test out” of or waive requirements for which they have completed graduate level coursework.

TIME LIMIT
In nearly all cases, if you completed graduate level courses seven years or more prior to entering the Ph.D. program, you will not be permitted to apply these courses toward program requirements.

LICENSURE REQUIREMENTS
The Counseling Psychology Program provides a systematic program of study that is accredited by the American Psychological Association. Although the program seeks to support your long-term plans, responsibility for meeting licensure requirements rests with you as the student. Each state has varying requirements. Obtain the specific requirements for the state in which you want to obtain licensure when you plan your program. The definition of core psychology courses also varies from state to state. Therefore, save this handbook, the course syllabi, textbook titles, credentials of your professors (degree and licensure), papers—including doctoral program plan with waived courses, internship information, practicum placement documentation, supervision assignments, and examinations for all doctoral courses. You may request a packet for Oregon licensure from the Oregon Board of Psychologist Examiners (http://www.oregon.gov/OBPE/index.shtml). Addresses for State and provincial boards may be located at www.asppb.org.

BACKGROUND CHECK
The College of Education requires that each student completes a criminal background check upon entry into the program and prior to the enrollment in practica. Forms and information about this background check are included in Appendix D and the Current CPSY Students website (http://education.uoregon.edu/feature.htm?id=2503). Students who do not successfully pass the background check cannot complete the practicum sequence, and therefore are not eligible to receive their Ph.D. Your background check should be completed by the end of your first quarter in the program with documentation given to our academic coordinator for your student file.

MASTER’S DEGREE ELIGIBILITY
The Counseling Psychology Program does not offer a terminal master’s degree. However, there are three master’s degree options that may be available for students:

1. The Master’s of Science (M.S.) in Counseling, Family, and Human Services can be earned by students along the way to earning their doctoral degree. Students who enter with a bachelor’s degree often opt to receive an M.S. during the course of their training. Students are eligible to receive the M.S. after they have completed three years of coursework, both the adult and child/family practicum, and have written an empirical research paper (Specialty Area paper) of publishable quality that serves as the master’s project. Students are expected to publish the master’s research, but this is not a requirement of the degree. Students must have their advisor’s approval for the content and scope of the master’s project; the advisor determines whether the finished product is of publishable quality.

Students who enter the program with a master’s degree from another University may choose to receive an additional master’s degree at the UO as they pursue the Ph.D.

In order for the University to award the master’s degree, you must:
(a) submit your approved Master’s Program Plan to the Academic Coordinator,
(b) submit a copy of your completed Specialty Area Paper or Master’s Project Paper to the Academic Coordinator,
(c) complete the on-line Degree Application through the Graduate School, which can be accessed at http://gradschool.uoregon.edu/?page=forms, and
(d) file the Permission to Re-Register form to the Graduate School, which can be accessed at http://gradschool.uoregon.edu/?page=permissionReregister.

The Master’s Program Plan can be found on the Student Forms page of the CPSY website. The Program Plan and the Specialty Area Paper/Master’s Project Paper must be turned in to the CPSY Academic Coordinator four weeks before the end of the term. You must also apply for the master’s degree before the Degree Application deadline. The Degree Application deadlines are posted on the Graduate School’s website, http://gradschool.uoregon.edu/?page=deadlinesMasters. Once everything is complete, it is reviewed by the COE Records Coordinator, Ron Tuomi. If there are any problems, he will contact you before submitting the master’s approval decision to the Graduate School. Once your master’s is awarded, you must file the Permission to Re-Register form (Graduate School form link available on the CPSY Current Students page) for the next term to continue in good standing in the doctoral program. This informs the Graduate School that the master’s degree was not considered to be a terminal degree and your financial aid status will not be interrupted.
2. The Master’s of Education (M.Ed.) may be awarded to students who choose to leave the program after they have completed at least one year of coursework under some circumstances. This is a non-clinical degree and requires no practicum experience. Note that this degree is not issued to students continuing in the doctoral program and requires a special arrangement with the program.

3. The Master’s of Arts (M.A.) may also be an option for some students who choose to finish their training at the master’s level. The M.A. requires two years of coursework, a master’s project, and language competency in a foreign language (which may be demonstrated, for example, through extensive language study in the student’s bachelor’s degree program). Students may choose to leave the doctoral program for a variety of reasons. This is a very normal process that does not reflect badly on you as a student. Faculty will work with you to determine if this option is a good option for you to consider.

**PROCEDURES FOR DOCTORAL PROGRAM PLAN APPROVAL**

Planning your program of study is your responsibility and should be done in consultation with your advisor. Draft your program plan using the Doctoral Degree Requirements checklist (p.15) as a guide and as a basis for consulting with your advisor about how any previous graduate level coursework might meet current requirements. Once you complete your draft, you are ready to record and submit your official doctoral program plan to your advisor and the Counseling Psychology training director for approval. Be sure to submit all required supplementary materials as indicated on the plan (e.g., goal statement, syllabi).

Your advisor and/or the training director may suggest changes and return the plan to you for revision. Once the plan is approved, the original copy is filed with the academic coordinator. You are required to create a copy for your personal records. Minor changes to the approved plan, such as the substitution of one course covering substantially the same content of other courses or taking courses during different quarters than previously planned, are normative and can be made with your advisor's approval. More substantive revisions require approval of the training director.

Your program plan must be approved and on record with the academic coordinator before you take the written comprehensive examination. When you are ready to graduate, your plan is submitted for review to the Graduate School and the COE by the Academic Coordinator, primarily to ensure that the residency requirement has been met, the 18 dissertation credits have been completed, and that there are no incomplete grades. It is a good idea to file a revised program plan the quarter before you plan to graduate so that the plan on file and your transcripts match. **Important: Keep ALL of your course syllabi from all the classes you take during your doctoral training!**
SAMPLE COURSE PROGRESSION
The following progression represents the most common progression for classes and shows the flow of courses we use to implement our ecological model of training. Below we also tie in additional program requirements, such as different components of the comprehensive examination, to coincide efficiently with your coursework. A narrative description of this course list appears in Appendix B. Your specific sequence of courses will vary from the “sample course plan” described below depending on 1) whether you enter the program with a Bachelor’s or Master’s degree, 2) previous coursework, and 3) course offerings during a given quarter (e.g., some classes are only offered every other year). Talk with your advisor early in the program about possible modifications.

Please note that the College of Education continues to implement new research and statistics doctoral core courses. Some course prefixes, numbers, and titles are expected to change. In those cases, both the old course and new course are listed together.

YEAR 1
You will notice that the first year has a number of core courses to help prepare you for subsequent research and clinical activities. During the first year you are also expected to: (1) become involved in a research study or work on a research study with your advisor and/or an advanced doctoral student; (2) turn in a copy of your criminal background check; (3) turn in your Doctoral Program Plan; and (4) complete the Oral Ethics Comprehensive Exam. The Oral Ethics Comprehensive Exam coincides with your ethics class. If you enter the program with a Master’s degree in a related area, you will find that your coursework during your first year in the program is made up of both first year and second year courses as listed here and on the next page, as well as possible “Psychological Foundations” classes.

FALL (16 credits)
CPSY 607: Doctoral Research Seminar (with your advisor)
CPSY 610: Social Psychology -OR- CPSY 610: Lifespan Developmental Psychology
CPSY 613: Introduction to Counseling Psychology as a Discipline
SPSY 610: Introduction to Consultation
CFT 621: Professional Ethical Issues

WINTER (16 credits)
CPSY 607: Doctoral Research Seminar (with your advisor)
CPSY 614: Theories of Counseling
CPSY 615: Counseling Diverse Populations
EDUC 614/SPSY 618: Educational Statistics
SPSY 651/610: Cognitive-Affective Aspects of Behavior

SPRING (16 credits)
CPSY 607: Doctoral Research Seminar (with your advisor)
CPSY 617: Theories of Career Development
EDUC640/SPSY 619: Applied Statistical Design & Analysis
CFT 609: Beginning Practicum
CPSY 605: History and Systems of Psychology (first or second year)

Note: Always register for a full 16-credit load every fall, winter, and spring term.
YEAR 2

The year-long individual adult clinical practicum starts in your second year. This practicum is designed for you to work with adult clients in a college student counseling center or other community agency setting. It is a good idea to plan and work on your “Master’s project/ Specialty area” comprehensive during year 2 (see the next section of the handbook for details). Students are expected to contribute to the research projects of peers and faculty through the Docsem, and to collaborate on at least one conference presentation proposal by the end of second year.

FALL (16 credits)
CPSY 607: Doctoral Research Seminar (with your advisor)
CPSY 609: Adult Practicum
CPSY 610: Social Psychology -OR- CPSY 610: Lifespan Developmental Psychology
CPSY 651: Advanced Individual Counseling Interventions
EDUC 642/EDLD 610: Multiple Regression in Education
EDLD 610: SPSS Data Management (optional)

WINTER (16 credits)
CPSY 607: Doctoral Research Seminar (with your advisor)
CPSY 609: Adult Practicum
CPSY 642: Child/Family Interventions
CFT 620: Mental Health & Diagnosis (Psychopathology & Behavior Disorders)
EDST 670: Philosophy of Research

SPRING (16 credits)
CPSY 607: Doctoral Research Seminar (with your advisor)
CPSY 609: Adult Practicum
CPSY 643: Community & Preventive Interventions (odd years) -OR- CFT 624: Group Psychotherapy (even years)
EDUC 646/SPED 607: Advanced Research Design in Education (even years)
CPSY 605: History & Systems of Psychology (first or second year)

* (Externship Credits can be taken only AFTER the completion of Adult or Child/Family practicum and require Training Director and advisor approval.)

Note: Always register for a full 16-credit load every fall, winter, and spring term.
YEAR 3

In the third year, you complete your second year-long clinical practicum at the Child and Family Center, which is designed for you to work with children and families. During this year, you also need to (1) complete your Specialty Area Comprehensive and (2) take the written comprehensive examination during the spring term or the following fall—just prior to beginning the fourth year. If you plan to apply for internship in the fall of your 4th year, you must take comprehensive exams spring of 3rd year.

**FALL (16 credits)**
- CPSY 607: Doctoral Research Seminar (with your advisor)
- CPSY 609: Child/Family Practicum
- Biological Aspects of Behavior requirement or other Psychological Foundations core class
- EDST 671/EDUC 630: Research core class: Qualitative Methods I or “Second Research Area Emphasis/Other Tradition”

**WINTER (16 credits)**
- CPSY 607: Doctoral Research Seminar (with your advisor)
- CPSY 609: Child/Family Practicum
- Biological Aspects of Behavior or other Psychological Foundations core class -OR- Externship in Assessment -OR- 3rd Assessment course
- EDUC 644/SPSY 620: Applied Multivariate Stats (odd years) or “Second Research Area Emphasis/Other Tradition”

**SPRING (16 credits)**
- CPSY 607: Doctoral Research Seminar (with your advisor)
- CPSY 609: Child/Family Practicum
- SPSY 650: Developmental Psychopathology (Child Development & Psychopathology)
- SPSY 672: Intellectual Assessment
- CPSY 643: Community & Preventive Interventions (odd years) -OR- CFT 624: Group Psychotherapy (even years)

* (Externship Credits can only be taken after the completion of Adult or Child/Family practicum and require Training Director and advisor approval. See website for contract template).

Note: Always register for a full 16-credit load every fall, winter, and spring term.
YEAR 4

During your fourth year, you should defend your dissertation proposal. (*If you apply for internship this year, you must successfully defend your Dissertation Proposal by November 1; this means your advisor needs the first draft by the beginning of spring term, year 3*).

**FALL (16 credits)**
- CPSY 607: Doctoral Research Seminar (with your advisor)
- Bio Aspects or Psychological Foundations core class
- Assessment course (any term this year if all assessment course requirements not already fulfilled)
- CPSY 602: Supervised College Teaching (any term this year)

**WINTER (16 credits)**
- CPSY 607: Doctoral Research Seminar (with your advisor)
- Bio Aspects or Psychological Foundations core class
- Assessment course (any term this year if all assessment course requirements not already fulfilled)
- CPSY 602: Supervised College Teaching (any term this year)
- EDLD 610: Advanced Statistics (e.g., Exploratory Factor Analysis, Hierarchical Linear Modeling, Structural Equation Modeling)

**SPRING (16 credits)**
- CPSY 607: Doctoral Research Seminar (with your advisor)
- CPSY 622: Psychological Assessment
- PSY 621: Clinical Psychobiology
- Bio Aspects or Psychological Foundations core class
- CPSY 602: Supervised College Teaching (any term this year)
- EDLD 610: Advanced Statistics Elective (e.g., HLM II, SEM II)
- Assessment course (any term this year if all assessment course requirements not already fulfilled)

*(Externship Credits can only be taken after the completion of Adult or Child/Family practicum and require Training Director and advisor approval. See website for contract template).*

*Note: Always register for a full 16-credit load every fall, winter, and spring term.*
YEAR 5

Internship applications may be due as early as October 15\textsuperscript{th}. Provide your advisor and training director with a list of sites, materials due dates, and materials due by September 30\textsuperscript{th}. Communicate regularly with the Director of Internship Training for assistance with the internship application process. Your dissertation proposal must be defended by November 1\textsuperscript{st}.

FALL (3 or 4 credits total)
CPSY 607: Doctoral Research Seminar (with your advisor)
CPSY 609: Externship
CPSY 603: Dissertation

WINTER (3 or 4 credits total)
CPSY 607: Doctoral Research Seminar (with your advisor)
CPSY 607: Seminar in Counseling Supervision and Consultation (optional)
CPSY 609: Externship
CPSY 603: Dissertation

SPRING (3 or 4 credits total)
CPSY 607: Doctoral Research Seminar (with your advisor)
CPSY 654: Supervision & Agency Administration
CPSY 609: Externship
CPSY 603: Dissertation

YEAR 6

Internship year

The number of CPSY 603: Dissertation and CPSY 704: Intern Doctoral credits that you register for will vary depending on your dissertation progress and when your internship ends. Please refer to Appendix I for enrollment guidelines and the UO Graduate School policy for the internship year.

Summer Graduation!!!
DOCTORAL DEGREE REQUIREMENTS CHECKLIST 2010-2011
University of Oregon Counseling Psychology Doctoral Degree Program courses are divided into four basic domains (1) Psychological Foundations; (2) Research Competencies; (3) Practitioner Competencies; and (4) Professional Competencies. A minimum of 175 graduate credits is required for graduation. Course selection and planning is done by the student in consultation with the advisor and in accord with the specifications below.

If you wish to substitute another course from the list of optional courses, you must provide your advisor with (a) the syllabus and (b) the graduate bulletin description of the course you wish to substitute. Substitution requires advisor permission and approval of the counseling psychology faculty (obtained at the time you turn in your program plan of studies).

**Please note that the College of Education continues to implement new research and statistics doctoral core courses. Some course prefixes, numbers, and titles are expected to change. In those cases, both the old course and new course are listed together.**

Domain 1: Psychological Foundations (27 credits minimum)
The focus is on developing a broad base in the general principles and theories of psychology. Students gain knowledge in each of five areas: Biological Aspects, Social Aspects, Cognitive & Affective Aspects, Individual Aspects of Behavior, and History & Systems of Psychology. Some states may require more than 5 term credit hours in some foundation areas; it is the student’s responsibility to investigate licensure requirements in states of intended residence. Keep in mind that applied and/or practicum classes will not count as a base of behavior, that is, toward licensure, in most states.

Area 1: Biological Aspects of Behavior (5 credits minimum)
Biological Aspects of Behavior coursework may cover the following: The fundamental aspects of brain-behavior relationships; neuron physiology; sensory systems, nonspecific afferent systems; emotion, motivation, and learning from a "biological" viewpoint; comparative animal behavior; psychopharmacology; structure and function of the brain; physiological psychology. The following is a list of sample courses that you may take to fulfill this Area. This list is not exhaustive. If you have questions about whether or not a course will count for the Biological Aspects of Behavior Area, ask your advisor.

______ PSY 510: Evolutionary Psychology  
______ PSY 536: Human Performance  
______ PSY 545: Brain Mechanisms of Behavior  
______ PSY 549: Human Neuropsychology/ Cognitive Neuroscience  
______ PSY 550: Hormones and Behavior  
______ PSY 621: Clinical Psychobiology

Area 2: Social Aspects of Behavior (5 credits minimum)
Social Aspects of Behavior coursework may cover the following: Factors leading to the development, maintenance, and modification of social attitudes and beliefs; human aggression, prejudice; altruism; attitudinal and situational components of social behavior; community psychology; organizational behavior; theory and research on group behavior. The CPSY Social Psychology course is required. The remaining courses are optional electives. This list is not exhaustive. If you have questions about whether or not a course will count for the Social Aspects of Behavior Area, ask your advisor.

______ CPSY 610: Social Psychology (5 credits) *(required)*  
______ PSY 556: Social Psychology  
______ PSY 557: Group Dynamics

Area 3: Cognitive and Affective Aspects of Behavior (5 credits minimum)
Cognitive and Affective Aspects of Behavior coursework may cover the following: Current theories and research in conditioning (classical and operant); discrimination learning; transfer of learning; verbal learning; memory and problem-solving; motivation; emotion; psychophysics; letter and word perception; visual masking. The SPSY Cognitive-Affective Aspects of Behavior course is required. The remaining courses are optional electives. This list is not exhaustive. If you have questions about whether or not a course will count for the Cognitive and Affective Aspects of Behavior Area, ask your advisor.

______ SPSY 651/610: Cognitive-Affective Aspects of Behavior (5 credits) *(required)*  
______ PSY 533: Learning and Memory  
______ PSY 535: Cognition  
______ PSY 536: Human Performance  
______ PSY 558: Decision Making  
______ PSY 568: Motivation & Emotion
Area 4: Individual Aspects of Behavior (9 credits minimum)
Individual Aspects of Behavior coursework may cover the following: Quantitative assessment of human characteristics; research findings concerning intelligence, achievement, aptitudes, interests and personality; group differences related to sex, age, social class, race and nationality; descriptive psychopathology; research on intervention outcome, critical comparisons of significant personality theories. The following courses are required:

_____ CPSY 610: Lifespan Dev Psych (required)
_____ CFT 620: Mental Health & Diagnosis (Psychopathology & Behavior Disorders) (required)
_____ SPSY 650: Developmental Psychopathology (Child Development & Psychopathology) (required)

Area 5: History and Systems of Psychology (3 credits) (course required)

_____ CPSY 605: History & Systems of Psychology (required)

Coursework and hands-on experience ensure that students develop basic skills in formulating questions, designing and carrying out research, and disseminating results appropriately and effectively. In addition to courses in research design and quantitative research methods, students develop basic knowledge of qualitative research methods. The capstone of research training in the Counseling Psychology program is the dissertation. Unless otherwise indicated, all courses in this area are required.

Area 1: Methodological Foundations (4 credits minimum)

_____ EDST 670: Philosophy of Research (4 credits) (required)

Area 2: Statistics and Research Design (19 credits minimum)

Statistics and Research Design courses are taught as cohesive content areas and are not distinct entities. At the same time, coursework that may highlight statistical methods within the quantitative tradition more intensely cover areas such as: Basic concepts of probability and statistics; use of probability theory in psychological theory construction; application of multivariate methods; theory of measurement; factors affecting reliability and validity; test construction, and so forth. Coursework that may highlight Research Design aspects of the quantitative tradition more intensely cover areas such as: Design of experiments and analysis of experimental data in the behavioral sciences; quantitative and experimental methods of psychology such as experimental design, data collection, evaluation and interpretation of results, and so forth.

Doctoral Level courses (16 credits minimum):

_____ EDUC 614/SPSY 618: Educational Statistics*

* Students with graduate level statistics coursework should consult with their advisor about waiving EDUC 614, which is considered a master’s level statistics class).

_____ EDUC 640/SPSY 619: Applied Statistical Design & Analysis (required)
_____ EDUC 642/EDLD 610: Multiple Regression in Education (required)
_____ EDUC 644/SPSY 620: Multivariate Stats (required)
_____ EDUC 646/SPED 607: Advanced Research Design (required)
_____ EDLD 610: Additional advanced statistics class (e.g. HLM, SEM)
_____ EDLD 610: SPSS Data Management (optional)
Area 3: Secondary Research Emphasis Area (4 credits minimum)

____ EDUC 630/EDST 671: Qualitative Methodology I: Interpretive Inquiry
____ EDST 672: Qualitative Research II: Reflexive Inquiry
____ EDUC 620/SPED 607/EDLD 681: Program Evaluation I
____ EDUC 621/SPED 607/EDLD 682: Program Evaluation II

Area 4: Pre-Dissertation Research (20 credits minimum)

____ CPSY 601: Research (required)
____ CPSY 607: Doctoral Research Seminar (required)

Area 5: Dissertation Research (18 credits minimum)

**Refer to section Appendix I for Dissertation enrollment guidelines.
____ CPSY 603: Dissertation

Domain 3: Practitioner Competencies (63 credits minimum)

This area is subdivided into four components that form an integrated instructional sequence: Core Knowledge & Applied Skills, Practica & Advanced Practitioner Skills, Assessment, and the Pre-doctoral Internship.

Area 1: Core Knowledge and Applied Skills (27 credits minimum)

Courses impart beginning level didactic content and the specific information needed to plan and implement effective interventions. These courses also cover theoretical models and research findings about working with individuals, children, families, groups and systems, about assessment and evaluation, and about various populations and contexts within which preventive and remedial interventions may occur. Courses also attend to increasing student sensitivity to diverse populations and multicultural competence. Unless otherwise indicated, all courses in this area are required.

____ CPSY 614: Theories of Counseling
____ CPSY 615: Counseling Diverse Populations
____ CPSY 617: Theories of Career Development
____ CPSY 642: Child and Family Interventions
____ CPSY 643: Community and Preventive Interventions
____ CPSY 651: Advanced Individual Counseling Interventions
____ CFT 609: Beginning Practicum
____ CFT 624: Group Psychotherapy

Area 2: Practica & Advanced Practitioner Skills (24 credits minimum)

Courses involve the provision of counseling interventions for clients in community settings. Activities include assessment, treatment, consultation, psychoeducation, and referral for adults, children, families, and groups. All courses required.

____ CPSY 609: Practicum (Adult)
____ CPSY 609: Practicum (Adult)
____ CPSY 609: Practicum (Adult)
____ CPSY 609: Practicum (Child-Family)
____ CPSY 609: Practicum (Child-Family)
____ CPSY 609: Practicum (Child-Family)

Courses emphasize applied experience, although the courses uniformly require reading, review of research, and didactic learning. A variety of practicum and field experiences allow students to acquire the skills of a competent professional psychologist. Electives include externship experiences:

____ CPSY 609: Externship

Area 3: Assessment (courses required) (11 credits minimum)

____ CPSY 622: Psychological Assessment II (Personality)
____ SPSY 672: Intellectual Assessment

Additional Assessment course required. The following are additional courses that you may take to fulfill the additional assessment course requirement. This list is not exhaustive. If you have questions about whether or not a course will count for the Assessment Area, ask your advisor.

____ SPSY 610: Social and Emotional Assessment of Children and Adolescents (optional)
____ SPSY 671: Behavioral Assessment (optional)

Area 4: Pre-doctoral Internship (1 credit minimum)

Internship involves completing a 2000 clock-hour training experience at an APA accredited training site.

____ CPSY 704: Doctoral Internship**
**Refer to Appendix I for enrollment guidelines.**

**Domain 4: Professional Competencies (16 credits minimum)**
Courses in this area help students learn the professional issues of practicing psychologists and the ethical standards to which counseling psychologists adhere. Courses focus on the integration of the science and practice of counseling psychology. Students also gain a beginning experience in teaching as a way of passing on their knowledge to a new generation of professionals via supervised college teaching. *All courses in this area are required unless indicated otherwise.*

- CFT 621: Professional Ethical Issues
- CPSY 613: Introduction to Counseling Psychology as a Discipline
- CPSY 654: Supervision & Agency Administration
- CPSY 607: Seminar in Supervision and Consultation *(optional)*
- CPSY 602: Supervised College Teaching
- SPSY 610: Intro to Consultation

**Elective Seminars or Courses (6 credits minimum)**
A minimum of 175 credit hours is required for graduation. Students may need to add elective coursework to meet this requirement. Further, students are expected to identify a specialty area in graduate work. This section of the document provides you with a way of recording the electives that you take to meet the 175 hour requirement and that you take to support your specialty area. Additional courses in Psychological Foundations, advanced practitioner skills, or statistics and research methodology are highly recommended.

- CFT 628: Contemporary Issues in Addiction *(optional)*
- CFT 626: Human Sexuality *(optional)*

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COMPREHENSIVE EXAMINATIONS & COMPETENCIES

PURPOSE
The doctoral comprehensive examination is a requirement established by the Graduate School and represents an important milestone in your professional preparation. Within the Counseling Psychology Program, the comprehensive exams consist of a written and oral examination, and specific written work. Students are also required to complete a teaching competency. These tasks are designed to assess your ability to communicate mastery and integration of knowledge in content areas that include (a) psychological foundations, (b) empirical foundations, (c) practice foundations, and (d) professional competencies. These categories are not mutually exclusive.

The comprehensive examination is more than simply a test covering all the academic course-based learning you have accumulated. It is also designed as a test of your ability to synthesize, apply, integrate, and communicate what you have learned in courses, practica, research activities, and other forms of independent learning.

State psychology licensure boards expect psychologists to possess a common core of knowledge about the discipline of psychology prior to obtaining a license. In a similar fashion, the program expects counseling psychology students to possess a core of knowledge and skills prior to advancement to candidacy. Your examination may cover content that was not presented in the context of courses you have taken, assigned readings, or faculty presentations. Your faculty will design a comprehensive examination that addresses various aspects of the core of knowledge and skills associated with psychology and more specifically, Counseling Psychology.

DESCRIPTION
Comprehensive examinations occur over a series of terms, with different competencies being met at different points in your progression through the program. The comprehensive exams have three components that must be satisfied (passed) prior to advancement to doctoral candidacy (i.e., before signing up for dissertation credits, before defending the dissertation proposal, and before applying for internship). In addition, the teaching competency requirements must be met before actually leaving for internship. Note that although the teaching competency is required, it is not part of the formal comprehensives and therefore it does not have to be completed prior to advancement to candidacy. The following is a brief outline of comprehensive examination components and competency requirements. The sections that follow describe the “comps” format in greater detail.

Comprehensive Examination Components
1) Oral ethics examination.
2) Demonstration of knowledge of a specialty area in psychology by writing a comprehensive literature review and/or a first-authored empirical manuscript and/or major federal grant application that you submit for publication or funding consideration BEFORE you are eligible to pass this comp.
3) An in-house written examination of a more traditional nature; divided into four, two-hour content sections (Counseling Core; Psychological Foundations; Professional Issues and Competencies; and Research Design/Methods/Statistics).

Competency Requirements
Demonstration of teaching effectiveness through completing a set of teaching activities (Teaching Competency).

ORAL ETHICS COMPREHENSIVE EXAM
The oral ethics exam is scheduled via the Ethics course. A two-member committee, typically consisting of the ethics course instructor and the student’s advisor, will administer and evaluate each exam. If these are the same people, the student will select a second faculty member to serve on this committee. The 1 hour closed book/note, structured oral examination is administered near the end of the quarter that you take the ethics class. This class is offered Fall of your first year. You will be presented with two written case vignettes and will respond to dilemmas presented and answer questions pertaining to your analyses of the cases. Thirty minutes will be spent preparing BOTH written case vignettes followed by thirty minutes of oral response.

If you enter the program and have already taken an equivalent ethics course that covers the APA ethics code for psychologists, you are still required to fulfill this comps exam at the end of your first year and must schedule the exam with the ethics instructor and a second committee member. The ethics comp must be passed prior to taking practicum (unless special permission is obtained from the faculty) and in all cases, prior to the written comprehensive exam. Students who fail the ethics comp will develop a plan for remediation with faculty and will re-take the exam. A student who fails this comp twice will be dismissed from the program or will be placed on a mandatory remediation plan at the discretion of the faculty. See Appendix E for a description of evaluation criteria and procedures for the Oral Ethics Comp.
**Specialty Area Comprehensive Exam/ Master’s project competency**

**Purpose**
The purpose of this comp is to provide you with experience in writing a publishable quality paper and to give you greater opportunity to learn about a specific area of research “in depth.” This paper may be on a topic area that you are considering for your dissertation, or it may be in an area that you have interest in pursuing further in the future. This comp will assist you in learning technical social science writing and in formatting a paper for publication. The specialty area comprehensive exam must be completed prior to taking the written comps exam and advancing to candidacy. This allows students an opportunity to receive feedback on their writing and research prior to taking the written comp. **Until this paper is completed, you do not advance to candidacy.**

If you enter the program with a bachelor's degree, then you will complete a Master's project. This project you complete for your Master’s degree (which has more stringent requirements) counts as your specialty area comp. Note that a Master's project from another University does not count to fulfill this competency. As stated above, the Master’s project must be completed prior to taking the written comps exam and advancing to candidacy. This allows students an opportunity to receive feedback on their writing and research prior to taking the written comp. **Until this paper is completed, you do not advance to candidacy.**

**Specialty Area Comprehensive Options**

**Specialty Area Comprehensive Options**

**Students will complete one of the following options to pass the Specialty Area comprehensive:**

- You may write a publishable quality empirical research paper to fulfill this requirement. Selection of research methods and analyses should be done in consultation with your advisor. This paper is expected to be of publishable quality, as evaluated and supervised by your advisor or another faculty member. The paper may be a pilot study for your dissertation or a separate research project altogether.

- Students may also write a grant proposal to a federally funded granting agency. This proposal must include a literature review, methods, and data analyses section. The complete grant proposal and supplemental materials (e.g., measures proposed to be used, treatment packages, etc.) must be submitted to your advisor for the faculty to evaluate this work as meeting this specialty area comprehensive.

**Examples of projects that count for the specialty area:**

1. Your master’s project that you worked on in consultation with your University of Oregon Counseling Psychology advisor.
2. A publishable literature review that is prepared as a manuscript.
3. A publishable article that you started at another University (such as a master’s project or thesis), but finished here at the UO in collaboration with your advisor in our program (your University of Oregon advisor is a co-author on the publication).

**Examples of projects that DO NOT count for the specialty area:**

1. A master’s project from another University that you have worked on WITHOUT consultation from your UO advisor.
2. An independent research project, book, or paper that you wrote prior to entering the UO doctoral program.
3. A literature review from a class that has not been updated and formatted for publication both in writing style and content.

**Timeline**
The specialty area comp must be completed prior to advancement to candidacy. **Students should allow at least a full year to complete the specialty area comp.** This comp needs to be completed prior to taking the written in-house comps and advancing to candidacy.

**Procedures**
You will complete the specialty area comp in close consultation with your advisor, who will approve the topic area and methodology as well as monitor the progress of this project. Most students will be asked to consult with the writing lab at the University of Oregon and/or with a professional editor (that charges hourly) to assist you with your professional writing. Expect to produce multiple drafts of the specialty area paper or proposal in time for advisor evaluation and feedback on each draft. You must be the first author of this paper. Exceptions may include papers in which you did the majority of work, but for which you could not be first author. Any exceptions to this first-author rule should be addressed and approved by the advisor before you commence writing.
FORMAL WRITTEN COMPREHENSIVE EXAM

Part of comps is completing an in-house written examination. This involves one day (from 8 a.m. to 5 p.m. with a one-hour break from 12-1 p.m.) during which you will receive 1 question for each of 4 different domain areas in a closed-book examination format. Two domain areas are covered in the morning and two in the afternoon. These domains cover the following content areas:

- **8 a.m. – 12 p.m.—Counseling Core and Psychological Foundations & Psychological Aspects of Behavior**
  Includes Group Counseling, Vocational Counseling, Counseling Theory, Developmental Psychopathology, Multicultural Counseling, Child and Family Interventions and the four psychology core scientific areas (Biological, Social, Cognitive/Affective, and Individual Aspects of Behavior).

- **1 p.m. – 3 p.m.—Professional Issues and Competencies**
  Includes history and trends in Counseling Psychology, Science Practices in Counseling Psychology, Child and Family Intervention, Community Intervention and Prevention, Ethics, Assessment, Multicultural, Counseling, and statistics.

- **3 p.m. – 5 p.m.—Research Design/Methodology/Statistics**

You will turn in your exam responses at the conclusion of each four-hour block of time and may not add additional information during subsequent time periods. Keep in mind that although questions may focus on one broad content area, you should plan on integrating information from other areas to present the best possible response. Citing of professional references in your exam responses to support your statements is required. The content areas listed closely parallel but also exceed content within the four major domains identified and listed in your program plan. Content from one domain area will often be relevant to a question in another content area, e.g., you may address ethical issues in a Counseling Core question, or Cognitive Development issues in a Professional Issues and Competencies question. Answers must be word-processed via use of your own computer; the program will not provide a computer for you.

*Procedures*

At least one quarter prior to taking the written comp exam, you must notify the Training Director and your advisor of your intention to take the written portion of the comprehensive exam. You must have completed your Specialty Area comp paper/project before taking this Written Comp. Your advisor will work with you on a timeline that is consistent with your goals and training. For the written examination, all members of the counseling psychology faculty are eligible to serve on the examination committee, although not every faculty member will read every response. At least two committee members grade each response. At any time after being approved to take comps, a student may choose not to take the written exam at the time determined with their advisor without penalty (however, it is likely that there will be other consequences to such a decision, such as your program completion timing, etc., that students should weigh in consultation with their advisor).

*Evaluation*

The faculty are responsible for developing the written exam questions and evaluating the responses. Your advisor is primarily responsible for providing the information and guidance you may desire in preparing for the comprehensive exams. However, you may wish to consult with other faculty members individually or as a group as a part of your preparation process. The recommended readings for this comp include but are not limited to the reading lists from the syllabi of all coursework in the program. There is no formal reading list for you to prepare or for your advisor to approve. However, many students find it helpful to develop a reading list as a tool for studying. You are expected to be proactive about seeking this information. You may wish to ask your faculty: (a) Are there any readings that are considered to be standard preparation in any of the topic areas? (b) Given your knowledge of my performance to date, where would you suggest I concentrate my study in preparation? See Appendix G for a detailed description of evaluation criteria and procedures for the written comprehensive examination.

*Eligibility to take Comprehensive Exams*

The “Oral Ethics Comprehensive Examination” typically takes place during the first year of study, prior to practicum, whereas the “Written Comprehensive Examination” typically takes place no earlier than the end of the third year of study. Your program plan must be approved and on file with the Academic Coordinator before you can take the Written Comp Examination and you must have completed and passed your Specialty Area Comps Paper or Master’s project. The “Specialty Area Comprehensive Project” and Master’s project must be completed before advancement to candidacy. All comprehensive exams must be passed AND YOU MUST ADVANCE TO CANDIDACY before you are eligible to defend the dissertation proposal. Comprehensive exams must be passed/completed and the dissertation proposal must be defended by **November 1st of the year you will apply for internship**, in order for you to APPLY for the year-long internship. In addition, the teaching competency must be passed/completed before leaving campus for your year-long internship.
Helpful Advice for Written Comps: Preparation for this comprehensive examination is a complex task that does not lend itself to simple formulae. The students maintain a file with sample comprehensive examination questions and preparation materials that can provide an idea of the types of questions asked in the past. Consult with fellow students who have taken the exam. Focused review of all relevant coursework, practical experiences, and research activities is suggested. Ongoing reading of the APA Monitor, the Journal of Counseling Psychology, The Counseling Psychologist, the American Psychologist, and other relevant journals is one way to engage in long-term advanced preparation for the comprehensive exams. Students are strongly encouraged to work together in preparing for comprehensive exams by sharing readings and facilitating each other’s preparation. The amount of time that students devote to preparation for comprehensive exams varies widely and is based on factors such as prior knowledge, learning style, confidence, and life circumstances. Most students report spending between 6 weeks of very focused, full-time study to four measured months of preparation; however, only you can determine the amount of time you need to prepare.

TEACHING COMPETENCY REQUIREMENTS

The teaching competency may be met by completing a variety of activities for which you receive points. You must complete 3 “points” to pass this comp. A list of acceptable activities for this comp includes, but is not limited to the following:

- Making a class presentation of 75-90 minutes that you deliver in a course in which you are not enrolled (1 point);
- Teaching a course (3 points);
- Facilitating groups in a group teaching format through one entire term (1 point);
- Giving an oral presentation (not a poster session) at a state, regional, or national conference (that is different from a class presentation that you may have given) (1 point);
- Giving a workshop to other professionals, such as providing a lecture or workshop for professional CEU credits (1 point).

It is necessary that you be proactive in setting up these experiences. For example, a student who has the responsibility to teach a class would meet the requirement of this comp (e.g., 3 points). However, another student may choose 3 different teaching opportunities (e.g., a lecture, a workshop, and a regional oral presentation on an area of specialty). Competency must be met by having at least one (1) lecture reviewed and critiqued by a faculty member or faculty approved equivalent. The other lectures or presentations may be critiqued by the students/audience or by the Teaching Effectiveness Program (TEP) on campus, who will videotape your teaching and give you feedback. You must provide written documentation describing each qualifying activity (see program website for form) and provide evidence in writing of the evaluations and critiques you received (e.g., student evaluations and/or a letter from the TEP stating that you used their service). Presentation and public teaching skills will be part of this comp, as well as quality of content presented. The added benefit of this comp is that you will get specific feedback on your presentation skills that will serve you on internship and during your job selection process. You may enroll for your required supervised college teaching credit as you fulfill this requirement, but should discuss this with your advisor and clarify what your teaching competency agreement is prior to registering.

Procedure

Organize your teaching competency requirements with your advisor. You will create a “teaching portfolio” that contains your lecture notes, evaluations of year teaching from each experience, overheads and handouts used, and feedback received. Written materials should include a brief statement of goals, objectives, and activities (e.g., topic, audience composition, and when, where, and how instruction was provided); you will be expected to provide evidence of the evaluations you received (e.g., student evaluations, TEP letter, audience feedback/critiques).

Your advisor will sign the teaching comp form for each of the “3 points.” The Training Director will sign with the advisor after reviewing the teaching portfolio. Advisors will also review your teaching critiques. The teaching comp must be completed prior to leaving for internship, but does not need to be completed prior to advancing to candidacy. The only way to fail this comp is to not complete the requirements. Students who do not complete the requirements will be considered “not in good standing” and will not be considered eligible to begin the internship year. See Appendix H for the Teaching Competency Plan and Evaluation Form or access it online at the CPSY student website at http://education.uoregon.edu/feature.htm?id=2503.

Counseling Psychology Handbook 2010-2011 24
ACCOMMODATIONS FOR STUDENTS WITH DISABILITIES

If you require special accommodations for a specific disability, then you must provide a written request to your advisor and the Training Director. To allow your committee sufficient time to respond, you must submit your request a minimum of 8 weeks before the comprehensive exams are scheduled to take place. The request should specify the nature of the desired accommodations as well as documentation of your disability from Disability Services. The faculty must reach a unanimous decision regarding your request. You will be informed of the outcome of the request after the faculty meeting. Your request, along with the faculty response, will be placed in your student file as an official record.

EVALUATIONS OF COMPS & NOTIFICATION OF RESULTS

Oral Ethics Comp: See Appendix E for a detailed description of the evaluation criteria for the oral ethics exam. Students will receive verbal feedback and a brief written statement immediately following the oral ethics exam. In cases of failure or when remediation is required, specific written feedback will be provided within 2 weeks of completion of the comp.

Specialty Area Comp and Teaching Competency: The specialty area comp will be evaluated on a pass/no pass basis. Your advisor will determine the acceptability (pass or not) of your specialty area project, therefore, students are encouraged to work closely with advisors on designing, planning, and completing this project.

Written Comprehensive Exam: Efforts will be made to inform you of the results of your formal written comprehensive examination within 15 working days of completing the examination. After you have completed the comprehensive exam, responses are distributed to the faculty for scoring. No identifying information is included on your responses when faculty read them. Each reader scores the examination separately, with each question rated as, 1 = fail, 2 = marginal performance, 3 = pass, and 4 = high pass. The faculty then convenes to review the results and determine the outcome of the exam; this process is done without any student identifying information provided to faculty. You will receive written comments, a list of the scores given by each reader/committee member for each question, and an overall "grade" for the comprehensive exam once the academic coordinator has linked the exam results with students’ identifying information. The criteria for evaluation of the exam include, but are not limited to, accuracy of the response; completeness; integration of relevant content; breadth and depth of response; organization; clarity; professionalism of presentation; and references to relevant scholarly work. There are four possible outcomes or "grades" for the comprehensive exam: (a) failure; (b) pass with remediation; (c) pass; and (d). See Appendix G for a description of evaluation procedures.

Teaching Competency: You should meet with your advisor to obtain pre-approval for your teaching competency proposal of activities. You must arrange to have your advisor, other faculty, or faculty member equivalent observe at least one of the three components included in this competency. Upon completion of the teaching competency, you will be expected to submit written materials (your teaching portfolio) and the Teaching Comp form (see Appendix H) to your advisor for final approval/acceptance.

FAILURE OF COMPS

You will be allowed to retake any failed comp once. Retakes are typically scheduled after a remediation plan has been satisfactorily completed. In some cases, the faculty may not recommend remediation but may require that the student retake the specific comp failed at the next available administration of the exam. Should you fail the second examination in any given area (e.g., fail the oral ethics comp twice, or fail the written comps twice) the full Counseling Psychology Program faculty will convene to officially determine the next course of action which will involve a mandatory remediation plan or may result in you being dismissed from the program.

REMEDICATION OF COMPS

Remediation is focused only on the content area that is judged by the committee to be inadequate. The CPSY faculty determine the remediation. Remediation options that may be required by the faculty may include all of the following: (a) retake the portion of the exam in the content area failed or in other marginal areas; (b) write a research paper in accord with faculty specifications that address weaknesses in the comp responses; (c) complete an oral examination focused on areas of weakness; or (d) participate in activities geared toward enhancement of professional skills and abilities that may have partly contributed to a poor comp performance (e.g., participation in any combination of activities such as a writing seminar, anxiety management training, personal therapy, etc.). These remediation procedures apply for the Oral Ethics and Written comps.

Remediation must be completed by the timeline established by faculty. If your remediation efforts are judged to be unsatisfactory by faculty, the full Counseling Psychology faculty will determine the next appropriate course of action. A second remediation plan may be required, or the student may have to repeat the entire exam. If a second attempt at remediation or comps retake is judged by the examination committee to be unsatisfactory, the full Counseling Psychology
faculty will meet to discuss your official termination from the program or discuss a plan to assist you with related professional development.

**APPEALS**
You may appeal a comps grade to the full Counseling Psychology faculty. You must submit your concerns in writing and arrange to be heard at the next scheduled program faculty meeting. Should the faculty fail to support your appeal, you may make further appeals following the procedures established by the College of Education Policy 5B (http://education/feature.htm?id=407&fullformat=yes).

**RECORDS**
All activities related to the comprehensive examination, including failed comps grades, any comps grade appeal documentation, and remediation plans and subsequent remediation materials submitted by the student, are placed in the student's file as part of the confidential student record.

**ADVANCEMENT TO CANDIDACY**

**ADVANCEMENT**
Upon passing all three components of the Comprehensive Examination (Oral Ethics Exam, Specialty Area Comps, and the Written Comps), the Program faculty recommend you for Advancement to Candidacy. Advancement to Candidacy in the UO College of Education requires that Ph.D. students have demonstrated competency across the domains of professional standards, scholarly communication, and educational inquiry. In the Counseling Psychology Ph.D. program, the comprehensive examination process is used to determine advancement to candidacy and is the mechanism by which students: (1) demonstrate their knowledge and expertise in specific areas of study; (2) demonstrate integration of knowledge and skills in professional activities related to their scholarship and practice; and (3) demonstrate competence in their general and professional knowledge and their readiness to initiate their dissertation research project. First you must complete a form on the Program’s Current Students webpage, called CPSY Advancement to Candidacy. You need to have the dates when you took each exam and the dates when you passed each exam. This form must be signed by your advisor. Then you complete the application for Advancement to Candidacy on-line at the UO Graduate School’s “GradWeb” site at https://gradweb.uoregon.edu/main/main1.asp. Once you complete the on-line application, and return the completed form to the academic coordinator, the coordinator will electronically confirm the information on GradWeb. A final form is created on GradWeb that gets signed by the Department Head and the Training Director and is then faxed to the Graduate School. The student, faculty advisor, and the academic coordinator receive notice of successful advancement from the Graduate School via email. All Advancement documents are kept in the student’s confidential academic file.

**COMPREHENSIVE EXAMINATION & ADVANCEMENT CHRONOLOGY**
1. You complete the Oral Ethics Comp at the end of your Professional Ethics Class, completing all required documentation as presented in that course.
2. You complete the Specialty Area Comprehensive Exam Paper (involving several drafts) and turn it into your advisor.
3. You complete the Written Comprehensive exam.
4. Your committee has 15 working days to review your Written Comprehensive exam. You must have your approved program plan on file prior to taking the Written comprehensive examination.
5. If you fail the Written Comprehensive exam you must retake it and you will not advance to candidacy; if you “pass with remediation” then you must successfully complete your remediation plan before you may be advanced to candidacy.
6. Upon passing all three Comps, you fill out the Advancement to Candidacy form obtained from the Program’s website. Then go on-line to the Graduate School’s Grad Web site and initiate the on-line Advancement process. URL for Grad Web: http://gradweb.uoregon.edu/
7. Advancement notification from the Graduate School is sent to you, your advisor, and the academic coordinator via email.
8. Forward that email to your GTF Business Manager for a GTF promotion.
Dissertation Committee Appointment

The following must be completed prior to appointing a dissertation committee: (1) Complete items 1-9 in comprehensive exam portfolio, and (2) Advance to candidacy (refer to appropriate section of handbook for further instructions). The Graduate School requests that your dissertation committee be appointed within one month of Advancement. It is strongly recommended that you appoint your dissertation committee the same term in which you advance to candidacy. Meet with your advisor to solidify your dissertation idea and identify potential committee members.

To create your Dissertation committee, complete the Dissertation Committee Creation form on the Current Students Forms page of the CPSY web-site. Turn the completed form in to the academic coordinator, who will then submit the information to GradWeb. Your committee must include four members: 3 members from the College of Education (2 must be CPSY Program faculty), and one member who is a faculty member outside of the COE. If you choose to appoint two people as co-chairs, they must both be tenure-track faculty. Review the Dissertation Committee Policies on the Graduate School website http://gradschool.uoregon.edu/?page=doctoralDegreeProcedures.

Dissertation Proposal Approval

You must defend your dissertation proposal by November 1st of the year during which you apply for internship. Consult with your advisor, typically the chair of your dissertation committee, about scheduling a date and time prior to the November 1st deadline to defend your dissertation proposal. Make arrangements with the academic coordinator to reserve a room for your defense, obtain the Dissertation Proposal Approval form from the CPSY Program web-site, and have your committee sign the form, signifying that each member has approved your dissertation proposal. Turn in the completed form to the Academic Coordinator. Your advisor will need to review multiple drafts of your proposal before it goes to your committee. Keep in mind that faculty are not on contract during the summer.

Enrolling for Dissertation Credit & Internship Credits

Students may enroll in dissertation credits after Advancing to Candidacy. All students must complete a minimum of 18 dissertation credits. Make sure that you comply with continuous enrollment requirements established by the University. Students making satisfactory progress toward the completion of the dissertation will receive a grade of Incomplete for 603 Dissertation each term; the Incompletes are replaced by a grade of Pass only after the Internship is completed and the Graduate School has awarded the doctoral degree. We encourage students to defend their final dissertation prior to leaving for pre-doctoral internship. Enrollment for Dissertation and Internship credits varies depending on when you defend your final dissertation. For details about enrolling, please see ‘Registration Policy’ in Appendix I.

Research Compliance

If your research includes human subjects, the human subjects review process must be successfully completed before beginning your project. This requirement applies no matter where the research is actually conducted, or who is solicited for participation. This requirement also applies to the use of existing data, both at the University of Oregon or elsewhere, such as the Child and Family Center, Oregon Social Learning Center, or Oregon Research Institute. You may not begin any part of your data collection activities or solicitation of research participants until the Office for the Protection of Human Subjects has approved your proposal. The OPHS is commonly referred to nationwide as the IRB, the Institutional Review Board. OPHS is the UO IRB and these terms are used interchangeably. Procedures for approval of human subjects research can be obtained from http://www.uoregon.edu/~humansub/ or call (541) 346-2510. In 2007, new education requirements (called CITI) were added to the research approval process and require you to complete a series of on-line education modules on the protection of human subjects in research. Allow time to complete these modules prior to submission of a research proposal. Modules are accessed on-line via the website listed above. Important note: Even if you are working with a pre-approved data set, the IRB requires that you receive approval to work with data for master’s and dissertation projects. Therefore, always submit a human subjects research request approval even if working with existing data sets.

Acceptable Topics & Methods

The dissertation must be an empirical investigation that must make a contribution to the existing knowledge base in a topic area related to the field of Counseling Psychology. Dissertation research requires the integration of theoretical and empirical knowledge and research skills within the context of the practice of Counseling Psychology. In its completed form, the dissertation will be judged largely upon the ability of the candidate to: (1) review and make critical use of the theoretical and empirical literature; (2) formulate research questions that emerge logically from existing literature; (3) design an original investigation that generates data that answers the research question; (4) collect, accurately analyze, present and interpret the data; and (5) present the scientific and practical implications of the research in the context of the current body of knowledge on that topic. Topic areas and research methods must be approved by the chair and must be in a topic area and use research methods within the general expertise of the chair (your advisor).
We recognize the rich diversity of methods available to our discipline that facilitates the generation of scientific knowledge. While program faculty members are open to a range of scientific methods, students may only utilize methods: (1) for which they have sufficient training; (2) that can be adequately supervised by the doctoral committee; and (3) for which they have committee approval. You must work closely with your advisor in the development of the dissertation study.

**FORMAT OF THE DISSERTATION DOCUMENT**

The Graduate School provides information that details University standards and requirements for the final dissertation. Your dissertation must contribute significantly to knowledge and show a mastery of the literature consistent with the standards outlined in the *University of Oregon Thesis and Dissertation Style and Policy Manual* ([http://gradschool.uoregon.edu/pdf/ETD_Style_Manual_2010_Sep_22.pdf](http://gradschool.uoregon.edu/pdf/ETD_Style_Manual_2010_Sep_22.pdf)).

The Graduate School now accepts dissertations electronically. Beginning Fall 2010 graduate students can upload a PDF copy of their dissertation via our secure website hosted by ProQuest/UMI. Dissertations will be entered into the UO Library catalog, but there will no longer be a paper copy placed on the shelf. Scholar’s Bank will be the official university repository for dissertations. Therefore, ask your advisor if you need to provide the program with a paper copy.

Students will find the submission instructions and forms on the Graduate School’s web site under Thesis and Dissertation Resources ([http://gradschool.uoregon.edu/?page=thesisDissertationResources](http://gradschool.uoregon.edu/?page=thesisDissertationResources)).

To ensure faculty approval of the final document, students will be required to obtain faculty signatures on the new “Thesis/Dissertation Approval Certification” form that will be kept on file at the Graduate School. This replaces the previous approval signature on the thesis or dissertation itself.

The Graduate School Thesis and Dissertation Editor will continue to meet with or correspond with students about Graduate School formatting requirements. Students will also have access to assistance with technical issues, such as conversion to PDF and other software issues, through the UO Library’s Center for Media and Educational Technologies (CMET) ([http://libweb.uoregon.edu/cmet/](http://libweb.uoregon.edu/cmet/)). The Graduate School has modified pagination and margin requirements to make formatting more in tune with electronic document conversion. The Style Manual for Theses and Dissertations has been updated to reflect these changes. Graduate School approval is required for the *format* of your Dissertation.

**SCHEDULING THE FINAL ORAL DEFENSE**

Many students find this process confusing. Carefully review the information below and ask the Academic Coordinator if you need clarification.

See the Graduate School’s website for the necessary forms and deadlines ([http://gradschool.uoregon.edu/?page=doctoralDegreeProcedures#oralDefensePre](http://gradschool.uoregon.edu/?page=doctoralDegreeProcedures#oralDefensePre)) associated with your application for degree and final defense. You may defend your dissertation before you leave for internship or any time during the internship year. Keep in mind that your committee may require additional changes and that these changes may require you to postpone your defense date. It is your responsibility to allow ample time for your committee to read your dissertation and for you to make any necessary changes, and as such you are required to turn in your completed dissertation – which, has been approved by your advisor - in to your committee members six (6) weeks prior to the final defense date.

**Procedures for defending:**

The grad school website states “You are required to graduate during the term of your defense.” *This is not true for CPSY students going on internship after defending the dissertation, and the Graduate School is aware of this exception.*

1. During FALL TERM, review doctoral policies and procedures, available at the following web site: [http://gradschool.uoregon.edu/?page=doctoralDegreeProcedures](http://gradschool.uoregon.edu/?page=doctoralDegreeProcedures)
2. Register for the appropriate number of Dissertation (CPSY 603) and Internship (CPSY 704) credits based on when you’re planning on defending (see Appendix I for specifics).
3. Submit to the Graduate School an Application for Advanced Degree, (Check the Graduate School web site for completion deadlines!! - [http://gradschool.uoregon.edu/?page=deadlinesDoctoral](http://gradschool.uoregon.edu/?page=deadlinesDoctoral)). Because of internship, you will not graduate the term you defend. For your Degree Completion date, you will use the date when your internship ends. Most internships end in late August.
4. Confirm defense date/time/location availability of all committee members approximately 8 weeks before defense.
5. Contact the Academic Coordinator to reserve a room for your defense.
6. Complete the online process for obtaining Confirmation of Agreement to Attend an Oral Defense found on GRADWEB.
a. By entering the Oral Defense module you are indicating your readiness to schedule an oral defense. You should, at this point, have obtained provisional agreement from your doctoral committee members that they will be available on the specified day and time you wish to hold your defense.

b. Please be sure to allow yourself enough time to complete the online process so that you and your committee members can complete all steps required to meet the deadline for submitting your final dissertation document to the Graduate School, which is three weeks prior to your scheduled defense.

<table>
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<tr>
<th>To allow your committee time to review your dissertation, you must submit your final draft to each committee member at least 6 weeks prior to the date you have set for your final defense. Because the committee must sign off on the defense three (3) weeks prior, this six- (6) week deadline enables the committee to have three (3) weeks to thoroughly review your document and assess your readiness to defense.</th>
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c. If one of the inside committee members is unable to attend the final defense, you will have the option to choose Waiver of Attendance as a part of the online process. Only one inside member may waive attendance at the defense, never the chair or the outside representative. The faculty waiving his/her attendance must agree to read the dissertation prior to the defense and submit any questions directly to the chair of your committee. There is a final letter that you must prepare for the faculty member who waives attendance; see http://gradschool.uoregon.edu/?page=oralDefenseWaiver.

d. Once all of the committee members have confirmed that they will attend, the Graduate School will send you a notification email, and the Academic Coordinator will be sent an Application for Final Oral Defense for Doctoral Degree form.

7. The Application for Final Oral Defense for Doctoral Degree form needs to be signed by the department head and TD. Submit the signed application and two (2) signed copies of your final abstract to the Graduate School no less than three (3) weeks before the date of the final oral defense. Strictly follow the Graduate School guidelines for formatting the abstract. The Academic Coordinator can help you with this.

a. Upon submission of your paperwork for the Oral Defense, your dissertation abstract and title have also been accepted.

b. The Title: Because your dissertation title will be entered into the U of O student information system, which generates a number of publication points, the title cannot be changed.

c. The Abstract: Your abstract has been accepted as part of the requirement for applying to defend your dissertation. Therefore, no changes will be accepted unless specifically requested by the Graduate School staff or editor.

8. After your defense, give your signed Certificate of Completion to the Academic Coordinator. A copy will go in your file and the original will be sent to the Graduate School.

9. Exact dates differ for each term, but approximately two weeks prior to the end of the term, deposit two copies of your completed and approved dissertation for final acceptance by the Graduate School. See Doctoral Degree Deadlines: http://gradschool.uoregon.edu/?page=deadlinesDoctoral. You must also complete all revisions and submit the final documents to the Graduate School by the Final Acceptance deadline (http://gradschool.uoregon.edu/?page=deadlinesDoctoral) in the same quarter in which you defend in order for the Graduate School to accept your Defense.

10. After your final internship evaluation is received by the program, the Graduate School will confirm with the program that all degree requirements have been met and will then change all Dissertation Incompletes to a grade of Pass. You are now finished with your degree!!

**OBTAINING ‘IN-ABSENTIA’ STATUS DURING THE INTERNSHIP YEAR**

The UO Graduate School policy on In-Abstentia status during your pre-doctoral internship year is located in Appendix I. The policy also provides guidelines about registering for dissertation and internship credits.

Students who have received an internship assignment and successfully defended their dissertation prior to leaving for internship can apply for up to three terms of “In Absentia” status during their internship year. They will not be required to register or pay tuition and fees during these terms. These same students must register for 1 credit of “Internship” the Summer term in which they complete their internship and graduate. Approximately 3 weeks before your defense, complete the graduate school application for “in absentia” status for the following remaining winter or spring (available on the CPSY Student website).

Students who have not completed their dissertation prior to embarking on an internship must continue to register for a minimum of three (3) credits of “Dissertation” until they successfully defend their dissertation. Once they have defended their dissertation (either in Fall or Winter of Internship year), they become eligible for “In Absentia” status as described above and will be required to register for only 1 credit of “Internship” during the Summer term they complete their internship and graduate. These are Graduate School requirements.
**Failure of Internship after Successful Dissertation Defense**

In some cases, students will have completed and defended their dissertation prior to the internship year. All students are required to successfully pass their pre-doctoral internship in order to graduate from the doctoral program in counseling psychology. Failure to complete and pass the internship will result in one of two options: (1) remediation with consultation from the internship site training director or (2) dismissal from the program.

**Summer Availability of Faculty**

Students may schedule the dissertation defense at any time during the academic year, including during dead week and finals week of Spring Term. Counseling Psychology Program faculty members receive no compensation for student advising during summer months, even when they are contracted to teach summer courses or are funded by research grants. You should expect that the availability of individual faculty members will be nominal during the summer term and will vary greatly among faculty members.
CLINICAL TRAINING

PRE-INTERNSHIP CLINICAL EXPERIENCE
The Counseling Psychology Program requires 2 academic years of practicum training and a supervision practicum. Most students also complete additional externships upon completion of the first practicum sequence. The first practicum involves providing clinical interventions to adult clients (ages 17+) individually, in small groups, or in couples. These practica may occur at the University Counseling and Testing Center or other community agency setting that serves adult clients.

Your second three-term sequence of clinical coursework focuses on providing interventions to children and families in the community via the Child and Family Center. Externships are arranged by the student, with the approval of your Advisor and the Training Director (see Externship Agreement template on the Current Students website). During your last year, prior to internship, you will enroll in the fall supervision course, which includes a practicum component as well as 1-2 additional terms of optional supervision experience. All clinical experiences should be documented in preparation for internship applications and, later, psychologist licensure applications.

EXTERNSHIPS
The following policies have been developed concerning clinical experiences gained outside the required practicum experience and before starting the Pre-doctoral Internship.

1. Externship credits can be arranged, first with the approval of your advisor and then the Training Director, at your initiative. Once you identify a site, you must obtain a signed training contract, which includes maintaining liability insurance coverage. The contract specifies (among other points) arrangements for malpractice liability, specification of on-site supervisors and their qualifications, and the number of hours of direct service you will provide, clock hours, supervision, and other training that you will receive as part of the commitment. The form can be downloaded from the Current Students website.

2. Your Advisor and Training Director must approve proposals for Externship credit. Once your advisor reviews the arrangements, assures that all the elements are in place, and signs the externship agreement form, then you will turn it into the Training Director. Your Training Director serves as the instructor of record for the academic credit (which is taken as CPSY 609: Externship, pass/no pass). Generally, three academic credits are earned for each commitment of 10 clock-hours per week. In addition, approximately 40% of all clock hours should be client contact, and one hour of supervision should be provided for each five hours of client contact. To receive a grade of ‘Pass’, you must provide the Training Director with your final signed log of clinical hours and an evaluation written by your site supervisor. If you do not turn in these materials at the end of the term, you will receive an ‘Incomplete’ grade for your externship until the appropriate paperwork is turned in to the TD.

3. Obtaining documentation of the clinical hours gained through an externship is your responsibility (sample logs are available on the Current Students website). Your on-site supervisor must sign off on forms detailing documentation of your hours. You are also responsible for placing a copy of this documentation in your permanent file. When you apply for the pre-doctoral internship, this documentation along with all of your other clinical documentation will allow the Training Director to be able to sign off on your clinical hours earned as academic credit.

4. Externships will be approved only for students who have successfully completed the adult or the child/family practicum.

DOCUMENTATION OF TRAINING EXPERIENCES
Because you will be required to provide extensive documentation of all of your clinical experiences when you pursue licensure, it is a very good idea for you to become familiar with the forms and the information different states require before you start your internship. Similarly, you must extensively document all clinical experiences you obtain prior to internship because this information will be required for the internship application process. It is extremely difficult to reconstruct this information after the completion of your internship, so make sure you get in the habit of excellent documentation. The documentation required for the application to internship is updated annually, but it is wise to review the nature of the documentation so that you can be sure you are recording the kinds of information that will later be required (see http://www.appic.org/)
INTERNSHIP

PURPOSE & DESCRIPTION

“The internship is an essential component of doctoral training in professional psychology. Internships should provide the trainee with the opportunity to take substantial responsibility for carrying out major professional functions in the context of appropriate supervisory support, professional role modeling and awareness of administrative structures. The internship is taken after completion of relevant didactic and practicum work and precedes the granting of the doctoral degree. The internship experience is crucial preparation for functioning as an independent professional. It should be an intensive and extensive experience related to the graduate program’s training objectives, and should further the development of the knowledge, skills, and sensitivities [specified as requirements for doctoral training in Counseling Psychology].”


Just as the dissertation is the "capstone" of your research training, so is the internship the "capstone" of your practitioner training. The internship requirement is a full-time experience with minimum 2000 clock-hours of training.

INTERNSHIP READINESS

To apply for internship, you must successfully complete both the adult and child/family practicum sequences and you must pass all of the credits associated with these practica. You must also have received a positive annual evaluation the year before you apply for internship that documents appropriate clinical skills and good standing in the program. Lastly, you must notify faculty in the spring prior to submitting internship applications. Faculty will determine whether or not you are ready for internship. The Training Director must complete a Readiness Form for each applicant; you are responsible for completing your portion of the form (the “APPI Part II”; see http://www.appic.org/). The Training Director must certify that you are a student in good standing, that you have completed (or will complete) all course requirements before your internship begins, that you have advanced to candidacy, and have successfully defended your dissertation proposal. The Training Director is also required to indicate your strengths and weaknesses.

BEFORE YOU APPLY FOR INTERNSHIP

Be sure to check the requirements of the state and the setting in which you eventually plan to work as a psychologist for specific requirements concerning internship training. Because most internship sites favor students who are further along in the dissertation process, the faculty strongly encourages you to complete your dissertation prior to beginning your internship.

**To be considered ready for internship by the faculty and training director, you MUST HAVE your dissertation proposal successfully defended by November 1 of the year that you are applying for internship. If not, the training director will not “sign off” on your readiness for internship.

INTERNSHIP APPLICATION

The internship application process is competitive and in many ways as complex as the original application process for graduate school. Notification of internship match takes place on the second Monday of each February, with the internships generally beginning the following July, August, or September. It is very important that you are aware of application deadlines for the particular sites that interest you. You will find most of these deadlines are between October and December of the year before you begin the internship—that is, almost one full year before your internship is due to begin.

**Applications require a specific form (AAPIC), letters of recommendation, transcripts, and a professional curriculum vita, written answers to essay questions, sample assessment reports, fees, and telephone or on-site interviews.

Students should plan to devote a great amount of time and energy to applying for internships. Writing internship application essays is time consuming. For faculty, writing your letters of recommendation and completing the internship readiness form is also very time consuming. To ensure that your application materials are completed on time, by September 30th of the year you apply to internship, provide your advisor and the Training Director with the following materials:

1. A complete list of sites to which you are applying, in electronic form, that includes complete names and mailing addresses for each site, deadlines, information about the site that you want letter-writers to know (e.g., “child/family site” or “emphasis on multicultural competencies”).
2. A signed copy of the Documentation of Hours form that is available on the Current Students website.
3. A list of your own strengths and weaknesses that you will be sharing with your internship sites.
4. A set of addressed envelopes that also include your name for those sites that require hard copies of application materials.
Except under very unusual circumstances, you will complete your internship training at sites that are accredited by the American Psychological Association (APA). There is currently one APA-accredited internship site in Eugene (the University Counseling and Testing Center), one in Corvallis (Oregon State University’s Counseling Center), and a few more in Portland; however, the majority of students will be required to leave Oregon their internship year. You should apply to at least 10-15 sites for which you are best suited to maximize your chances of being selected. There is an annual workshop designed to help you prepare for the application and interview process. Currently, there are not enough internship sites to meet the demand for internships by applied psychology programs across the United States, and each year there are a significant number of students who do not get placed. The excellent clinical training you receive prior to internship will be obfuscated by poorly prepared application materials. Consult with your advisor before applying for internship sites.

If you wish to apply to non-accredited sites, know that the program does not guarantee approval of non-accredited sites. You must submit an Internship Proposal Form to the Training Director before applying to a non-accredited site and this requires a considerable amount of work on your own initiative. Whether the program faculty approve this proposal depends on how equivalent the proposed training experience is to the standards expected of an APA-accredited internship. Decisions about the appropriateness of non-APA-accredited internships are made jointly by the Training Director and the program faculty.

There are several sources of information that help identify APA-accredited internship sites.

- Association of Professional Psychology Internship Centers (APPIC) provides information about all APA approved internships, including the number of funded positions, type of experiences, salary, and size of staff.
- The American Psychologist publishes a list of all APA-accredited internship sites each December.
- Director of Internship Training, Dr. Shoshana Kerewsky, can help you locate additional resources.

You should become familiar with APPIC’s specific standards and policies for internship application and selection published each year in the APPIC directory. Failure to carefully follow these policies is considered a violation of professional conduct by the program faculty and by the internship sites to which you have applied. Please be sure you know the rules and follow them! The APPIC Internet site is: http://www.appic.org/.

**ENROLLMENT DURING INTERNSHIP**
Appendix I provides the official UO Graduate School Policy regarding enrollment during your internship year.

**INTERN EVALUATION**
The Director of Internship Training and/or primary supervisor at the training site will provide a detailed evaluation of the intern's performance at the agency at mid-year and a final evaluation at the completion of the internship. All evaluations must be sent to the Training Director. The Training Director and your advisor will review the evaluations of your work submitted by the primary supervisor(s) at the training site. Final evaluations will determine whether the student has passed internship. Internship training is considered complete only after all site requirements have been met, hours have been completed, and the student has been determined to pass the Internship.

**ETHICAL/LEGAL VIOLATIONS**
The academic department reserves the right to remove an intern from a site who does not comply with the training standards as outlined in the intern/site-training contract. Careful documentation of your training experiences as they occur is essential. Your training site should have specialized forms for documenting your clinical hours. If not, develop your own weekly log or use those you have become familiar with in practica. All logs should indicate the number of "clock" hours of client contact, supervision, and "other" activities and should always be signed by your primary clinical supervisor. If you have concerns about internship training that you are receiving or your progress on internship, consult with the appropriate personnel at your internship site and with your Training Director.
DEFINITIONS USED FOR DOCUMENTATION OF CLINICAL EXPERIENCE

Client Contact Hours: Those hours in which you deliver psychological services directly to a client (or supervision services directly to a supervisee).

- Activities that count toward client contact hours:
  --counseling sessions
  --consultation sessions
  --intake interviews (but not the writing time after the interview)
  --counseling groups that you lead or co-lead
  --providing supervision, when you meet with the supervisee (but not review of recorded sessions without the supervisee present)
  --psycho educational workshops when you are delivering the workshop
  --psychological testing and test interpretation when you work directly with the client (not time used to score the instruments when you are not in contact with the client)
  --telephone contact when the purpose is primarily the delivery of services
  --emergency coverage hours in which you actually work with a client
  --participant/observer activities, such as sitting in on intakes and school observations, count only in cases where the primary responsibility for the activity was yours
  --teacher consultation and school-based clinical work

- Activities that DO NOT count toward client contact hours:
  --"no-shows" or canceled sessions
  --phone calls to clients for routine matters such as rescheduling
  --observation of counseling, even when you are physically in the room
  --paperwork, client notes, psychological reports, intake summaries

Clock Hours: Those hours that you are physically present at the training site, and performing duties related to providing psychological services. If you punched a time clock when you entered and left the training site, these would be your "clock hours." However, time spent at the site in non-counseling activities (e.g. eating lunch, making personal phone calls) does not count toward clock hours. Note that every client contact hour also counts as a clock hour.

Individual Supervision Hours: Those that you spend meeting one-on-one with your supervisor. They do not include time that you spend on your own preparing for supervision, for example, reviewing your tapes, although such time would count toward clock hours.

Group Supervision Hours: Include the meeting time of your practicum class and any other time when more than one supervisee meets with a single supervisor. In the special case when your supervisor meets for one hour each week with you and another supervisee simultaneously, you have a choice of counting this activity as one full hour of group supervision, or one half hour of individual supervision.

Course Credit Hours: are not awarded for clinical training experiences in which you have no formal class meetings with other students (exception: See Externship). If your field training experience involves didactic contact with other students, or you are under the direct supervision of a program faculty member, you may earn course credit. Generally an appropriate ratio is considered three credits per term for every ten weekly clock-hours. For every ten clock-hours, approximately four should be client contact hours.
STUDENT EVALUATIONS

As professionals in the practice of counseling psychology, graduates of the program need not only to be proficient in the skills of a scientist-practitioner, but also to maintain themselves in a stable and psychologically healthy manner. Admission into and retention in the doctoral program will be determined in part by a consideration of your past and present behavior and emotional stability.

Student progress through the doctoral program is tracked in a number of different ways.

1. Formal progress through the program (advancement to candidacy, defense of proposal, etc.) is tracked by the academic coordinator, who alerts your advisor and/or the Training Director if consistent progress is not maintained. **You are responsible for monitoring your own progress through the program, keeping up with paperwork and course requirements, and keeping your advisor informed of problems you may encounter in the program.**

2. You are expected to check in regularly with your advisor. These meetings also serve as an informal tracking mechanism as you and your advisor work together to expedite your progress.

3. Each spring term the faculty conduct a student review and discuss your overall progress in academic work, clinical skill development, research, and any other area of performance that may have bearing on your ability to function as a professional Counseling Psychologist. You will receive a letter at the end of each Spring term that documents your status in the program. If your performance is found to be unsatisfactory or below expectations in any area, the faculty, in consultation with you if warranted, will develop a remediation plan. The nature of the concern and the means of remediation will be conveyed to you in writing. It is your responsibility to respond, either by following through on the remediation, by discussing the matter with your advisor or with the Training Director (who will then suggest further course of action), or by instituting formal grievance procedures.

ANNUAL EVALUATION materials are due in early May each year. All students (including those are internship) are to provide an electronic copy of all materials below in one email (with 6 or 7 attachments) to their advisor and copied to the Academic Coordinator.

1) **APA annual report questionnaire.** You will receive this from the AC via listserv. Please complete. The AC will keep your responses confidential. (file name: last name.APAannrep.11)

2) **Updated vitae.** (last name.CV.5.11)

3) **Transcripts.** An unofficial copy can be obtained from DuckWeb. Additionally, include projected grades for spring term. (last name.grades.11)

4) **List of accomplishments.** For the past school year, include ALL awards, conference proposals & manuscripts submitted, research completed, collaborative work, scholarships, milestones achieved, etc. This document must be on a list separate from CV. (last name. accomplishments11.doc)

5) **Goal Statement.** Think education/career. In 1-3 paragraphs, please specify as follows: Goals for next year as well as 3 year and long term goals (e.g., post graduation). (last name.goals.11)

6) **Self assessment statement.** Prepare a 1-2 paragraph assessment of the past year. Identify strengths you possess or are developing, areas for growth, and the extent to which you achieved the goals you set for yourself (think docsem contracts) in the past year. How can you apply this information to achieving your goals next year? (lastname.selfassess.11)

7) **Web statement.** Send an updated version of your web statement paragraph (optional). (lastname.webupdate.11)
CRITERIA FOR STUDENT EVALUATIONS
The following text outlines the areas included in the annual evaluation for doctoral students. The rating system utilizes two categories: (a) Satisfactory or (b) Unsatisfactory with Remediation.

- **Clinical Skills Demonstrated in Practice**
  Evaluations are based on feedback submitted by clinical supervisors, instructors of practice-focused classes, GTF supervisors (if your GTF work involves clinical work or supervision), and your faculty, and will include your demonstrated ability to integrate feedback into constructive action. Evaluations are also based on completion and maintenance of clinical logs.

- **Ethical and Self Awareness**
  Evaluations are based on your ability to demonstrate a working knowledge of ethical guidelines and understand your effect and role in both the practice and science of psychology, and on your effective integration of ethical guidelines and self-knowledge into practice and research.

- **Performance as GTF**
  Evaluations are based on your performance at your GTF (unless evaluated in the Clinical section), including (if relevant) attendance at classes, communication with your supervisor, paperwork, communication with undergraduates, professional behavior, and teaching evaluations.

- **Academic Status**
  Evaluations are based on your academic standing (passing grades, incompletes, etc.) and academic progress (fulfilling residency and continuous enrollment requirements, maintaining full-time study).

- **Research Skills**
  Evaluations are based on performance in research and statistics courses, involvement in research activities, and completion of the research logs that document these activities (logging forms are posted on the Current Students website).

- **Written Communication**
  Evaluations are based on your ability to communicate effectively in writing. These skills are imperative for clinical and research activities, completion of your dissertation, and overall functioning as a professional psychologist. You are encouraged to become involved on research teams to enhance your "scientific" writing skills.

- **Development of Multicultural Competencies**
  Evaluations are based on your sensitivity to multicultural and diversity issues that may arise in working with diverse populations and in your research and practice activities. Issues related to ethnicity, gender, sexual orientation, socioeconomic status, religious affiliations, nationality, language, and disability status are included in but not an exhaustive list of this area.

- **Professional Involvement**
  Evaluations are based on your involvement in professional activities; attendance at conferences, continuing education workshops, etc. Enhancing skills and knowledge outside of the program is strongly encouraged.

- **Goals and Objectives**
  Evaluations will also include assessment of your stated goals and objectives each academic year.

All first year students only receive a mid-year evaluation. The purpose of the mid-year evaluation is to provide initial feedback on program performance that may be useful in understanding program expectations for performance. The mid-year evaluation is similar in content and form to the end-of-year evaluations.
**DUAL ROLE RELATIONSHIPS**

It should be noted that given the small size of our campus community, there is a continuing potential for dual relationship problems. The APA ethical guidelines state that:

"Psychologists must always be sensitive to the potential harmful effects of other contacts in their work and on those persons with whom they deal. A psychologist refrains from entering into or promising another personal, scientific, professional, financial, or other relationship with such persons if it appears likely that such a relationship reasonably might impair the psychologist's objectivity or otherwise interfere with the psychologist effectively performing his or her functions as a psychologist, or might harm or exploit the other party."

If you have any questions regarding the propriety of a relationship in which you are involved, or may become involved, you should immediately consult with your advisor, supervisor, or the Director of Training.

**CLIENT RELATIONSHIPS**

Students found through credible evidence to be or to have been engaged in an unethical relationship (e.g., romantic or sexual relationship) with a current or past client will be dismissed from the program in accord with the procedures indicated below.

**STUDENT TERMINATION**

The termination or threat of termination from a COE academic program is a serious undertaking for the student, the faculty, the program, and often the student’s family. The gravity of termination requires that the COE develop comprehensive and sensitive guidelines to assist programs in developing specific student termination policies.

Students encounter three types of problems that could lead to program termination:

1. Behavioral problems include the student’s inability or unwillingness to follow directions, to accept and respond appropriately to feedback, to work successfully with others, extreme social insensitivity, egregious unprofessional behavior, and other similar mental health or behavioral responses that affect the student’s ability to be a successful mental health professional, instructor, or peer.

2. Academic factors may include the student’s inability or unwillingness to acquire and demonstrate competence in program content, or to comply with program, college, course, and university procedures for fulfilling competencies.

3. Legal/ethical factors may include the student’s use of inappropriate language or actions, and violation of university rules (such as cheating, plagiarism, lying, and other offenses detailed in university and college policy and published in the Schedule of Classes each term), or violation of APA’s Ethical Principles or state laws governing professional behavior which demonstrate the student does not meet professional standards.

The following policy emphasizes accountability, prevention, equitable treatment, and early remediation. The first line of defense is to avoid serious situations where students are not performing adequately or are not making adequate progress toward degree completion or licensure.

These procedures are designed to require programs to operate so that student problems and potential problems are identified early and students are offered assistance to remediate problems unless the gravity of the problem is such that faculty believe the specific problem(s) is not possible to remediate such that professional standards will be met. In situations where problems are not possible to remediate or remediation efforts are not successful, programs are encouraged to redirect students to other options that could be more successful, including program termination. Nothing in this policy or supporting program policies and procedures obligates program faculty to follow or provide specific procedures or activities because each situation will be unique and efforts and decisions must be individually tailored to the student’s situation.
Each program’s student policies must include plans for remediation/retention and termination according to the following guidelines:

1. A written description of the personal and professional criteria students must meet successfully to complete the program (see APA Ethical Standards and Practices, Student Evaluation forms, UO Practicum student evaluations). When possible, these criteria should be grounded in the standards of licensing or other professional organizations.

2. Relevant and high admission and retention standards.

3. Early screening procedures to assure admitted students have the necessary skills to succeed.

4. Written procedures for developing action plans to assist and support students who do not perform adequately on screening/admission procedures and clear timelines for demonstrating adequate correction when remediation is an appropriate alternative to immediate termination.

5. Ongoing student evaluation to assure early detection of problems that may interfere with student performance and progress.

6. Specific written procedures for developing action plans when serious deficiencies are noted. When serious deficiencies are noted, students are to be notified in writing by the appropriate faculty member or program coordinator with a copy of the letter to the Department Head. Similarly, when serious deficiencies are noted in practicum, GTF, or field study, regardless of the time during the term, practicum supervisors, in collaboration with the practicum/program coordinators will prepare a letter for the student with a copy to the Department Head. The letter must include:
   - A description of the issues to be addressed,
   - A plan for addressing each issue or rationale for why the faculty believe the issue is not amenable to remediation,
   - A description of any previous efforts to address or prevent each issue,
   - Criteria for determining if the issues have been remedied or resolved, and
   - A timeline for review.

7. Specific written procedure about future options for counseling psychology students who are not making adequate progress according to item 6. Programs may choose to include the following options: additional remediation of unsatisfactory work or deficiency; offering alternative strategies for moving forward; assistance in transferring to another program; and termination from the program.

When this process results in a decision to terminate a student from the program, the Department Head will forward a letter to that effect through the Departmental academic coordinator to the Director of Academic Supports and Student Services who will forward it to the appropriate university office.

All COE and University policies and procedures regarding student grievance rights apply throughout the termination procedures described here.
ETHICAL AND PROFESSIONAL BEHAVIOR

From the point of entry into the program, students are expected to conduct themselves in an ethical, professionally responsible manner and in compliance with the APA ethical standards. The current code of Ethics from the American Psychological Association is attached as Appendix M. In the course of development, students might make minor errors in judgment. As these errors come to light, the faculty involved are expected to meet with the student, discuss the issues involved, and work with the student to teach professional principles and behaviors designed to prevent reoccurrence of the error. If such faculty/student interactions fail to correct errors, the student will be terminated from the program. In addition, if a student is convicted of a criminal offense, or if there is evidence of more serious professional misconduct, or if there is credible evidence of a serious ethical violation, or if a student is found to have been involved in a series of less serious incidents suggesting that the student is not functioning in an ethical or professionally responsible manner, the student will be terminated from the program.

When such an incident or incidents occur, program faculty must review the student’s behavior at the next available program meeting. Prior to this meeting, the faculty person involved (e.g., advisor, supervisor, or director of training) will notify, in writing, the affected student about the issues and concerns. The student may choose to work with this faculty person, or another faculty person, to present information to the faculty. Information may be in verbal or written form. The student may ask the Director of Training for time to appear before the faculty to present his/her side of the issues. Of course, the student has the right not to present his or her position on an alleged behavioral or ethical violation. But, this choice on the part of the student does not preclude the faculty from proceeding to make a decision on the students’ disposition using all available evidence and information present before the faculty.

After presentation of information by all parties involved, the faculty will first establish whether unethical or unprofessional behavior is present. If a majority vote does not support a judgment that unethical or unprofessional behavior is present, the issue will be dropped without prejudice to the student, and no reference to the behavior will be made in the student’s records. If the faculty votes that there is evidence of unethical or unprofessional behavior, then they will vote to determine whether the behavior warrants dismissal. A majority vote is necessary to dismiss the student. If the student is not dismissed, the faculty must specify the contingencies for retention including the behavioral change necessary, the criteria and process to be used in evaluating progress, and the dates by which change must be demonstrated. The program has the right to require personal therapy as a remediation component. The student’s advisor will be responsible for monitoring the remediation process and bringing information back to the faculty within the guidelines and timelines established. The program reserves the right to have evaluations of personal therapy forwarded to the program faculty for deliberation of student development.

Failure of the student to satisfactorily complete the remediation program will result in the student being dismissed from the program. Furthermore, if the student fails to meet with program faculty within the academic term (quarter) of the alleged unethical behavior or a reasonable time thereafter (defined as no more than two months after the alleged unethical behavior occurred and certainly before the end of the academic year of the alleged unethical behavior) program faculty will proceed to make a determination of the student’s status using available information. In this case, the student waives the right de facto to appear before the faculty before a decision on student status is made.
STUDENT GRIEVANCE

The College of Education professional education programs are designed to offer state-of-the-art knowledge and experience, quality supervision, and to be responsive to student concerns and problems. Most problems encountered by students can be adequately addressed through interactions with faculty, staff or supervisors; however, on occasion, students may feel the need for further action and students are encouraged to seek a third party to act as a mediator. The College of Education also recognizes the right of students to seek remedy for grievances.

A student grievance is described as any disagreement concerning a course, a course of study, grades, comprehensive examination, thesis, dissertation defense, GTF employment, or other matter substantively affecting a student's relationship to the College of Education.

Prior to filing a formal grievance, students are urged to consider the following options:

- Talk with the individual causing the problem or with that person's advisor.
- Request mediation through an available campus mediation program.
- Use the process established within the academic unit within which the complaint arose.

**COE Student Grievance Procedures:** See COE Academic Policies and Procedures: http://education.uoregon.edu/feature.htm?id=377

GENERAL INFORMATION & ENROLLMENT POLICIES

**CHRONOLOGY OF DEGREE REQUIREMENTS**

1. Continuous Enrollment (at least 3 credits per term except summer term; unless summer term is the term of graduation)
2. Residency and Grade Requirements
3. Program Plan Approval
4. Comprehensive Examination, Advancement to Candidacy, and Appointment of Dissertation Committee
5. Dissertation
6. Internship

**DEGREE TIME LIMIT**

Counseling Psychology Doctoral Degree Requirements must be successfully completed within a seven-year period for all students. If this period is exceeded, completion of a new comprehensive examination is required. Extensions to this timeframe may be petitioned to the Graduate School but require the support of program faculty.

**CONTINUOUS ENROLLMENT**

Unless on-leave status has been granted, you must be continuously enrolled until all program requirements are completed. You must register for a minimum of three graduate-credits each term, excluding summer session, to be continuously enrolled. Note: Registering for the minimum credit hours required for continuous enrollment will conflict with residency requirements during the first year of study (see Residency and Grade Requirements p. 36).

**PERMISSION TO REREISTER**

If you fail to maintain continuous enrollment or obtain on-leave status, then you must petition the Graduate School for permission to reregister. The program and the Graduate School reserve the right to accept or deny re-enrollment requests. A denial can be based on a review of the graduate record or if the student/faculty ratio is beyond the capacity to adequately meet the needs of the students. Enrollment limitations are subject to available funding, University Administration rulings, and the Board of Higher Education. The petitioner may be required to meet program admission policies and degree completion requirements that are in effect on the date of re-enrollment.

**FINANCIAL SUPPORT**

The Counseling Psychology Program makes every effort to support all students by helping them seek and acquire Graduate Teaching Fellowship (GTF) positions but we cannot guarantee that you will secure a GTF each year. It is your responsibility to keep informed about GTF position openings. Your program peers are your best information resource. Program recommendations regarding GTF’s will favor the welfare of the group over the individual; that is, we will favor all students having GTFs over individuals having their favorite GTFs. After 5 years of GTF support, the program will no longer advocate for students, rather, we expect students seeking a 6th year of GTF support to pursue options outside of those typically held by CPSY doctoral students. In addition, the program strongly discourages students maintaining a highly desirable GTF for more than 3 years (e.g., a GTF at UCTC) so that other students can benefit from the professional development opportunities of such GTFs.
Counseling psychology students have also been employed as data analysts, coders, or therapists at the Child and Family Center, Oregon Research Institute, and the Oregon Social Learning Center. Research foundations do not generally list positions with the University, but instead place advertisements in the local newspaper. The following is a list of campus programs and services where doctoral students have worked as GTFs or in other paid positions: Academic Advising, Crisis Center, University Counseling and Testing Center, Student Health Center, Counselor for Student Athletes, Disability Services, Career Center, Early Intervention Program (Center for Human Development), International Student Services, Oregon or National Career Information System, Student Advocacy Office (ASUO), Women in Transition (ASUO), Women's Center (ASUO), Freshman Interest Group Program, Peer Advising Office, Academic Learning Services, Office of Student Development, and the Athletic Department.

For more information and specifics about funding, visit http://education.uoregon.edu/feature.htm?id=2603.

RESIDENCY & GRADE REQUIREMENTS

At least a one-year residency must be spent at the University. You must complete three consecutive quarters (Fall, Winter, and Spring) of at least nine (9) credit hours each quarter of your first year. The residency requirement must be met before you are eligible to take the comprehensive examination.

You must maintain at least a 3.00 grade point average (GPA) in graduate courses taken in the degree program. Grades of D+ or lower for graduate courses are not accepted for graduate credit but are computed in the GPA. Similarly, the grade of N (no pass) is not accepted for graduate credit. A grade of P (pass) must be equal to or better than a B-. A GPA below 3.00 at any time during your studies or the accumulation of more than 5 credits of N or F grades, regardless of the GPA, is considered unsatisfactory. The Dean of the Graduate School, after consultation with your department, may drop you from the Graduate School, thus terminating your degree program. Check with the Graduate School for details regarding the number of pass/fail courses graduate students are allowed to take.

INTERRUPTION OF STUDY

On-Leave Status

If you interrupt your program of study before advancement, then you must register for on-leave status to ensure a place upon return. Only graduate students in good standing (see Student Evaluations) are eligible for on-leave status. On-leave status is granted for a specified time period that may not exceed three (3) academic terms, excluding summer session. On-leave status does not require you to pay fees. But, you must register and pay fees if you plan to use university facilities or faculty/staff services during a given term.

In Absentia Status

As an advanced doctoral candidate you may apply for a maximum of three academic terms of registration in absentia (excluding summer). When registering in absentia, you acknowledge that you are not using any university facilities or faculty/staff services (e.g., not taking examinations, not changing committee members, and not submitting dissertation chapters for review). This in absentia registration maintains your status as a degree candidate and reserves a place for dissertation supervision and other academic affairs upon your return to active enrollment within the seven-year time limit. If you decide to return from leave earlier or later than you had intended, you must submit a new form revising your request. See the UO Graduate School policy in Appendix I for guidelines about in absentia status during the pre-doctoral internship year.
APPENDIX A

UNIVERSITY OF OREGON
COUNSELING PSYCHOLOGY PROGRAM

2010-2011 Doctoral Degree Program Plan

Student: ____________________________________ Advisor: ________________________________

Date Student Entered Program: _______________

| Term/Year | Instructions: This form is used to indicate the specific courses you plan to take, or have already taken to meet all the coursework requirements for the Ph.D. degree. Requirements are shown in the first column. When a specific course is listed in the first column, this particular course is required. If no course is listed, you must make a selection from the Doctoral Degree Requirements Checklist (see Handbook, and consult with your advisor about topical seminars that are offered from time to time that may meet course requirements).
| If you plan to substitute or transfer graduate level coursework taken at another institution, indicate the institution, course and title in the columns 2-4. Indicate the grade you earned in courses you intend to transfer, as well as the credit level and date completed. In the “Credits” column be sure to use the abbreviation “SC” to indicate credits earned in a 15-16 week semester-system institution.
| Note that your advisor will request documentation (syllabi, etc.) for all courses you intend to transfer and all course requirements you propose to waive. Please use the appropriate form to document your requests for transfer of credits (Transfer of Graduate Credit Form from the Graduate School).
| For courses you have taken at the UO, or plan to take, indicate “UO” in the second column and the appropriate course information in columns 3 and 4. Indicate grade and credit level and dates for courses already taken at the UO. Follow the same procedure for courses you intend to take to meet program requirements. Credit level and proposed term for taking the course should be indicated in the last two columns. The “Grade” column is left blank for proposed courses. All other information should be filled in the appropriate columns below.
| University of Oregon Counseling Psychology Doctoral Degree Program courses are divided into four basic domains (a) Psychological Foundations (b) Research Competencies (c) Practitioner Competencies (d) Professional Competencies. A minimum of 175 graduate credits are required. Doctoral students are also required to designate coursework as part of the 175 credit total that constitutes a supporting area for their major in Counseling Psychology. Please be sure to consult with your faculty advisor throughout this process.
| This Plan should be completed no later than Spring term of your first year in the program. Once it is signed, turn it in to the Academic Coordinator for your file.

**Please note that the College of Education continues to implement new research and statistics doctoral core courses. Some course prefixes, numbers, and titles are expected to change. In those cases, both the old course and new course are listed together.

Approved by faculty advisor: ________________________________ Date: _____________

Approved by Training Director: ________________________________ Date: _____________
## Counseling Psychology Doctoral Degree Program Plan - 2010-2011

### Domain 1: PSYCHOLOGICAL FOUNDATIONS (27 credits minimum)

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<thead>
<tr>
<th>Curriculum Domain and Course Requirement</th>
<th>University List University if transferring</th>
<th>Course Prefix &amp; Number</th>
<th>Course Title</th>
<th>Grade</th>
<th>Credits</th>
<th>Date Proposed or Completed</th>
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<td>Area 1: Biological Aspects of Behavior (5 credits minimum)</td>
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<td>Area 2: Social Aspects of Behavior (5 credits minimum)</td>
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<td>Area 3: Cognitive &amp; Affective Aspects of Behavior (5 credits minimum)</td>
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<td>CPSY 605: History &amp; Systems of Psych (3)</td>
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### Domain 2: RESEARCH COMPETENCIES (65 credits minimum)

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<tr>
<th>Curriculum Domain and Course Requirement</th>
<th>University</th>
<th>Course Prefix &amp; Number</th>
<th>Course Title</th>
<th>Grade</th>
<th>Credits</th>
<th>Date Proposed or Completed</th>
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<tbody>
<tr>
<td><strong>Area 1: Methodological Foundations (4 credits minimum)</strong></td>
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<tr>
<td>EDST 670: Philosophy of Research (4)</td>
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<tr>
<td><strong>Area 2: Statistics and Research Design (19 credits minimum)</strong></td>
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<tr>
<td>EDUC 614/SPSY 618: Educational Statistics (4)</td>
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<tr>
<td>EDUC 642/EDLD 610: Multiple Regression in Educ (4)</td>
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<tr>
<td>EDUC 644/SPSY 620: Multivariate Stats (4)</td>
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<tr>
<td>EDUC 646/SPED 607: Advanced Research Design (3)</td>
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<tr>
<td>EDLD 610: Additional advanced stats class</td>
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<tr>
<td><strong>Area 3: Secondary Research Emphasis Area (4 credits minimum)</strong></td>
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<tr>
<td><strong>Area 4: Pre-Dissertation Research (20 credits minimum)</strong></td>
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<tr>
<td>CPSY 601: Research</td>
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<tr>
<td>CPSY 607: Doctoral Research Seminar</td>
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<tr>
<td><strong>Area 5: Dissertation Research (18 credits minimum)</strong></td>
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<tr>
<td>CPSY 603: Dissertation</td>
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*18 credits minimum required. See Program Handbook for official Graduate School policy. You must register for 3 dissertation credits the term prior to the term that you graduate and 3 dissertation credits during the term that you graduate.*
# Curriculum Domain and Course Requirement

<table>
<thead>
<tr>
<th>Area 1: Core Knowledge and Applied Skills (27 credits minimum)</th>
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<tbody>
<tr>
<td>CPSY 614: Theories of Counseling (3)</td>
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<tr>
<td>CPSY 615: Counseling Diverse Pops (4)</td>
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<tr>
<td>CPSY 617: Theories of Career Development (3)</td>
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<tr>
<td>CPSY 642: Child-Family Interventions (4)</td>
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<td>CPSY 643: Community &amp; Preventive Interven (3)</td>
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<td>CPSY 651: Adv Indiv Interventions (3)</td>
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<td>CFT 609: Beginning Prac (4)</td>
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<tr>
<td>CFT 624: Group Psychotherapy (3)</td>
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<tr>
<th>Area 2: Practica &amp; Advanced Practitioner Skills (24 credits minimum)</th>
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<tr>
<td>CPSY 609: Adult Practicum (4 cr)</td>
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<td>CPSY 609: Adult Practicum (4 cr)</td>
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<td>CPSY 609: Adult Practicum (4 cr)</td>
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<td>CPSY 609: Child/Family Practicum (4 cr)</td>
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<td>CPSY 609: Child/Family Practicum (4 cr)</td>
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<td>CPSY 609: Child/Family Practicum (4 cr)</td>
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<tr>
<th>Area 3: Assessment (11 credits minimum)</th>
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<tr>
<td>CPSY 622: Psychological Assessment (4)</td>
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<tr>
<td>SPSY 672: Intellectual Assessment (4)</td>
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<tr>
<td>Additional Assessment course</td>
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<tr>
<th>Area 4: Pre-doctoral Internship (1 credit minimum. Credit reqs vary depending on your dissertation progress. See Program Handbook for details.)</th>
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<tbody>
<tr>
<td>CPSY 704: Doc Internship (2000 clock hours)</td>
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## DOMAIN 4: PROFESSIONAL COMPETENCIES (16 credits minimum)

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<thead>
<tr>
<th>Curriculum Domain and Course Requirement</th>
<th>University</th>
<th>Course Prefix &amp; Number</th>
<th>Course Title</th>
<th>Grade</th>
<th>Credits</th>
<th>Date Proposed or Completed</th>
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<tbody>
<tr>
<td>CFT 621: Professional Ethical Issues (4)</td>
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<tr>
<td>CPSY 613: Intro to Counseling Psych (3)</td>
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<tr>
<td>CPSY 654: Supervision &amp; Agency Admin (4)</td>
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<tr>
<td>CPSY 607: Seminar in Supervision &amp; Consultation (optional)</td>
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<tr>
<td>CPSY 602: Supervised College Teaching (1)</td>
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<tr>
<td>SPSY 610: Intro to Consultation (4)</td>
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### ELECTIVE SEMINARS OR COURSES (6 credits minimum)

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<tr>
<th>Curriculum Domain and Course Requirement</th>
<th>University</th>
<th>Course Prefix &amp; Number</th>
<th>Course Title</th>
<th>Grade</th>
<th>Credits</th>
<th>Date Proposed or Completed</th>
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<td>Suggested:</td>
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<tr>
<td>CFT 626 Human Sexuality (3)</td>
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<tr>
<td>CFT 628 Contemp Iss Addiction (3)</td>
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<tr>
<td>CPSY 609: Externship</td>
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<tr>
<td>CPSY 609: Externship</td>
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<tr>
<td>CPSY 609: Externship</td>
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Attach a brief, 1-page statement or list of objectives that identify coursework, research activity, practical experience, and professional activities that you plan to engage in and focus on during your doctoral training.

**Total = 175 minimum credit hours required**
University of Oregon Counseling Psychology Doctoral Degree Program courses are divided into four domains: (a) Psychological Foundations; (b) Research Competencies; (c) Practitioner Competencies; and (d) Professional Competencies. A minimum of 175 graduate credits are required. Doctoral students are also required to designate coursework as part of the 175 credit total that constitutes a supporting area for their major in Counseling Psychology.

The Counseling Psychology Program, as all APA-accredited programs, strives to provide students with an educational experience that incorporates training in 5 critical content areas that have been delineated by APA and the Office of Program Consultation and Accreditation (750 First St. NE, Washington DC 20002-4242, 202.336.5979). In this section of the Handbook, coursework and training experiences are described with respect to how they support each of the five general content areas: (a) Breadth of scientific psychology, its history, its research methods, and its applications; (b) Scientific, methodological, and theoretical foundations of practice; (c) Diagnosing or defining problems through psychological assessment and measurement, and formulating and implementing intervention strategies; (d) Issues of cultural and individual diversity that are relevant to all of the above; and (e) Attitudes essential for life-long learning, scholarly inquiry, and professional problem-solving.

**Please note that the College of Education continues to implement new research and statistics doctoral core courses. Some course prefixes, numbers, and titles are expected to change. In those cases, both the old course and new course are listed together.**

(a) Breadth of scientific psychology, its history, its research methods, and its applications

Students are exposed to the breadth of scientific psychology by completing a minimum of 5-6 credits of coursework in each of the four (biological, social, cognitive/affective, individual) aspects of behavior.

For social, cognitive/affective, and individual aspects of behavior, required courses are taken in the Counseling Psychology and Human Services department, with additional elective options available through the Psychology department. For biological aspects of behavior, courses are taken in the Psychology department and options include Hormones and Behavior and Brain Mechanisms of Behavior.

Students are challenged to consider developmental and social-emotional difficulties of children within the context of family (e.g., family systems theory) and environmental influences on behavior. Individual aspects of behavior are addressed in 2 required courses: CFT 620: Mental Health and Diagnosis (Psychopathology & Behavior Disorders) and SPSY 650: Developmental Psychopathology (Child Development & Psychopathology), which maintains our programmatic focus on children, adolescents, and families while addressing fundamental developmental issues. Individual differences are also addressed in CPSY 610: Dev Psych Lifespan, CPSY 651: Advanced Individual Interventions and CPSY 622: Psychological Assessment.

The history of scientific psychology and counseling psychology are addressed in the following courses: CPSY 607: History and Systems of Psychology, CPSY 613: Introduction to Counseling Psychology, and CFT 620: Mental Health and Diagnosis (Psychopathology & Behavior Disorders). Historical overviews are also provided within specific content area courses such as CPSY 614: Theories of Counseling, CPSY 617: Vocational Psychology, CPSY 622: Psychological Assessment, and SPSY 650: Developmental Psychopathology (Child Development & Psychopathology).


As part of their research competency, Counseling Psychology students enroll in faculty doctoral research seminars for each term in the program prior to internship. Students are encouraged to seek opportunities to engage in research with advisors, other faculty members, with advanced students in the program, through the four research institutes in the COE (Institute on Violence and Destructive Behavior; Institute for the Development of Educational Achievement; Center for Advanced Technology in Education; Center on Human Development), or through the
Child and Family Center, the Oregon Social Learning Center, or the Oregon Research Institute. Students should consult with their advisor as they explore and establish outside research opportunities. Ongoing research mentoring occurs in the context of doctoral seminars, and advisors work closely with students throughout the dissertation process. Student-faculty collaboration has produced a large number of presentations and publications, and other scholarly efforts.

(b) Scientific, methodological, and theoretical foundations of practice

The scientific, methodological, and theoretical foundations of practice in the substantive areas of counseling psychology are covered via a series of courses. Coursework in the individual, social, cognitive and affective, and biological aspects of behavior serve as a foundation for practice and integrates empirical and theoretical developments in each area. Courses in both child and adult development and psychopathology are required consistent with our 2 year long practicum sequences in adult and child/family settings. Human development content is covered in CPSY 610: Dev Psych Lifespan; CPSY 642: Child/Family Interventions; SPSY 650: Developmental Psychopathology (Child Development and Psychopathology); CPSY 617: Theories of Career Development; and CPSY 615: Counseling Diverse Populations or CFT 619: Gender and Ethnicity.

The scientific, methodological, and theoretical foundations of practice are also communicated in foundations coursework, practica and professional issues courses (e.g., CPSY 612: Professional Ethics; CPSY 613: Introduction to Counseling Psychology). Practical training in the program focuses not only on traditional interventions but also on the provision of primary and secondary prevention services. This prevention and intervention training is emphasized evidence-based practices literature as well as on theoretical foundations in counseling, clinical, and school psychology. Didactic components of practica, individual supervision, and complementary coursework all address scientific, methodological, and theoretical foundations of practice. The adult practicum experience includes the provision of psychological services to individuals exhibiting a range of psychopathology, concurrent with CPSY 651: Advanced Individual Interventions. The child and family training integrates current developmental research with clinical training in prevention and intervention. Diagnostic skills are a part of the training provided in these experiences.

Program faculty members are involved in research that directly addresses scientific, methodological, and theoretical foundations of practice. For example, counseling psychology faculty members conduct research on preventing and ameliorating conduct disorders, on the effectiveness of cognitive behavioral interventions for at-risk youth, on the effectiveness of career education interventions, and on issues of ethnic minority identity development and acculturation among children and adolescents at risk.

(c) Diagnosing or defining problems through psychological assessment and measurement, and formulating and implementing intervention strategies

Students are trained in the selection, administration, and interpretation of validated assessment instruments. Students complete SPSY 672: Intellectual Assessment and CPSY 622: Psychological Assessment, and take a third assessment course from several options such as SPSY 671: Behavioral Assessment or CPSY 610: Social and Emotional Assessment of Children. Each of these courses involves experiential learning components. For example, in Behavioral Assessment students observe children or adolescents in school settings and consider the implications of their assessment for provision of intervention. The SPSY 672: Intellectual Assessment and CPSY 622: Psychological Assessment courses include administration and interpretation of a battery of assessments to actual clients or volunteers. These courses provide experience with Wechsler intelligence scales (WAIS-III and WISC-III), the Minnesota Multiphasic Personality Inventory (MMPI-2), the Millon Clinical Multiaxial Inventory (MCMI-II), the Personality Assessment Inventory (PAI), Thematic Apperception Test (TAT), the Sentence Completion Blank, Projective Drawings, and a number of brief screening instruments such as the Beck scales. Additional opportunities for assessment experience include paid assessment positions with private practitioners in the community, assessment positions at Oregon Research Institute or the Oregon Social Learning Center related to grants, externships at the Child Development and Rehabilitation Center, or assessment experience in the context of student dissertations. CFT 628: Contemporary Issues in Addiction provides content associated with identifying and intervening with drug and alcohol problems, including exposure to a variety of screening tools.

In addition to published assessment instruments, our students are trained to use a variety of formal, structured, and less structured assessment methods, such as systematic observation and interviewing, to examine individuals, families, and groups and design appropriate interventions. For example, during the year long Child/Family Practicum designed by Drs. Beth Stormshak and. Thomas Dishion (School Psychology), students are trained in the
use of a family assessment tool designed to identify overall family functioning, family strengths and weaknesses, parenting skills and deficits, family problem solving, and child behavior problems. This assessment procedure, called The Family Check-up, is adopted from research in prevention and intervention with high-risk youth currently being conducted by Drs. Dishion and Stormshak and it is based on Motivational Interviewing (Miller & Rollnick, 1991). This preventive intervention has strong empirical support and is being adopted in schools and agencies across the state of Oregon.

During the adult practicum experience students are trained to assess clients as a part of regular intake procedures, using information about client strengths, resources, limitations and skill deficits, as well as information about the client’s larger context, to formulate intervention strategies. Furthermore, throughout their practical training, students are exposed to relevant theories concerning intervening and evaluating the effectiveness of their interventions, while implementing those interventions with close supervision.

Students begin developing self-assessment skills during their first year in the context of the Beginning Practicum class. This course integrates supervised experiential activities with feedback throughout the term, as well as support for exploring theoretical orientations and providing students with initial self-assessment experiences. Students are afforded consistent opportunities to continue developing their self-assessment skills in CFT 624: Group Psychotherapy, which includes a strong experiential/feedback component, as well as in practicum courses via feedback from supervisors and from peers in group supervision.

Diagnostic skills are promoted in CFT 620: Mental Health and Diagnosis (Psychopathology & Behavior Disorders) and SPSY 650: Developmental Psychopathology (Child Development & Psychopathology), as well as the 3 terms of assessment, the optional CFT 628: Contemporary Issues in Addiction course, and throughout the adult and the child/family practicum sequences. Intervention skills are addressed across a variety of courses as well. For example, the courses CFT 624: Group Psychotherapy and CPSY 617: Vocational Psychology consistently integrate theory with research and intervention strategies. Advanced Individual Interventions is taken concurrent with the first term of adult practicum and includes exposure to a variety of topics and empirically validated treatments relevant to counseling adults (e.g., motivational interviewing, cognitive behavioral interventions). The Child/Family Practicum includes content for prevention and intervention with children, families, and communities.

In their fourth or fifth year, students enroll in CPSY 654: Supervision and Agency Administration and provide peer supervision to students enrolled in Beginning Practicum. In addition, students may have opportunities to provide individual peer supervision to students enrolled in Adult Practicum, Child/Family Practicum, or the Assessment courses. Approximately 50% of Counseling Psychology doctoral students serve as supervisors as their Graduate Teaching Fellowship, working with undergraduate human services major who are completing practica in the community. Students who supervise undergraduates as GTFs receive weekly training and support as part of their position. Content related to evaluating the efficacy of interventions is integrated into individual and group supervision throughout all practica.

Finally, the ethical standards and practices of psychologists are addressed in CPSY 612: Professional Ethics, and reinforced in coursework throughout the program, including CFT 609: Beginning Practicum, CFT 624: Group Psychotherapy, Advanced Individual Interventions, Assessment, both practica sequences, and the doctoral seminars. The ethics comprehensive exams is delivered in an oral format to more closely parallel the oral format of some state psychological license exams and the real world of ethical decision making in which practitioners must think on their feet.

**(d) Issues of cultural and individual diversity relevant to all of the above**

We recognize the changing demographics of the United States and the need for both relevant research and mental health services to address the concerns of diverse groups of people. We recognize that structural and systemic factors and injustices associated with racism, poverty, and other social ills contribute to mental health problems, and view promoting social justice and multicultural competency development as fundamental to prevention practice and counseling psychology training. Thus, we strive to create a training environment that promotes self-awareness, skills development, and experiences that enable our graduates to develop and share knowledge regarding multicultural and diversity issues as well as to provide effective, culturally sensitive services to a variety of individuals in our society. We believe that this is best accomplished through a multifaceted approach; hence, we are committed to recruiting a diverse student body, incorporating diversity and multicultural training throughout our curriculum, and promoting an environment in which diversity is valued and respected.
Incorporating diversity and multicultural training throughout our curriculum. In coursework such as Psychological Assessment and Vocational Psychology, the appropriateness of assessment and interventions for clients of color, gay and lesbian clients, clients with disabilities, and other client populations are integrated. Gender & Ethnicity provides students with the opportunity to explore their own values, biases, and attitudes around ethnic diversity, sexual orientation, and gender as well as other aspects of diversity, to review research and practice literature, and to explore their own cultural identities. Introduction to Counseling Psychology as a Discipline introduces students the core elements of our program philosophy, including multicultural competency development and a commitment to social justice. Advanced Individual Interventions integrates ethnic and other types of diversity in readings and discussion. CPSY 643: Community and Preventive Interventions focuses on human diversity, issues of poverty and social injustice, and on how to ethically and responsibly provide prevention and interventions within environments that perpetuate systematic oppression. Practicum experiences largely involve providing services to European Americans, reflective of the demographics of Lane County. At Lane Community College students provide services to clients ranging widely in age and socioeconomic status; clients served at the adult practicum sites and the Child and Family practicum also include a wide range of ages, socioeconomic, and educational backgrounds. Faculty members integrate theory and practice related to understanding the role of human diversity into each course.

Promoting an environment in which diversity is valued and respected. Faculty attempt to model respect for and commitment to diversity through verbal behavior and action, such as research efforts. To varying degrees, faculty attempt to attend directly to issues that have covert racist, homophobic, or otherwise intolerant themes. This occurs, for instance, in the context of practicum supervision, classroom discussion, and EDAC and QDAC meetings. By modeling that conversations about race, ethnicity, gender, sexual orientation, disability, religion, and other forms of cultural diversity are difficult but important, we hope to promote an environment where such conversations are normative. We select students who demonstrate a commitment to diversity. Students, to varying degrees, address diversity issues in and outside of the classroom. Faculty and student scholarship reflects attention to and valuing of diversity. For example, nearly every year since 1998 our students and faculty have collaborated in organizing APA roundtables or symposia focused on diversity and/or multicultural competence. Dr. Krista Chronister conducts research on violence in ethnic minority and immigrant families, and students have an opportunity to work on her community intervention projects. Dr. Benedict McWhirter conducts research on diverse at risk youth and college students. Dr. Stormshak has been involved in on-going grants serving families at risk, including African American and Latino families in Portland and Native American and Latino Head Start families from rural Oregon. Counseling Psychology students have had opportunities to be involved in Dr. Stormshak’s research by conducting parent interviews, observing children in classrooms, and conducting parent training groups. Dr. Ellen McWhirter has focused her scholarly work in the areas of adolescent career development, with an emphasis on ethnic minority adolescents. Drs. Benedict and Ellen McWhirter participate in community service, consultation and research every year in Santiago, Chile, as well as research and interventions with Oregon Latino youth. Drs. Chronister, B. McWhirter, and E. McWhirter are fluent in Spanish.

(e) Attitudes essential for life-long learning, scholarly inquiry, and professional problem-solving

The Counseling Psychology faculty seek to train psychologists who integrate science and practice into every area of their daily professional functioning. Our goal is that students integrate values of continued learning and growth long after they graduate. To achieve this end, we work to consistently integrate research and practice into our courses as a model of the natural dialectic between the two endeavors. We engage in open meta-processing around this integration to highlight to students our goals. In Counseling Psychology faculty meetings we include student representatives and emphasize that meetings are open to all students. As in courses, practica, and research activities,
in these meetings we model the identification and resolution of problems on an ongoing basis and treat this problem solving as a core function of effective interpersonal and professional behavior of psychologists. We view our responsibility as educators to extend well beyond graduation, and value ongoing contact and collaboration with program graduates after they leave the University of Oregon.

Counseling Psychology faculty have experienced the benefits of strong mentoring and are committed to providing the same to students. This is evidenced in our consistently high number of research and scholarly efforts with students. Mentoring includes such activities as career advisement, alerting graduates to career opportunities, writing letters of recommendation, consultation regarding career changes, research projects, and professional problem solving. Students frequently consult with their advisors on how to approach or resolve professional problems, and on the integration of the professional and personal identities of the counseling psychologist. Faculty members value and model lifelong learning and development, engage in ongoing education and renewal activities, and maintain networks of colleagues outside of the UO for supporting and challenging our professional development and scholarly activity. We strive to support students in their own growth, especially through their clinical training, and we attempt to model critical self-reflection, non-defensiveness, and increasing self-awareness as important behaviors that they will need throughout the entire course of their professional careers.
# APPENDIX C

## STUDENT FILE AUDIT FORM

Name ___________________________  Cohort ____________  Advisor __________________________

### APPLICATION FILE

- Graduate School Application
- Program Application
- Purpose Statement
- CV

- Transcripts
- Letters of Recommendation
- GRE Scores
- Correspondence

### ACADEMIC FILE

**Doctoral Program Plan**
- □ (approved by end of first year)

**Master’s Program Plan**
- □ (only required if earning an MS)

**Comprehensive Exams**
- □ Oral Ethics
- □ Specialty Area Paper (complete prior to Advancing)
- □ Written Comps
- □ Teaching Competency (complete before leaving campus)

**Annual Evaluations**
- □ 1st Mid-Year Year __________
- □ 1st Year Year __________
- □ 2nd Year Year __________
- □ 3rd Year Year __________
- □ 4th Year Year __________
- □ 5th Year Year __________
- □ 6th Year Year __________
- □ 7th Year Year __________

**Advance to Candidacy**
- □ (occurs after passing Comps)

**Dissertation**
- □ Establish Dissertation Committee (submitted 1 term prior to proposal defense)
- □ Defend Dissertation Proposal (by Nov 1 of year applying for internship)
- □ GS Research Clearance form
- □ Dissertation Defense Signature Page

**Internship**
- (must have Advanced and defended proposal)
- Site: ____________________________________
- □ Internship Offer letter
- □ Internship evaluation

### PRACTICUM FILE

- □ Background Check (required for prac & externship)
- □ Liability Insurance (required for prac & externship)

**Adult**
- Site: _______________________________
- □ Hours term & year summary
- □ Self-evaluation
- □ Mid-year Evaluation from Supervisor
- □ Final Evaluation from Supervisor

**Externship**
- Site: _______________________________
- □ Agreement
- □ Hours term & year summary
- □ Evaluation from Supervisor

**Child/Family**
- □ Hours term & year summary
- □ Mid-year Evaluation from Supervisor
- □ Final Evaluation from Supervisor

**Externship**
- Site: _______________________________
- □ Agreement
- □ Hours term & year summary
- □ Evaluation from Supervisor

Counseling Psychology Handbook 2010-2011  53
In accordance with College of Education policy, the “College policy requires that all COE students assigned to practica, internship, . . . or other agencies, private or public, must submit documentation for obtaining a criminal history check PRIOR TO their first placement. Students will not be placed in a field experience or practicum until the necessary background clearance is obtained.” Therefore, as a student in the program, you are required to pass a background check. If you are an Oregon State resident, you can receive your verification through the Oregon State Police. If you are from out-of-state, you will need to complete a Federal Bureau of Investigation (FBI) records check. The background checks utilize a set of legible fingerprints for identification. Instructions on how to obtain background checks can be found below. Students must submit the appropriate background check results to the Academic Coordinator as soon as possible. For more information about the COE Background Check policy, visit http://education.uoregon.edu/feature.htm?id=767. (CPSY students do not need a separate COE badge).

Once you receive your report, bring a COPY to the academic coordinator for your file.

Oregon Residents Only

Oregon State Police Background Check/Fingerprinting Information:

1. Follow the instructions, using the “Copy of Own Record Request” form. You can obtain a copy of your fingerprints from the Lane County Sheriff’s office (LCSO) located at 125 E. 8th Avenue, Room 140. The easiest access is off of Oak Street. You will need to take photo identification. The fee from LCSO is $12.00 for the fingerprint cards (CASH or CHECK ONLY). The office is open Monday – Friday from 9 AM – 5:00 PM. No appointment is necessary.
2. Mail your
   a) fingerprint cards
   b) Copy of Own Record Request form
   c) $33.00 cash or check payable to Oregon State Police to the following address:

   Oregon State Police
   Identification Services Station
   Unit 11
   P.O. Box 4395
   Portland, OR 97208-4395


3. Results should arrive in 7-10 business days. After the results have been returned to you (they can only be mailed to the requester), please bring a copy of your record information to the CPSY Academic Coordinator (the fingerprint cards will not be sent to our office). You are encouraged to keep your original documents.
COPY OF OWN RECORD REQUEST
(revised 4/17/08)

This Oregon State Police form is to be used ONLY when requesting a copy of your own Oregon Criminal History information or clearance letter. This form may be copied.

NAME: _____________________________________________________________________

Last     First     Middle

OTHER NAMES USED:________________________________________________________________________

DATE OF BIRTH:_________/_________/_________

month        day  year

SOCIAL SECURITY NUMBER: _________ - _________ - ______________

YOUR MAILING ADDRESS:____________________________________________________

Street or P.O. Box

City     State      Zip Code

Country

TELEPHONE (_________)________________________________

MY CHECK OR MONEY ORDER, PAYABLE TO OREGON STATE POLICE, IS INCLUDED FOR THIS SERVICE AS FOLLOWS:

COPY OF OWN RECORD ($33.00) $__________

PLEASE NOTARIZE RESPONSE ($5.00 per copy) $__________

TOTAL INCLUDED $__________

**Your fingerprint card will be returned with your response.
Non-Oregon Residents Only

FBI Background Check/Fingerprinting Information:

1. First you need to obtain a copy of your fingerprints from the Lane County Sheriff’s office (LCSO) located at 125 E. 8th Avenue, Room 140. The easiest access is off of Oak Street. You will need to take photo identification. The fee from LCSO is $12.00 for the fingerprint cards (CASH or CHECK ONLY). The office is open Monday – Friday from 9 AM – 5:00 PM. No appointment is necessary.

2. TO OBTAIN A COPY OF YOUR FBI RECORD
   A. Submit written request with name, date of birth, and place of birth along with original inked fingerprints to the FBI:
      FBI–CJIS DIVISION – Record Request
      ATTN: SCU
      MODULE D2
      1000 CUSTER HOLLOW RD
      CLARKSBURG, WV  26306

   B. Complete the “Cover Letter” form. The “reason fingerprinted” section must not state that it is for employment purposes; otherwise it will be returned unprocessed.**
   C. The required fee is $18.00 and must be payable to the Treasury of the US. Only certified checks or postal money orders are accepted. Any other forms of payment will be returned unprocessed.
   D. Be sure to include your return address.
   E. Turn around time is currently 8 to 10 weeks.

For more info, call (304) 625-2000, or go to http://www.fbi.gov/hq/cjisd/fprequest.htm.

**NOTE: “Submit a written request” means describe that you need a background check as a requirement of your doctoral program. If you do not provide an explanation, they will not process your request.

3. After the results (Either - No Record Response – Consists of the original fingerprint card stamped with “No Record” - OR - an FBI Identification Record) have been returned to you, please bring a copy of your record information to the CPSY Academic Coordinator (the fingerprint cards will not need to be sent to our office). You are encouraged to keep your original documents.
COVER LETTER

Date:

Requestor Name: ________________________________

Requestor Address: _____________________________________
_________________________________________________________________
_________________________________________________________________
_________________________________________________________________
_________________________________________________________________

Attention Record Request:

I, _____________________________, am requesting a criminal history background check for personal review pursuant to 28CFR§16.30-16.34. Please mail the results of the check to the following address:

_________________________________________________________________
_________________________________________________________________
_________________________________________________________________
_________________________________________________________________

I have a reason/date that requires expeditious handling (optional):

(PLEASE PLACE DATE/REASON ON OUTSIDE OF MAILING ENVELOPE)

Date Required: ____________________ Reason: __________________________________________________________

If you have any further questions, please contact me at:

Telephone: _______________________ Email: ____________________________________

Sincerely,

(Signature)
ORAL ETHICS COMPREHENSIVE EXAMINATION EVALUATION FORM

Date: ______________  Doctoral Student’s Name: ________________________________________________

I. CRITERIA FOR DETERMINING OUTCOME
The exam evaluation criteria include, but are not limited to, accuracy of the response, completeness, integration of relevant content, breadth and depth of response, organization, clarity, professionalism of presentation, and references to relevant scholarly work.

The following scale is used to grade each question in the oral ethics comprehensive examination:
1 = fail, 2 = marginal performance, 3 = pass, and 4 = high pass.

There are four possible outcomes or "grades" for the oral ethics comprehensive exam: (a) failure; (b) pass with remediation; (c) pass, and (d) pass with distinction.

1. To pass a question, you must receive a minimum mean score of 2.5 from the average of scores given by both committee members.
2. A score of 2.5 or higher on both questions constitutes a pass.
3. A score of 2.5 or higher on one question combined with a marginal response on the second question may constitute a pass OR a pass with remediation. The faculty will determine this based on the particular strengths and weaknesses of the responses given.
4. Marginal responses on both questions (average of at least 2) constitute a pass with remediation.
5. Failure on one question (average below 2), while obtaining an average of at least three (3) points on the second question constitutes a pass with remediation.
6. Failure of one question (average below 2 points) with a marginal score on the second question (average of approximately 2) constitutes failure of the oral ethics comprehensive exam.
7. Failing both questions (average below 2) constitutes failure of the oral ethics comps exam.

II. Oral Ethics Comprehensive Exam Outcome Form
You have received two scores below from each of your two comprehensive exam committee members, who have used the above scale to grade each of your comps responses.

SCORES FROM EACH COMMITTEE MEMBER

<table>
<thead>
<tr>
<th>Committee Member Names</th>
<th>Quest. #1</th>
<th>Quest. #2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member #1:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Member #2:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Average:</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

III. COMMENTS AND FEEDBACK

IV. RECOMMENDATIONS

V. REQUIRED SIGNATURES

Committee Member #1  Committee Member #2

Doctoral Student
APPENDIX F

SPECIALTY AREA PAPER/MASTERS PROJECT EVALUATION FORM

Name: ____________________________________                     Date: ______________

Project Title: ____________________________________________________________

Project is:  ______ Specialty Area   ______ Masters Project

0= Far Below Expectation (significant omissions, poorly communicated content)
1= Below Expectations (not ready for submission as a manuscript because it lacks qualities such as those 
specified in each category below)
2= Minor Revisions Required in order to Meet Expectations (as specified below)
3= Meets Expectations (sufficient attention and quality in all components)
4= Meets Expectations (strong in all component areas)
5= Exceeds Expectations (excellent with respect to qualities such as those listed in each category below)

(Must meet expectations in each area prior to final acceptance of project)

_____  Rationale (sufficient justification, relevant literature cited, theoretically grounded)
_____  Methods (each required section present, sufficient detail, accurate)
_____  Analyses (appropriate, clearly presented, accurate)
_____  Results (organized, follow from hypotheses, accurate)
_____  Discussion (relevant literature cited, limitations acknowledged, implications for practice, research, 
policy discussed as appropriate)
_____  Writing quality (well-structured sentences & paragraphs, no errors of grammar or typos, clear and 
precise language, organized, structured, headings)
_____  APA 6th edition format
_____  Attention to diversity (e.g. indicates sample composition in lit review, addresses limitations of 
measurement and external validity with diverse populations)

_____  Attention to ecological and social justice factors bearing upon topic (levels of ecology evident in 
conceptualization, relevant issues of marginalization or reproduction of status quo addressed)

This Specialty Area Paper/Masters project is _____ Accepted  _____ Not accepted

Overall Rating: (0-5) ____________ (see next page for rubric)

________________________________  ______________
Advisor Signature     Date
The number circled indicates the level the student achieved in this competency area area.

5

This SAP/Masters project goes beyond the expected level for a typical doctoral student at this stage of training. A thorough, accurate, and comprehensive understanding of specialty area/research topic is demonstrated along with a strong rationale for the study. Every element of the task is presented with clarity, depth of thought, and focused and coherent organization. Analyses well suited to questions, presented very well. Evidence base included. The content is expressed with superior precision and literacy.

4

This SAP/Masters project includes all elements of a publishable research project, well justified, research addresses the relevant elements and demonstrates a solid understanding of the area. It shows clear and sophisticated thinking and good organization and structure. Presentation of material is skillful and thorough. Well-cited. Evidence base included.

3

This SAP/Masters project includes all elements of a publishable research project, The content, while sound, may also be slightly under-elaborated or at a minimally acceptable level. Like the 4-level response, it shows clarity of thought but may lack tight, cohesive organization (some digressions may be evident). Content is adequate to demonstrate competency, but more would be needed to gain higher levels of expertise in the area.

2

This SAP/Masters project neglects one or more components (rationale, results) such that it provides only a superficial or underdeveloped treatment of the area. Evidence base may be insufficient. It may show some clarity of thought while being overly simplistic. Problems in organization may be evident. The writing frequently impedes communication of the writer’s ideas. Content is presented at the minimal level, and is not unacceptable for a doctoral student at this stage of development. Room for improvement is evident.

1

This SAP/Masters project seriously neglects or distorts one or more of the relevant elements or offers less than minimal treatment of the area. Evidence base not presented. Alternatively, it may demonstrate substantial problems with analysis, organization, and understanding of the topic. Presentation is unorganized, poor reflection of knowledge.

0

This SAP/Masters project entirely fails to address the topic or relevant tasks. Alternatively, it demonstrates marked problems with organization and mechanics that makes the presentation extremely difficult to follow.

Additional Comments and Recommendations:
**APPENDIX G**

**WRITTEN DOCTORAL COMPREHENSIVE EXAMINATION EVALUATION CRITERIA**

**Criteria for Determining Outcome**

The written portion of your comprehensive examination (the written comp) will occur on one day. The following scale will be used to grade each question of the written comprehensive examination: 1 = fail, 2 = marginal performance, 3 = pass, and 4 = high pass. You will receive a score from each of two readers for each of the written comprehensives that you take, and these two scores will be averaged to determine the final grade for each question you answer (following the same scale: 1 = fail, 2 = marginal performance, 3 = pass, and 4 = high pass). The exam evaluation criteria include, but are not limited to, accuracy of response, completeness, integration of relevant content, breadth and depth of response, organization, clarity, professionalism of presentation, and references to relevant scholarly work.

You will receive 1 question for each of the 4 primary content areas of the written comprehensive examination, and questions will be provided to you in the following order:

- **8:00-12:00 PM:** Counseling Core and Psychological Foundations and Psychological Aspects of Behavior
- **1:00-5:00 PM:** Professional Issues and Competencies and Research Design/Methodology/Statistics

There are four possible outcomes or "grades" for the written comp exam: (a) failure, (b) pass with remediation, (c) pass, and (d) pass with distinction. After your exam is graded, the following criteria will be used to determine subsequent activity (e.g., remediation):

1. Failure of any one (1) question on the written comps when all other questions are passed constitutes a grade of pass with remediation. If only one question is failed, retaking the comprehensive exam is not required. Remediation of some form to be determined by the faculty will be required.

2. Receiving a grade of marginal performance on two (2) questions on the exam when other questions are passed will receive a "pass with remediation" grade. Retaking the comprehensive exam is not required. Remediation of some form to be determined by the faculty will be required.

3. Failure of one question AND receiving a grade of marginal performance on one other question constitutes a grade of pass with remediation. Remediation of some form to be determined by the faculty will be required. In this case, retaking the written comprehensive examination or a portion of the comprehensive examination MAY be required.

4. Failure or two (2) or more questions on the comprehensive examination constitutes failure of the entire comprehensive exam. This outcome requires that the student retake the comprehensive examination at the next exam administration.
APPENDIX H

TEACHING COMPETENCY PLAN & EVALUATION FORM

Doctoral Student Name: ________________________________

A. ACTIVITY LIST: Please list, and describe the responsibilities of, the 3 activities you completed to achieve your Teaching Competency requirement:

1. 

2. 

3. 

B. EVALUATION & OUTCOME: Signatures and accompanying evidence for completion of each point or teaching activity corresponding to 1 point:

1. Teaching Activity: ___________________________
   Date Completed: _______________
   Faculty Member Signature

2. Teaching Activity: ___________________________
   Date Completed: _______________
   Faculty Member Signature

3. Teaching Activity: ___________________________
   Date Completed: _______________
   Faculty Member Signature

C. OVERALL FEEDBACK and RECOMMENDATIONS:

D. FINAL APPROVAL OF COMPLETION OF TEACHING COMPETENCY:

__________________________________________  ____________________________  ___________
Faculty Advisor  Student  Date
APPENDIX I

REGISTRATION POLICY DURING INTERNSHIP

The Graduate School has created a policy that allows students to defend their dissertations and then delay graduation until internship has been completed. Students who have successfully defended their dissertation and received an internship assignment can apply for up to three terms of “In Abstentia” status. They will not be required to pay tuition or fees during these terms. These same students must register for at least 1 credit of “Internship” during the term they intend to graduate.

Doctoral students interrupting their study program for one or more terms must submit a request for In Absentia Status to the Graduate School by the last registration day in the term for which leave is being requested. Departmental approval is required before the Graduate School can review the request for leave. The departmental approval is contingent on the signed dissertation form being turned in to the Academic Coordinator.

Students who have not completed their dissertation prior to embarking on an internship must continue to register for a minimum of 3 credits of Dissertation until they successfully defend their dissertation. This means the student must continue paying tuition and fees while being employed fulltime at internship sites away from the Eugene campus. Once they have defended their dissertation, they become eligible for a leave of absence as described above. If these students take a leave of absence, then they will also be required to register for at least 1 credit of “Internship” during the term they intend to graduate.

Students are also responsible for complying with all other applicable Graduate School deadlines (http://gradschool.uoregon.edu/?page=deadlinesDoctoral) and requirements related to dissertations and graduation. The In Absentia terms associated with the internship requirement are in addition to the three terms of leave and three terms of In Absentia status that are available to all doctoral students.

Remember that during terms of approved In Absentia status, graduate students are not allowed to make use of university services, faculty or staff time. Graduate students must register and pay fees if they will be using university facilities or faculty or staff services during any term.

EXAMPLES:

Student A defends her dissertation in Spring term prior to the internship year. She will register for at least 3 Dissertation credits in the preceding Winter and the Spring she defends. She can be In Absentia for up to three terms (Fall, Winter and Spring), and register for 1 credit of Internship during the final Summer term when she completes the internship and graduates.

Student B defends his dissertation during the Fall term of his internship year. He will register for at least 3 Dissertation credits during the preceding Spring term; he will register for at least 3 Dissertation credits and 1 Internship credit the Fall term he defends; he will be In Absentia for Winter and Spring terms and thus not register; he will register for 1 credit of Internship during Summer term when he completes the internship and graduates.

Student C defends his dissertation during the Winter term of his internship year. He will register for at least 3 Dissertation credits and 1 Internship credit during the preceding Fall term and Winter term of the defense; he will be In Absentia for Spring term and thus not register; he will register for 1 credit of Internship during Summer term when he completes the internship and graduates.

Student D defends her dissertation in the Spring term of her internship year. She will register for at least 3 credits of Dissertation and 1 credit of Internship during Fall, Winter, and Spring terms of internship year; she will register for only 1 credit of Internship during Summer term when she completes internship and graduates.

Students cannot defend their dissertations during Summer term of Internship year; faculty are not available.

Student E defends her dissertation in the Fall term after internship year. She will register for at least 3 Dissertation credits and 1 Internship credit during Fall, Winter, Spring, and Summer terms of Internship year; she will register for 3 credits of Dissertation Fall term (but not internship credits because it is completed) when she graduates.
APPENDIX J

ANNUAL STUDENT EVALUATION TEMPLATE

UNIVERSITY OF OREGON
COUNSELING PSYCHOLOGY PROGRAM
ANNUAL STUDENT EVALUATION

Name:             Date:  June, 20XX
Advisor:

The purpose of this memo is to provide you with a written evaluation of the 2009-2010 academic year. The CPSY Program Faculty met on May XX, 20XX, for the annual review of student progress. At this time we reviewed each student’s academic progress, coursework, faculty report of your performance in multiple domains (classroom, professional activities, etc.), GTF performance, practica performance, your goals statement, and your current vita (if you turned them in on time). We reviewed each student’s progress in the domains listed below. The competencies associated with each area are noted in parentheses; the competencies are listed in the current CPSY Program Handbook.

In this evaluation, the faculty considers you in an ongoing developmental process, and your skills in each area are located along a trajectory of this development. The current CPSY Program Handbook provides a description of behavioral anchors of competencies expected at the pre-practicum level, practicum level (adult, child/family), and internship-ready level. Any evaluation materials received after this evaluation (e.g., a final practicum evaluation) are still considered part of the annual evaluation and may alter the ratings or descriptions provided in this evaluation. You will be notified if this occurs. The ratings for each domain are: (a) Satisfactory or (b) Unsatisfactory with Remediation.

♦ **Clinical Skills Demonstrated in Practice** (Evaluations include feedback from off-site practicum and externship supervisors, internship evaluations, GTF supervisors, instructors of applied courses, your advisor, and your self-reports. Students are expected to meeting expectations consistent with your level of training and with expectations identified in practicum and externship evaluations, GTF evaluations, and course syllabi.) (Competencies 1b, 3a-3, 4a-b, 5a, 6a-d)

♦ **Ethical Competency** (Evaluations are based on your demonstration of knowledge and awareness of and adherence to APA Ethical Principles and Code of Conduct via the oral ethics competency, practicum evaluations, and appropriate identification and resolution of ethical concerns in clinical, GTF, research, and academic arenas.) (Competencies 9a-b)

♦ **Academic Status** (Evaluations are based on your academic standing [passing classes with B- or better grade, or passing grade for P/N courses, and timely removal of incompletes] and academic progress [fulfilling residency and continuous enrollment requirements, completing program plans by end of first year, maintaining full-time study]). (All Competencies demonstrated via coursework)

♦ **Research and Scientific Skills** (Evaluations are based on your performance [minimum of B-] in research and statistics courses, at least annual presentation of your research in docsem, contributions to others’ research in doctoral seminar, your engagement in additional research activities, and by end of second year at least one co-authorship of a conference presentation submission or manuscript submission). (Competencies 2a-d, 4c, 5b, 6d, 7a)
♦ **Written Communication** (Evaluations are based on your ability to communicate effectively in writing. These skills are imperative for clinical and research activities, completion of your dissertation project, and overall functioning as a professional psychologist. Your opportunities to demonstrate these skills and receive feedback are via all written papers, clinical case notes, assessment reports, specialty area project/masters project, dissertation proposal, and other writing projects). (All Competencies demonstrated through written work)

♦ **Multicultural Competencies** (Evaluations are based on your sensitivity and attention to multicultural and diversity issues as evident in your research and practice activities, practicum evaluations, and docsem and classroom behaviors. Issues related to ethnicity, gender, sexual orientation, and disability status are included in but not an exhaustive list of this area). (Competencies 3c, 5a-b, 6a-d, 7a-b, 12b)

♦ **Interpersonal Skills** (Evaluations are based on collegiality and collaboration with peers, faculty, and other professionals, demonstration of empathy, respect for/interest in others’ cultures, experiences, values, points of view, etc., ability to negotiate situations of conflict and disagreement with professionalism) (Competencies 11a-c)

♦ **GTF Performance** (Evaluations are based on your performance at your GTF, including (if relevant) attendance at classes, communication with your supervisor, paperwork, communication with undergraduates, professional behavior, and teaching evaluations. We expect all students to perform GTF duties with responsibility, promptness, doctoral level quality, and a high degree of professionalism). (Competencies vary according to GTF duties)

♦ **Professional Identity and Involvement** (Evaluations are based on your involvement in professional activities; attendance at conferences, continuing education workshops, COE activities, etc. We expect all students to regularly participate in conferences at the local, regional, and/or national level. Enhancing skills and knowledge outside of the program is strongly encouraged, and is part of an expected commitment to lifelong learning). (Competencies 2d, 10a-c)

♦ **Goal Evaluation** (Evaluations are based on your continuous setting of and achieving goals associated with progression through the program, ability to set realistic goals and to follow through on them, as evidenced in your doctoral seminar end-of-term evaluations and /or your annual goals statements and self assessments). (Competencies 12a-b)

♦ **Summary**

Respectfully Submitted, I have discussed this evaluation with my advisor

_________________________________________ ____________________________
ADVISOR CPSY STUDENT

Date _______
Inclement Weather & Unattended Animal Policy

Inclement Weather
Because it is a residential campus with 24/7 operations, the University of Oregon historically has not closed during inclement weather. In rare circumstances, however, extremely dangerous weather conditions may force the university to curtail hours (i.e., open late or close early or close completely). When inclement weather occurs, the university will follow one of these schedule options:

- Remaining open with the understanding that many faculty, staff, and students may not be able to travel safely to campus and decide to remain home;
- Opening late or closing early, based on weather conditions;
- Closing the institution completely except for essential services.

Essential services: Regardless of the closure decision, employees who perform essential duties will be expected to come to work. Examples include public safety employees, residence hall kitchen workers, and those responsible for snow removal or storm clean-up. Supervisors of employees who perform essential service work are responsible for communicating attendance expectations in advance and discussing anticipated transportation difficulties.

If the university closes, SEIU employees who are notified that they must report for work because they perform essential services will be paid time and one half for all hours worked during the closure as specified in Article 66, Section 3, of the SEIU collective bargaining agreement.

For all other faculty and staff members and students, it is understood that everyone will not be able to travel to campus during inclement weather if the university remains open or operates on a curtailed schedule. Members of the campus community are expected to use their best judgment in assessing the risk of coming to campus and returning home, based on individual circumstances. Those who believe that the road conditions from home are dangerous are urged and even expected to stay there to prevent injury.

Notification: In the event the university operates on a curtailed schedule or closes, UO media relations staff will notify the Eugene-Springfield area radio and television stations as quickly as possible. In addition, a notice regarding the university’s schedule will be posted on the UO main homepage (in the “News” section) at http://www.uoregon.edu.

Faculty Notification of Class Cancellation: Unless the university closes, faculty members not able to travel to campus to convene their classes have the responsibility of attempting to notify students in a timely way that they will not be holding class. Furthermore, it is incumbent on faculty to share the communication strategy at the beginning of the term in the course syllabus so that students fully understand, in advance of inclement weather, how to get this information prior to traveling to campus. Faculty members should contact their home department with the information as a first point of contact, and use at least one other method which may come from the following examples, any of which may be accomplished from off campus:

- Use Blackboard, which has an announcements function & the capacity to send email to all enrolled students; or
- Send an email directly to all students; or
- Utilize the university voicemail greeting system on their office phone to announce the class cancellation.

Again, it is very important that students know in advance what method(s) each faculty member will use. Also, all faculty members are asked to exercise flexibility with students who miss class, or are unable to submit coursework as a result of inclement weather.

Managers’ and Supervisors’ Communication: University managers and supervisors need to prepare for inclement weather in two ways. First, they must notify those employees (if any) who perform essential work of the expectation that they will need to report to work during inclement weather regardless of a university closure and discuss transportation options if that poses difficulties for the employees. Second, they need to prepare for notification by assembling up-to-date home phone lists, assigning calling responsibilities, providing employees with their home phone numbers, and reviewing the process with staff. It is important to respect the confidentiality of employee home phone numbers and to notify student employees as well.

Leave Options: Employees who are unable to report to work because of bad weather or because the university closed will use accrued vacation, compensatory time, exchange time, personal leave or leave without pay to cover the work time missed. Use of accrued sick leave is appropriate only in the case of illness. In cases in which employees do not have sufficient leave to cover the unexpected absence, supervisors are encouraged to allow employees to make up the time, if operational needs permit.
Public School Closures: The university often remains open while public schools and local child-care centers close due to bad weather. Supervisors are encouraged to recognize the difficulties this creates for working parents by responding with as much flexibility as the particular work environment will successfully allow. Supervisors may permit parents to bring their children with them to work or to allow them to take work home, if the specific job duties accommodate it. In addition, the Vivian Olum Child Development Center provides on-site child care for school-age children whenever inclement weather closes local public schools, but the university remains open. For more information please contact the Center, (541) 346-6586. Pre-registration is required.

**COE Policy: Unattended or Unleashed Domestic Animals**

To protect people and animals in and around the College of Education, unattended or unleashed domestic animals are not permitted on College of Education grounds or in college buildings.

**Purpose:** Each person in the College of Education community is asked to be mindful of the potential dangers that unattended and unleashed animals on University property present. Even the most docile, obedient and affectionate animal can react aggressively if frightened or surprised, especially when leashed to an object and unable to escape for its own protection.

The potential problem for students using vision guide animals is evident. Further, unattended animals can also pose a threat to others, including children who are sometimes in the College of Education complex.

**UO Policy on Animal Control**

**Reference:** Under University of Oregon policy (OAR 571-050-0025), “unattended or unleashed domestic animals are not permitted on the property of the University.” The policy further states that the UO Department of Public Safety is to call the animal control agency to remove and impound unattended or at-large animals.

**Procedure for Addressing the Presence of an Unattended or Unleashed Domestic Animal**

- Students, staff, and faculty members who see an unattended or unleashed domestic animal in or on College of Education property, including dogs tied to objects such as benches or railings, are asked to immediately inform the nearest COE administrative office.
- The office manager/business manager (or designee) who receives a report of an unattended or unleashed domestic animal will immediately inform the UO Department of Public Safety of the animal’s description and exact location so that DPS can call Lane County Animal Control to remove the animal. DPS will not impound the animal. Only Lane County Animal Control will remove the animal.
- After contacting OPS, the office manager/business manager (or designee) should send a brief written report of the incident to the assistant dean for administration and management for future reference. This report needs to include the following:
  - Time and date of call to DPS
  - Description and location of animal
APPENDIX L

LINKS TO COLLEGE OF EDUCATION INTERNET PAGES OF INTEREST

Course Syllabus Template & Requirements:  http://education.uoregon.edu/feature.htm?id=400.

Academic Policies & Procedures:  http://education.uoregon.edu/feature.htm?id=376. These are updated when changes are received and should therefore always be current.

Section A of the Academic Policies and Procedures, "General Policies and Procedures": http://education.uoregon.edu/feature.htm?id=377. This section includes the policies on diversity, grievance, and dismissal. It is a good link to provide students to share general policy with them without overwhelming them with the entire Academic Policies and Procedures. Alternately, you could provide them with direct links to the individual policies:

Student Dismissal:  http://education.uoregon.edu/feature.htm?id=397

Student Grievance:  http://education.uoregon.edu/feature.htm?id=399

Infusion of Diversity into College Courses:  http://education.uoregon.edu/feature.htm?id=402
APPENDIX M

AMERICAN PSYCHOLOGICAL ASSOCIATION
CODE OF ETHICS

Ethical Principles of Psychologists and Code of Conduct 2002

INTRODUCTION AND APPLICABILITY

PREAMBLE

GENERAL PRINCIPLES

Principle A: Beneficence and Nonmaleficence
Principle B: Fidelity and Responsibility
Principle C: Integrity
Principle D: Justice
Principle E: Respect for People’s Rights and Dignity

ETHICAL STANDARDS

1. Resolving Ethical Issues
   1.01 Misuse of Psychologists’ Work
   1.02 Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority
   1.03 Conflicts Between Ethics and Organizational Demands
   1.04 Informal Resolution of Ethical Violations
   1.05 Reporting Ethical Violations
   1.06 Cooperating With Ethics Committees
   1.07 Improper Complaints
   1.08 Unfair Discrimination Against Complainants and Respondents

2. Competence
   2.01 Boundaries of Competence
   2.02 Providing Services in Emergencies
   2.03 Maintaining Competence
   2.04 Bases for Scientific and Professional Judgments
   2.05 Delegation of Work to Others
   2.06 Personal Problems and Conflicts

3. Human Relations
   3.01 Unfair Discrimination
   3.02 Sexual Harassment
   3.03 Other Harassment
   3.04 Avoiding Harm

4. Privacy And Confidentiality
   4.01 Maintaining Confidentiality
   4.02 Discussing the Limits of Confidentiality
   4.03 Recording
   4.04 Minimizing Intrusions on Privacy
   4.05 Disclosures
   4.06 Consultations
   4.07 Use of Confidential Information for Didactic or Other Purposes

5. Advertising and Other Public Statements
   5.01 Avoidance of False or Deceptive Statements
   5.02 Statements by Others
   5.03 Descriptions of Workshops and Non-Degree-Granting Educational Programs
   5.04 Media Presentations
   5.05 Testimonials
   5.06 In-Person Solicitation

6. Record Keeping and Fees
   6.01 Documentation of Professional and Scientific Work and Maintenance of Records
   6.02 Maintenance, Dissemination, and Disposal of Confidential Records of Professional and Scientific Work
   6.03 Withholding Records for Nonpayment
   6.04 Fees and Financial Arrangements
   6.05 Barter With Clients/Patients
6.06 Accuracy in Reports to Payors and Funding Sources
6.07 Referrals and Fees
7. Education and Training
7.01 Design of Education and Training Programs
7.02 Descriptions of Education and Training Programs
7.03 Accuracy in Teaching
7.04 Student Disclosure of Personal Information
7.05 Mandatory Individual or Group Therapy
7.06 Assessing Student and Supervisee Performance
7.07 Sexual Relationships With Students and Supervisees
8. Research and Publication
8.01 Institutional Approval
8.02 Informed Consent to Research
8.03 Informed Consent for Recording Voices and Images in Research
8.04 Client/Patient, Student, and Subordinate Research Participants
8.05 Dispensing With Informed Consent for Research
8.06 Offering Inducements for Research Participation
8.07 Deception in Research
8.08 Debriefing
8.09 Humane Care and Use of Animals in Research
8.10 Reporting Research Results
8.11 Plagiarism
8.12 Publication Credit
8.13 Duplicate Publication of Data
8.14 Sharing Research Data for Verification
8.15 Reviewers
9. Assessment
9.01 Bases for Assessments
9.02 Use of Assessments
9.03 Informed Consent in Assessments
9.04 Release of Test Data
9.05 Test Construction
9.06 Interpreting Assessment Results
9.07 Assessment by Unqualified Persons
9.08 Obsolete Tests and Outdated Test Results
9.09 Test Scoring and Interpretation Services
9.10 Explaining Assessment Results
9.11. Maintaining Test Security
10. Therapy
10.01 Informed Consent to Therapy
10.02 Therapy Involving Couples or Families
10.03 Group Therapy
10.04 Providing Therapy to Those Served by Others
10.05 Sexual Intimacies With Current Therapy Clients/Patients
10.06 Sexual Intimacies With Relatives or Significant Others of Current Therapy Clients/Patients
10.07 Therapy With Former Sexual Partners
10.08 Sexual Intimacies With Former Therapy Clients/Patients
10.09 Interruption of Therapy
10.10 Terminating Therapy
INTRODUCTION AND APPLICABILITY

The American Psychological Association's (APA's) Ethical Principles of Psychologists and Code of Conduct (hereinafter referred to as the Ethics Code) consists of an Introduction, a Preamble, five General Principles (A – E), and specific Ethical Standards. The Introduction discusses the intent, organization, procedural considerations, and scope of application of the Ethics Code. The Preamble and General Principles are aspirational goals to guide psychologists toward the highest ideals of psychology. Although the Preamble and General Principles are not themselves enforceable rules, they should be considered by psychologists in arriving at an ethical course of action. The Ethical Standards set forth enforceable rules for conduct as psychologists. Most of the Ethical Standards are written broadly, in order to apply to psychologists in varied roles, although the application of an Ethical Standard may vary depending on the context. The Ethical Standards are not exhaustive. The fact that a given conduct is not specifically addressed by an Ethical Standard does not mean that it is necessarily either ethical or unethical.

This Ethics Code applies only to psychologists' activities that are part of their scientific, educational, or professional roles as psychologists. Areas covered include but are not limited to the clinical, counseling, and school practice of psychology; research; teaching; supervision of trainees; public service; policy development; social intervention; development of assessment instruments; conducting assessments; educational counseling; organizational consulting; forensic activities; program design and evaluation; and administration. This Ethics Code applies to these activities across a variety of contexts, such as in person, postal, telephone, internet, and other electronic transmissions. These activities shall be distinguished from the purely private conduct of psychologists, which is not within the purview of the Ethics Code.

Membership in the APA commits members and student affiliates to comply with the standards of the APA Ethics Code and to the rules and procedures used to enforce them. Lack of awareness or misunderstanding of an Ethical Standard is not itself a defense to a charge of unethical conduct.

The procedures for filing, investigating, and resolving complaints of unethical conduct are described in the current Rules and Procedures of the APA Ethics Committee. APA may impose sanctions on its members for violations of the standards of the Ethics Code, including termination of APA membership, and may notify other bodies and individuals of its actions. Actions that violate the standards of the Ethics Code may also lead to the imposition of sanctions on psychologists or students whether or not they are APA members by bodies other than APA, including state psychological associations, other professional groups, psychology boards, other state or federal agencies, and payers for health services. In addition, APA may take action against a member after his or her conviction of a felony, expulsion or suspension from an affiliated state psychological association, or suspension or loss of licensure. When the sanction to be imposed by APA is less than expulsion, the 2001 Rules and Procedures do not guarantee an opportunity for an in-person hearing, but generally provide that complaints will be resolved only on the basis of a submitted record.

The Ethics Code is intended to provide guidance for psychologists and standards of professional conduct that can be applied by the APA and by other bodies that choose to adopt them. The Ethics Code is not intended to be a basis of civil liability. Whether a psychologist has violated the Ethics Code standards does not by itself determine whether the psychologist is legally liable in a court action, whether a contract is enforceable, or whether other legal consequences occur.

The modifiers used in some of the standards of this Ethics Code (e.g., reasonably, appropriate, potentially) are included in the standards when they would (1) allow professional judgment on the part of psychologists, (2) eliminate injustice or inequality that would occur without the modifier, (3) ensure applicability across the broad range of activities conducted by psychologists, or (4) guard against a set of rigid rules that might be quickly outdated. As used in this Ethics Code, the term reasonable means the prevailing professional judgment of psychologists engaged in similar activities in similar circumstances, given the knowledge the psychologist had or should have had at the time.

In the process of making decisions regarding their professional behavior, psychologists must consider this Ethics Code in addition to applicable laws and psychology board regulations. In applying the Ethics Code to their professional work, psychologists may consider other materials and guidelines that have been adopted or endorsed by scientific and professional psychological organizations and the dictates of their own conscience, as well as consult with others within the field. If this Ethics Code establishes a higher standard of conduct than is required by law, psychologists must meet the higher ethical standard. If psychologists' ethical responsibilities conflict with law, regulations, or other governing legal authority, psychologists make known their commitment to this Ethics Code and take steps to resolve the conflict in a responsible manner. If the conflict is irresolvable via such means, psychologists may adhere to the requirements of the law, regulations, or other governing authority in keeping with basic principles of human rights.

PREAMBLE

Psychologists are committed to increasing scientific and professional knowledge of behavior and people’s understanding of themselves and others and to the use of such knowledge to improve the condition of individuals, organizations, and society. Psychologists respect and protect civil and human rights and the central importance of freedom of inquiry and expression in research, teaching, and publication. They strive to help the public in developing informed judgments and choices concerning human behavior. In doing so, they perform many roles, such as researcher, educator, diagnostician, therapist, supervisor, consultant, administrator,
social interventionist, and expert witness. This Ethics Code provides a common set of principles and standards upon which psychologists build their professional and scientific work.

This Ethics Code is intended to provide specific standards to cover most situations encountered by psychologists. It has as its goals the welfare and protection of the individuals and groups with whom psychologists work and the education of members, students, and the public regarding ethical standards of the discipline.

The development of a dynamic set of ethical standards for psychologists’ work-related conduct requires a personal commitment and lifelong effort to act ethically; to encourage ethical behavior by students, supervisees, employees, and colleagues; and to consult with others concerning ethical problems.

GENERAL PRINCIPLES

This section consists of General Principles. General Principles, as opposed to Ethical Standards, are aspirational in nature. Their intent is to guide and inspire psychologists toward the very highest ethical ideals of the profession. General Principles, in contrast to Ethical Standards, do not represent obligations and should not form the basis for imposing sanctions. Relying upon General Principles for either of these reasons distorts both their meaning and purpose.

Principle A: Beneficence and Nonmaleficence

Psychologists strive to benefit those with whom they work and take care to do no harm. In their professional actions, psychologists seek to safeguard the welfare and rights of those with whom they interact professionally and other affected persons, and the welfare of animal subjects of research. When conflicts occur among psychologists' obligations or concerns, they attempt to resolve these conflicts in a responsible fashion that avoids or minimizes harm. Because psychologists' scientific and professional judgments and actions may affect the lives of others, they are alert to and guard against personal, financial, social, organizational, or political factors that might lead to misuse of their influence. Psychologists strive to be aware of the possible effect of their own physical and mental health on their ability to help those with whom they work.

Principle B: Fidelity and Responsibility

Psychologists establish relationships of trust with those with whom they work. They are aware of their professional and scientific responsibilities to society and to the specific communities in which they work. Psychologists uphold professional standards of conduct, clarify their professional roles and obligations, accept appropriate responsibility for their behavior, and seek to manage conflicts of interest that could lead to exploitation or harm. Psychologists consult with, refer to, or cooperate with other professionals and institutions to the extent needed to serve the best interests of those with whom they work. They are concerned about the ethical compliance of their colleagues' scientific and professional conduct. Psychologists strive to contribute a portion of their professional time for little or no compensation or personal advantage.

Principle C: Integrity

Psychologists seek to promote accuracy, honesty, and truthfulness in the science, teaching, and practice of psychology. In these activities psychologists do not steal, cheat, or engage in fraud, subterfuge, or intentional misrepresentation of fact. Psychologists strive to keep their promises and to avoid unwise or unclear commitments. In situations in which deception may be ethically justifiable to maximize benefits and minimize harm, psychologists have a serious obligation to consider the need for, the possible consequences of, and their responsibility to correct any resulting mistrust or other harmful effects that arise from the use of such techniques.

Principle D: Justice

Psychologists recognize that fairness and justice entitle all persons to access to and benefit from the contributions of psychology and to equal quality in the processes, procedures, and services being conducted by psychologists. Psychologists exercise reasonable judgment and take precautions to ensure that their potential biases, the boundaries of their competence, and the limitations of their expertise do not lead to or condone unjust practices.

Principle E: Respect for People’s Rights and Dignity

Psychologists respect the dignity and worth of all people, and the rights of individuals to privacy, confidentiality, and self-determination. Psychologists are aware that special safeguards may be necessary to protect the rights and welfare of persons or communities whose vulnerabilities impair autonomous decision making. Psychologists are aware of and respect cultural, individual, and role differences, including those based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, and socioeconomic status and consider these factors when working with members of such groups. Psychologists try to eliminate the effect on their work of biases based on those factors, and they do not knowingly participate in or condone activities of others based upon such prejudices.

ETHICAL STANDARDS

1. Resolving Ethical Issues
1.01 Misuse of Psychologists’ Work
If psychologists learn of misuse or misrepresentation of their work, they take reasonable steps to correct or minimize the misuse or misrepresentation.

1.02 Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority
If psychologists' ethical responsibilities conflict with law, regulations, or other governing legal authority, psychologists make known their commitment to the Ethics Code and take steps to resolve the conflict. If the conflict is unresolvable via such means, psychologists may adhere to the requirements of the law, regulations, or other governing legal authority.

1.03 Conflicts Between Ethics and Organizational Demands
If the demands of an organization with which psychologists are affiliated or for whom they are working conflict with this Ethics Code, psychologists clarify the nature of the conflict, make known their commitment to the Ethics Code, and to the extent feasible, resolve the conflict in a way that permits adherence to the Ethics Code.

1.04 Informal Resolution of Ethical Violations
When psychologists believe that there may have been an ethical violation by another psychologist, they attempt to resolve the issue by bringing it to the attention of that individual, if an informal resolution appears appropriate and the intervention does not violate any confidentiality rights that may be involved. (See also Standards 1.02, Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority, and 1.03, Conflicts Between Ethics and Organizational Demands.)

1.05 Reporting Ethical Violations
If an apparent ethical violation has substantially harmed or is likely to substantially harm a person or organization and is not appropriate for informal resolution under Standard 1.04, Informal Resolution of Ethical Violations, or is not resolved properly in that fashion, psychologists take further action appropriate to the situation. Such action might include referral to state or national committees on professional ethics, to state licensing boards, or to the appropriate institutional authorities. This standard does not apply when an intervention would violate confidentiality rights or when psychologists have been retained to review the work of another psychologist whose professional conduct is in question. (See also Standard 1.02, Conflicts Between Ethics and Law, Regulations, or Other Governing Legal Authority.)

1.06 Cooperating With Ethics Committees
Psychologists cooperate in ethics investigations, proceedings, and resulting requirements of the APA or any affiliated state psychological association to which they belong. In doing so, they address any confidentiality issues. Failure to cooperate is itself an ethics violation. However, making a request for deferment of adjudication of an ethics complaint pending the outcome of litigation does not alone constitute noncooperation.

1.07 Improper Complaints
Psychologists do not file or encourage the filing of ethics complaints that are made with reckless disregard for or willful ignorance of facts that would disprove the allegation.

1.08 Unfair Discrimination Against Complainants and Respondents
Psychologists do not deny persons employment, advancement, admissions to academic or other programs, tenure, or promotion, based solely upon their having made or their being the subject of an ethics complaint. This does not preclude taking action based upon the outcome of such proceedings or considering other appropriate information.

2. Competence
2.01 Boundaries of Competence
(a) Psychologists provide services, teach, and conduct research with populations and in areas only within the boundaries of their competence, based on their education, training, supervised experience, consultation, study, or professional experience.

(b) Where scientific or professional knowledge in the discipline of psychology establishes that an understanding of factors associated with age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, or socioeconomic status is essential for effective implementation of their services or research, psychologists have or obtain the training, experience, consultation, or supervision necessary to ensure the competence of their services, or they make appropriate referrals, except as provided in Standard 2.02, Providing Services in Emergencies.

(c) Psychologists planning to provide services, teach, or conduct research involving populations, areas, techniques, or technologies new to them undertake relevant education, training, supervised experience, consultation, or study.
(d) When psychologists are asked to provide services to individuals for whom appropriate mental health services are not available and for which psychologists have not obtained the competence necessary, psychologists with closely related prior training or experience may provide such services in order to ensure that services are not denied if they make a reasonable effort to obtain the competence required by using relevant research, training, consultation, or study.

(e) In those emerging areas in which generally recognized standards for preparatory training do not yet exist, psychologists nevertheless take reasonable steps to ensure the competence of their work and to protect clients/patients, students, supervisees, research participants, organizational clients, and others from harm.

(f) When assuming forensic roles, psychologists are or become reasonably familiar with the judicial or administrative rules governing their roles.

2.02 Providing Services in Emergencies

In emergencies, when psychologists provide services to individuals for whom other mental health services are not available and for which psychologists have not obtained the necessary training, psychologists may provide such services in order to ensure that services are not denied. The services are discontinued as soon as the emergency has ended or appropriate services are available.

2.03 Maintaining Competence

Psychologists undertake ongoing efforts to develop and maintain their competence.

2.04 Bases for Scientific and Professional Judgments

Psychologists’ work is based upon established scientific and professional knowledge of the discipline. (See also Standards 2.01e, Boundaries of Competence, and 10.01b, Informed Consent to Therapy.)

2.05 Delegation of Work to Others

Psychologists who delegate work to employees, supervisees, or research or teaching assistants or who use the services of others, such as interpreters, take reasonable steps to (1) avoid delegating such work to persons who have a multiple relationship with those being served that would likely lead to exploitation or loss of objectivity; (2) authorize only those responsibilities that such persons can be expected to perform competently on the basis of their education, training, or experience, either independently or with the level of supervision being provided; and (3) see that such persons perform these services competently. (See also Standards 2.02, Providing Services in Emergencies; 3.05, Multiple Relationships; 4.01, Maintaining Confidentiality; 9.01, Bases for Assessments; 9.02, Use of Assessments; 9.03, Informed Consent in Assessments; and 9.07, Assessment by Unqualified Persons.)

2.06 Personal Problems and Conflicts

(a) Psychologists refrain from initiating an activity when they know or should know that there is a substantial likelihood that their personal problems will prevent them from performing their work-related activities in a competent manner.

(b) When psychologists become aware of personal problems that may interfere with their performing work-related duties adequately, they take appropriate measures, such as obtaining professional consultation or assistance, and determine whether they should limit, suspend, or terminate their work-related duties. (See also Standard 10.10, Terminating Therapy.)

3. Human Relations

3.01 Unfair Discrimination

In their work-related activities, psychologists do not engage in unfair discrimination based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, socioeconomic status, or any basis proscribed by law.

3.02 Sexual Harassment

Psychologists do not engage in sexual harassment. Sexual harassment is sexual solicitation, physical advances, or verbal or nonverbal conduct that is sexual in nature, that occurs in connection with the psychologist’s activities or roles as a psychologist, and that either (1) is unwelcome, is offensive, or creates a hostile workplace or educational environment, and the psychologist knows or is told this or (2) is sufficiently severe or intense to be abusive to a reasonable person in the context. Sexual harassment can consist of a single intense or severe act or of multiple persistent or pervasive acts. (See also Standard 1.08, Unfair Discrimination Against Complainants and Respondents.)

3.03 Other Harassment

Psychologists do not knowingly engage in behavior that is harassing or demeaning to persons with whom they interact in their work based on factors such as those persons’ age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, or socioeconomic status.
3.04 Avoiding Harm
Psychologists take reasonable steps to avoid harming their clients/patients, students, supervisees, research participants, organizational clients, and others with whom they work, and to minimize harm where it is foreseeable and unavoidable.

3.05 Multiple Relationships
(a) A multiple relationship occurs when a psychologist is in a professional role with a person and (1) at the same time is in another role with the same person, (2) at the same time is in a relationship with a person closely associated with or related to the person with whom the psychologist has the professional relationship, or (3) promises to enter into another relationship in the future with the person or a person closely associated with or related to the person.

A psychologist refrains from entering into a multiple relationship if the multiple relationship could reasonably be expected to impair the psychologist’s objectivity, competence, or effectiveness in performing his or her functions as a psychologist, or otherwise risks exploitation or harm to the person with whom the professional relationship exists.

Multiple relationships that would not reasonably be expected to cause impairment or risk exploitation or harm are not unethical.
(b) If a psychologist finds that, due to unforeseen factors, a potentially harmful multiple relationship has arisen, the psychologist takes reasonable steps to resolve it with due regard for the best interests of the affected person and maximal compliance with the Ethics Code.
(c) When psychologists are required by law, institutional policy, or extraordinary circumstances to serve in more than one role in judicial or administrative proceedings, at the outset they clarify role expectations and the extent of confidentiality and thereafter as changes occur. (See also Standards 3.04, Avoiding Harm, and 3.07, Third-Party Requests for Services.)

3.06 Conflict of Interest
Psychologists refrain from taking on a professional role when personal, scientific, professional, legal, financial, or other interests or relationships could reasonably be expected to (1) impair their objectivity, competence, or effectiveness in performing their functions as psychologists or (2) expose the person or organization with whom the professional relationship exists to harm or exploitation.

3.07 Third-Party Requests for Services
When psychologists agree to provide services to a person or entity at the request of a third party, psychologists attempt to clarify at the outset of the service the nature of the relationship with all individuals or organizations involved. This clarification includes the role of the psychologist (e.g., therapist, consultant, diagnostian, or expert witness), an identification of who is the client, the probable uses of the services provided or the information obtained, and the fact that there may be limits to confidentiality. (See also Standards 3.05, Multiple Relationships, and 4.02, Discussing the Limits of Confidentiality.)

3.08 Exploitative Relationships
Psychologists do not exploit persons over whom they have supervisory, evaluative, or other authority such as clients/patients, students, supervisees, research participants, and employees. (See also Standards 3.05, Multiple Relationships; 6.04, Fees and Financial Arrangements; 6.05, Barter With Clients/Patients; 7.07, Sexual Relationships With Students and Supervisees; 10.05, Sexual Intimacies With Current Therapy Clients/Patients; 10.06, Sexual Intimacies With Relatives or Significant Others of Current Therapy Clients/Patients; 10.07, Therapy With Former Sexual Partners; and 10.08, Sexual Intimacies With Former Therapy Clients/Patients.)

3.09 Cooperation With Other Professionals
When indicated and professionally appropriate, psychologists cooperate with other professionals in order to serve their clients/patients effectively and appropriately. (See also Standard 4.05, Disclosures.)

3.10 Informed Consent
(a) When psychologists conduct research or provide assessment, therapy, counseling, or consulting services in person or via electronic transmission or other forms of communication, they obtain the informed consent of the individual or individuals using language that is reasonably understandable to that person or persons except when conducting such activities without consent is mandated by law or governmental regulation or as otherwise provided in this Ethics Code.

(See also Standards 8.02, Informed Consent to Research; 9.03, Informed Consent in Assessments; and 10.01, Informed Consent to Therapy.)

(b) For persons who are legally incapable of giving informed consent, psychologists nevertheless (1) provide an appropriate explanation, (2) seek the individual's assent, (3) consider such persons' preferences and best interests, and (4) obtain appropriate permission from a legally authorized person, if such substitute consent is permitted or required by law. When consent by a legally
authorized person is not permitted or required by law, psychologists take reasonable steps to protect the individual’s rights and welfare.

(c) When psychological services are court ordered or otherwise mandated, psychologists inform the individual of the nature of the anticipated services, including whether the services are court ordered or mandated and any limits of confidentiality, before proceeding.

(d) Psychologists appropriately document written or oral consent, permission, and assent. (See also Standards 8.02, Informed Consent to Research; 9.03, Informed Consent in Assessments; and 10.01, Informed Consent to Therapy.)

3.11 Psychological Services Delivered To or Through Organizations

(a) Psychologists delivering services to or through organizations provide information beforehand to clients and when appropriate those directly affected by the services about (1) the nature and objectives of the services, (2) the intended recipients, (3) which of the individuals are clients, (4) the relationship the psychologist will have with each person and the organization, (5) the probable uses of services provided and information obtained, (6) who will have access to the information, and (7) limits of confidentiality. As soon as feasible, they provide information about the results and conclusions of such services to appropriate persons.

(b) If psychologists will be precluded by law or by organizational roles from providing such information to particular individuals or groups, they so inform those individuals or groups at the outset of the service.

3.12 Interruption of Psychological Services

Unless otherwise covered by contract, psychologists make reasonable efforts to plan for facilitating services in the event that psychological services are interrupted by factors such as the psychologist’s illness, death, unavailability, relocation, or retirement or by the client’s/patient’s relocation or financial limitations. (See also Standard 6.02c, Maintenance, Dissemination, and Disposal of Confidential Records of Professional and Scientific Work.)

4. Privacy And Confidentiality

4.01 Maintaining Confidentiality

Psychologists have a primary obligation and take reasonable precautions to protect confidential information obtained through or stored in any medium, recognizing that the extent and limits of confidentiality may be regulated by law or established by institutional rules or professional or scientific relationship. (See also Standard 2.05, Delegation of Work to Others.)

4.02 Discussing the Limits of Confidentiality

(a) Psychologists discuss with persons (including, to the extent feasible, persons who are legally incapable of giving informed consent and their legal representatives) and organizations with whom they establish a scientific or professional relationship (1) the relevant limits of confidentiality and (2) the foreseeable uses of the information generated through their psychological activities. (See also Standard 3.10, Informed Consent.)

(b) Unless it is not feasible or is contraindicated, the discussion of confidentiality occurs at the outset of the relationship and thereafter as new circumstances may warrant.

(c) Psychologists who offer services, products, or information via electronic transmission inform clients/patients of the risks to privacy and limits of confidentiality.

4.03 Recording

Before recording the voices or images of individuals to whom they provide services, psychologists obtain permission from all such persons or their legal representatives. (See also Standards 8.03, Informed Consent for Recording Voices and Images in Research; 8.05, Dispensing With Informed Consent for Research; and 8.07, Deception in Research.)

4.04 Minimizing Intrusions on Privacy

(a) Psychologists include in written and oral reports and consultations, only information germane to the purpose for which the communication is made.

(b) Psychologists discuss confidential information obtained in their work only for appropriate scientific or professional purposes and only with persons clearly concerned with such matters.

4.05 Disclosures

(a) Psychologists may disclose confidential information with the appropriate consent of the organizational client, the individual client/patient, or another legally authorized person on behalf of the client/patient unless prohibited by law.

(b) Psychologists disclose confidential information without the consent of the individual only as mandated by law, or where permitted by law for a valid purpose such as to (1) provide needed professional services; (2) obtain appropriate professional consultations; (3)
protect the client/patient, psychologist, or others from harm; or (4) obtain payment for services from a client/patient, in which instance disclosure is limited to the minimum that is necessary to achieve the purpose. (See also Standard 6.04e, Fees and Financial Arrangements.)

4.06 Consultations

When consulting with colleagues, (1) psychologists do not disclose confidential information that reasonably could lead to the identification of a client/patient, research participant, or other person or organization with whom they have a confidential relationship unless they have obtained the prior consent of the person or organization or the disclosure cannot be avoided, and (2) they disclose information only to the extent necessary to achieve the purposes of the consultation. (See also Standard 4.01, Maintaining Confidentiality.)

4.07 Use of Confidential Information for Didactic or Other Purposes

Psychologists do not disclose in their writings, lectures, or other public media, confidential, personally identifiable information concerning their clients/patients, students, research participants, organizational clients, or other recipients of their services that they obtained during the course of their work, unless (1) they take reasonable steps to disguise the person or organization, (2) the person or organization has consented in writing, or (3) there is legal authorization for doing so.

5. Advertising and Other Public Statements

5.01 Avoidance of False or Deceptive Statements

(a) Public statements include but are not limited to paid or unpaid advertising, product endorsements, grant applications, licensing applications, other credentialing applications, brochures, printed matter, directory listings, personal resumes or curricula vitae, or comments for use in media such as print or electronic transmission, statements in legal proceedings, lectures and public oral presentations, and published materials. Psychologists do not knowingly make public statements that are false, deceptive, or fraudulent concerning their research, practice, or other work activities or those of persons or organizations with which they are affiliated.

(b) Psychologists do not make false, deceptive, or fraudulent statements concerning (1) their training, experience, or competence; (2) their academic degrees; (3) their credentials; (4) their institutional or association affiliations; (5) their services; (6) the scientific or clinical basis for, or results or degree of success of, their services; (7) their fees; or (8) their publications or research findings.

(c) Psychologists claim degrees as credentials for their health services only if those degrees (1) were earned from a regionally accredited educational institution or (2) were the basis for psychology licensure by the state in which they practice.

5.02 Statements by Others

(a) Psychologists who engage others to create or place public statements that promote their professional practice, products, or activities retain professional responsibility for such statements.

(b) Psychologists do not compensate employees of press, radio, television, or other communication media in return for publicity in a news item. (See also Standard 1.01, Misuse of Psychologists’ Work.)

(c) A paid advertisement relating to psychologists' activities must be identified or clearly recognizable as such.

5.03 Descriptions of Workshops and Non-Degree-Granting Educational Programs

To the degree to which they exercise control, psychologists responsible for announcements, catalogs, brochures, or advertisements describing workshops, seminars, or other non-degree-granting educational programs ensure that they accurately describe the audience for which the program is intended, the educational objectives, the presenters, and the fees involved.

5.04 Media Presentations

When psychologists provide public advice or comment via print, internet, or other electronic transmission, they take precautions to ensure that statements (1) are based on their professional knowledge, training, or experience in accord with appropriate psychological literature and practice; (2) are otherwise consistent with this Ethics Code; and (3) do not indicate that a professional relationship has been established with the recipient. (See also Standard 2.04, Bases for Scientific and Professional Judgments.)

5.05 Testimonials

Psychologists do not solicit testimonials from current therapy clients/patients or other persons who because of their particular circumstances are vulnerable to undue influence.

5.06 In-Person Solicitation

Psychologists do not engage, directly or through agents, in uninvited in-person solicitation of business from actual or potential therapy clients/patients or other persons who because of their particular circumstances are vulnerable to undue influence. However, this
prohibition does not preclude (1) attempting to implement appropriate collateral contacts for the purpose of benefiting an already engaged therapy client/patient or (2) providing disaster or community outreach services.

6. Record Keeping and Fees

6.01 Documentation of Professional and Scientific Work and Maintenance of Records

Psychologists create, and to the extent the records are under their control, maintain, disseminate, store, retain, and dispose of records and data relating to their professional and scientific work in order to (1) facilitate provision of services later by them or by other professionals, (2) allow for replication of research design and analyses, (3) meet institutional requirements, (4) ensure accuracy of billing and payments, and (5) ensure compliance with law. (See also Standard 4.01, Maintaining Confidentiality.)

6.02 Maintenance, Dissemination, and Disposal of Confidential Records of Professional and Scientific Work

(a) Psychologists maintain confidentiality in creating, storing, accessing, transferring, and disposing of records under their control, whether these are written, automated, or in any other medium. (See also Standards 4.01, Maintaining Confidentiality, and 6.01, Documentation of Professional and Scientific Work and Maintenance of Records.)

(b) If confidential information concerning recipients of psychological services is entered into databases or systems of records available to persons whose access has not been consented to by the recipient, psychologists use coding or other techniques to avoid the inclusion of personal identifiers.

(c) Psychologists make plans in advance to facilitate the appropriate transfer and to protect the confidentiality of records and data in the event of psychologists’ withdrawal from positions or practice. (See also Standards 3.12, Interruption of Psychological Services, and 10.09, Interruption of Therapy.)

6.03 Withholding Records for Nonpayment

Psychologists may not withhold records under their control that are requested and needed for a client’s/patient’s emergency treatment solely because payment has not been received.

6.04 Fees and Financial Arrangements

(a) As early as is feasible in a professional or scientific relationship, psychologists and recipients of psychological services reach an agreement specifying compensation and billing arrangements.

(b) Psychologists’ fee practices are consistent with law.

(c) Psychologists do not misrepresent their fees.

(d) If limitations to services can be anticipated because of limitations in financing, this is discussed with the recipient of services as early as is feasible. (See also Standards 10.09, Interruption of Therapy, and 10.10, Terminating Therapy.)

(e) If the recipient of services does not pay for services as agreed, and if psychologists intend to use collection agencies or legal measures to collect the fees, psychologists first inform the person that such measures will be taken and provide that person an opportunity to make prompt payment. (See also Standards 4.05, Disclosures; 6.03, Withholding Records for Nonpayment; and 10.01, Informed Consent to Therapy.)

6.05 Barter With Clients/Patients

Barter is the acceptance of goods, services, or other nonmonetary remuneration from clients/patients in return for psychological services. Psychologists may barter only if (1) it is not clinically contraindicated, and (2) the resulting arrangement is not exploitative. (See also Standards 3.05, Multiple Relationships, and 6.04, Fees and Financial Arrangements.)

6.06 Accuracy in Reports to Payors and Funding Sources

In their reports to payors for services or sources of research funding, psychologists take reasonable steps to ensure the accurate reporting of the nature of the service provided or research conducted, the fees, charges, or payments, and where applicable, the identity of the provider, the findings, and the diagnosis. (See also Standards 4.01, Maintaining Confidentiality; 4.04, Minimizing Intrusions on Privacy; and 4.05, Disclosures.)

6.07 Referrals and Fees

When psychologists pay, receive payment from, or divide fees with another professional, other than in an employer-employee relationship, the payment to each is based on the services provided (clinical, consultative, administrative, or other) and is not based on the referral itself. (See also Standard 3.09, Cooperation With Other Professionals.)

7. Education and Training
7.01 Design of Education and Training Programs
Psychologists responsible for education and training programs take reasonable steps to ensure that the programs are designed to provide the appropriate knowledge and proper experiences, and to meet the requirements for licensure, certification, or other goals for which claims are made by the program. (See also Standard 5.03, Descriptions of Workshops and Non-Degree-Granting Educational Programs.)

7.02 Descriptions of Education and Training Programs
Psychologists responsible for education and training programs take reasonable steps to ensure that there is a current and accurate description of the program content (including participation in required course- or program-related counseling, psychotherapy, experiential groups, consulting projects, or community service), training goals and objectives, stipends and benefits, and requirements that must be met for satisfactory completion of the program. This information must be made readily available to all interested parties.

7.03 Accuracy in Teaching
(a) Psychologists take reasonable steps to ensure that course syllabi are accurate regarding the subject matter to be covered, bases for evaluating progress, and the nature of course experiences. This standard does not preclude an instructor from modifying course content or requirements when the instructor considers it pedagogically necessary or desirable, so long as students are made aware of these modifications in a manner that enables them to fulfill course requirements. (See also Standard 5.01, Avoidance of False or Deceptive Statements.)
(b) When engaged in teaching or training, psychologists present psychological information accurately. (See also Standard 2.03, Maintaining Competence.)

7.04 Student Disclosure of Personal Information
Psychologists do not require students or supervisees to disclose personal information in course- or program-related activities, either orally or in writing, regarding sexual history, history of abuse and neglect, psychological treatment, and relationships with parents, peers, and spouses or significant others except if (1) the program or training facility has clearly identified this requirement in its admissions and program materials or (2) the information is necessary to evaluate or obtain assistance for students whose personal problems could reasonably be judged to be preventing them from performing their training- or professionally related activities in a competent manner or posing a threat to the students or others.

7.05 Mandatory Individual or Group Therapy
(a) When individual or group therapy is a program or course requirement, psychologists responsible for that program allow students in undergraduate and graduate programs the option of selecting such therapy from practitioners unaffiliated with the program. (See also Standard 7.02, Descriptions of Education and Training Programs.)
(b) Faculty who are or are likely to be responsible for evaluating students’ academic performance do not themselves provide that therapy. (See also Standard 3.05, Multiple Relationships.)

7.06 Assessing Student and Supervisee Performance
(a) In academic and supervisory relationships, psychologists establish a timely and specific process for providing feedback to students and supervisees. Information regarding the process is provided to the student at the beginning of supervision.
(b) Psychologists evaluate students and supervisees on the basis of their actual performance on relevant and established program requirements.

7.07 Sexual Relationships With Students and Supervisees
Psychologists do not engage in sexual relationships with students or supervisees who are in their department, agency, or training center or over whom psychologists have or are likely to have evaluative authority. (See also Standard 3.05, Multiple Relationships.)

8. Research and Publication

8.01 Institutional Approval
When institutional approval is required, psychologists provide accurate information about their research proposals and obtain approval prior to conducting the research. They conduct the research in accordance with the approved research protocol.

8.02 Informed Consent to Research
(a) When obtaining informed consent as required in Standard 3.10, Informed Consent, psychologists inform participants about (1) the purpose of the research, expected duration, and procedures; (2) their right to decline to participate and to withdraw from the research once participation has begun; (3) the foreseeable consequences of declining or withdrawing; (4) reasonably foreseeable factors that
may be expected to influence their willingness to participate such as potential risks, discomfort, or adverse effects; (5) any prospective research benefits; (6) limits of confidentiality; (7) incentives for participation; and (8) whom to contact for questions about the research and research participants’ rights. They provide opportunity for the prospective participants to ask questions and receive answers. (See also Standards 8.03, Informed Consent for Recording Voices and Images in Research; 8.05, Dispensing With Informed Consent for Research; and 8.07, Deception in Research.)

(b) Psychologists conducting intervention research involving the use of experimental treatments clarify to participants at the outset of the research (1) the experimental nature of the treatment; (2) the services that will or will not be available to the control group(s) if appropriate; (3) the means by which assignment to treatment and control groups will be made; (4) available treatment alternatives if an individual does not wish to participate in the research or wishes to withdraw once a study has begun; and (5) compensation for or monetary costs of participating including, if appropriate, whether reimbursement from the participant or a third-party payor will be sought. (See also Standard 8.02a, Informed Consent to Research.)

8.03 Informed Consent for Recording Voices and Images in Research

Psychologists obtain informed consent from research participants prior to recording their voices or images for data collection unless (1) the research consists solely of naturalistic observations in public places, and it is not anticipated that the recording will be used in a manner that could cause personal identification or harm, or (2) the research design includes deception, and consent for the use of the recording is obtained during debriefing. (See also Standard 8.07, Deception in Research.)

8.04 Client/Patient, Student, and Subordinate Research Participants

(a) When psychologists conduct research with clients/patients, students, or subordinates as participants, psychologists take steps to protect the prospective participants from adverse consequences of declining or withdrawing from participation.

(b) When research participation is a course requirement or an opportunity for extra credit, the prospective participant is given the choice of equitable alternative activities.

8.05 Dispensing With Informed Consent for Research

Psychologists may dispense with informed consent only (1) where research would not reasonably be assumed to create distress or harm and involves (a) the study of normal educational practices, curricula, or classroom management methods conducted in educational settings; (b) only anonymous questionnaires, naturalistic observations, or archival research for which disclosure of responses would not place participants at risk of criminal or civil liability or damage their financial standing, employability, or reputation, and confidentiality is protected; or (c) the study of factors related to job or organization effectiveness conducted in organizational settings for which there is no risk to participants’ employability, and confidentiality is protected or (2) where otherwise permitted by law or federal or institutional regulations.

8.06 Offering Inducements for Research Participation

(a) Psychologists make reasonable efforts to avoid offering excessive or inappropriate financial or other inducements for research participation when such inducements are likely to coerce participation.

(b) When offering professional services as an inducement for research participation, psychologists clarify the nature of the services, as well as the risks, obligations, and limitations. (See also Standard 6.05, Barter With Clients/Patients.)

8.07 Deception in Research

(a) Psychologists do not conduct a study involving deception unless they have determined that the use of deceptive techniques is justified by the study’s significant prospective scientific, educational, or applied value and that effective nondeceptive alternative procedures are not feasible.

(b) Psychologists do not deceive prospective participants about research that is reasonably expected to cause physical pain or severe emotional distress.

(c) Psychologists explain any deception that is an integral feature of the design and conduct of an experiment to participants as early as is feasible, preferably at the conclusion of their participation, but no later than at the conclusion of the data collection, and permit participants to withdraw their data. (See also Standard 8.08, Debriefing.)

8.08 Debriefing

(a) Psychologists provide a prompt opportunity for participants to obtain appropriate information about the nature, results, and conclusions of the research, and they take reasonable steps to correct any misconceptions that participants may have of which the psychologists are aware.

(b) If scientific or humane values justify delaying or withholding this information, psychologists take reasonable measures to reduce the risk of harm.
(c) When psychologists become aware that research procedures have harmed a participant, they take reasonable steps to minimize the harm.

8.09 Humane Care and Use of Animals in Research

(a) Psychologists acquire, care for, use, and dispose of animals in compliance with current federal, state, and local laws and regulations, and with professional standards.

(b) Psychologists trained in research methods and experienced in the care of laboratory animals supervise all procedures involving animals and are responsible for ensuring appropriate consideration of their comfort, health, and humane treatment.

(c) Psychologists ensure that all individuals under their supervision who are using animals have received instruction in research methods and in the care, maintenance, and handling of the species being used, to the extent appropriate to their role. (See also Standard 2.05, Delegation of Work to Others.)

(d) Psychologists make reasonable efforts to minimize the discomfort, infection, illness, and pain of animal subjects.

(e) Psychologists use a procedure subjecting animals to pain, stress, or privation only when an alternative procedure is unavailable and the goal is justified by its prospective scientific, educational, or applied value.

(f) Psychologists perform surgical procedures under appropriate anesthesia and follow techniques to avoid infection and minimize pain during and after surgery.

(g) When it is appropriate that an animal’s life be terminated, psychologists proceed rapidly, with an effort to minimize pain and in accordance with accepted procedures.

8.10 Reporting Research Results

(a) Psychologists do not fabricate data. (See also Standard 5.01a, Avoidance of False or Deceptive Statements.)

(b) If psychologists discover significant errors in their published data, they take reasonable steps to correct such errors in a correction, retraction, erratum, or other appropriate publication means.

8.11 Plagiarism

Psychologists do not present portions of another’s work or data as their own, even if the other work or data source is cited occasionally.

8.12 Publication Credit

(a) Psychologists take responsibility and credit, including authorship credit, only for work they have actually performed or to which they have substantially contributed. (See also Standard 8.12b, Publication Credit.)

(b) Principal authorship and other publication credits accurately reflect the relative scientific or professional contributions of the individuals involved, regardless of their relative status. Mere possession of an institutional position, such as department chair, does not justify authorship credit. Minor contributions to the research or to the writing for publications are acknowledged appropriately, such as in footnotes or in an introductory statement.

(c) Except under exceptional circumstances, a student is listed as principal author on any multiple-authored article that is substantially based on the student’s doctoral dissertation. Faculty advisors discuss publication credit with students as early as feasible and throughout the research and publication process as appropriate. (See also Standard 8.12b, Publication Credit.)

8.13 Duplicate Publication of Data

Psychologists do not publish, as original data, data that have been previously published. This does not preclude republishing data when they are accompanied by proper acknowledgment.

8.14 Sharing Research Data for Verification

(a) After research results are published, psychologists do not withhold the data on which their conclusions are based from other competent professionals who seek to verify the substantive claims through reanalysis and who intend to use such data only for that purpose, provided that the confidentiality of the participants can be protected and unless legal rights concerning proprietary data preclude their release. This does not preclude psychologists from requiring that such individuals or groups be responsible for costs associated with the provision of such information.

(b) Psychologists who request data from other psychologists to verify the substantive claims through reanalysis may use shared data only for the declared purpose. Requesting psychologists obtain prior written agreement for all other uses of the data.

8.15 Reviewers
Psychologists who review material submitted for presentation, publication, grant, or research proposal review respect the confidentiality of and the proprietary rights in such information of those who submitted it.

9. Assessment

9.01 Bases for Assessments

(a) Psychologists base the opinions contained in their recommendations, reports, and diagnostic or evaluative statements, including forensic testimony, on information and techniques sufficient to substantiate their findings. (See also Standard 2.04, Bases for Scientific and Professional Judgments.)

(b) Except as noted in 9.01c, psychologists provide opinions of the psychological characteristics of individuals only after they have conducted an examination of the individuals adequate to support their statements or conclusions. When, despite reasonable efforts, such an examination is not practical, psychologists document the efforts they made and the result of those efforts, clarify the probable impact of their limited information on the reliability and validity of their opinions, and appropriately limit the nature and extent of their conclusions or recommendations. (See also Standards 2.01, Boundaries of Competence, and 9.06, Interpreting Assessment Results.)

(c) When psychologists conduct a record review or provide consultation or supervision and an individual examination is not warranted or necessary for the opinion, psychologists explain this and the sources of information on which they based their conclusions and recommendations.

9.02 Use of Assessments

(a) Psychologists administer, adapt, score, interpret, or use assessment techniques, interviews, tests, or instruments in a manner and for purposes that are appropriate in light of the research on or evidence of the usefulness and proper application of the techniques.

(b) Psychologists use assessment instruments whose validity and reliability have been established for use with members of the population tested. When such validity or reliability has not been established, psychologists describe the strengths and limitations of test results and interpretation.

(c) Psychologists use assessment methods that are appropriate to an individual’s language preference and competence, unless the use of an alternative language is relevant to the assessment issues.

9.03 Informed Consent in Assessments

(a) Psychologists obtain informed consent for assessments, evaluations, or diagnostic services, as described in Standard 3.10, Informed Consent, except when (1) testing is mandated by law or governmental regulations; (2) informed consent is implied because testing is conducted as a routine educational, institutional, or organizational activity (e.g., when participants voluntarily agree to assessment when applying for a job); or (3) one purpose of the testing is to evaluate decisional capacity. Informed consent includes an explanation of the nature and purpose of the assessment, fees, involvement of third parties, and limits of confidentiality and sufficient opportunity for the client/patient to ask questions and receive answers.

(b) Psychologists inform persons with questionable capacity to consent or for whom testing is mandated by law or governmental regulations about the nature and purpose of the proposed assessment services, using language that is reasonably understandable to the person being assessed.

(c) Psychologists using the services of an interpreter obtain informed consent from the client/patient to use that interpreter, ensure that confidentiality of test results and test security are maintained, and include in their recommendations, reports, and diagnostic or evaluative statements, including forensic testimony, discussion of any limitations on the data obtained. (See also Standards 2.05, Delegation of Work to Others; 4.01, Maintaining Confidentiality; 9.01, Bases for Assessments; 9.06, Interpreting Assessment Results; and 9.07, Assessment by Unqualified Persons.)

9.04 Release of Test Data

(a) The term test data refers to raw and scaled scores, client/patient responses to test questions or stimuli, and psychologists’ notes and recordings concerning client/patient statements and behavior during an examination. Those portions of test materials that include client/patient responses are included in the definition of test data. Pursuant to a client/patient release, psychologists provide test data to the client/patient or other persons identified in the release. Psychologists may refrain from releasing test data to protect a client/patient or others from substantial harm or misuse or misrepresentation of the data or the test, recognizing that in many instances release of confidential information under these circumstances is regulated by law. (See also Standard 9.11, Maintaining Test Security.)

(b) In the absence of a client/patient release, psychologists provide test data only as required by law or court order.

9.05 Test Construction
Psychologists who develop tests and other assessment techniques use appropriate psychometric procedures and current scientific or professional knowledge for test design, standardization, validation, reduction or elimination of bias, and recommendations for use.

9.06 Interpreting Assessment Results

When interpreting assessment results, including automated interpretations, psychologists take into account the purpose of the assessment as well as the various test factors, test-taking abilities, and other characteristics of the person being assessed, such as situational, personal, linguistic, and cultural differences, that might affect psychologists' judgments or reduce the accuracy of their interpretations. They indicate any significant limitations of their interpretations. (See also Standards 2.01b and c, Boundaries of Competence, and 3.01, Unfair Discrimination.)

9.07 Assessment by Unqualified Persons

Psychologists do not promote the use of psychological assessment techniques by unqualified persons, except when such use is conducted for training purposes with appropriate supervision. (See also Standard 2.05, Delegation of Work to Others.)

9.08 Obsolete Tests and Outdated Test Results

(a) Psychologists do not base their assessment or intervention decisions or recommendations on data or test results that are outdated for the current purpose.

(b) Psychologists do not base such decisions or recommendations on tests and measures that are obsolete and not useful for the current purpose.

9.09 Test Scoring and Interpretation Services

(a) Psychologists who offer assessment or scoring services to other professionals accurately describe the purpose, norms, validity, reliability, and applications of the procedures and any special qualifications applicable to their use.

(b) Psychologists select scoring and interpretation services (including automated services) on the basis of evidence of the validity of the program and procedures as well as on other appropriate considerations. (See also Standard 2.01b and c, Boundaries of Competence.)

(c) Psychologists retain responsibility for the appropriate application, interpretation, and use of assessment instruments, whether they score and interpret such tests themselves or use automated or other services.

9.10 Explaining Assessment Results

Regardless of whether the scoring and interpretation are done by psychologists, by employees or assistants, or by automated or other outside services, psychologists take reasonable steps to ensure that explanations of results are given to the individual or designated representative unless the nature of the relationship precludes provision of an explanation of results (such as in some organizational consulting, preemployment or security screenings, and forensic evaluations), and this fact has been clearly explained to the person being assessed in advance.

9.11. Maintaining Test Security

The term test materials refers to manuals, instruments, protocols, and test questions or stimuli and does not include test data as defined in Standard 9.04, Release of Test Data. Psychologists make reasonable efforts to maintain the integrity and security of test materials and other assessment techniques consistent with law and contractual obligations, and in a manner that permits adherence to this Ethics Code.

10. Therapy

10.01 Informed Consent to Therapy

(a) When obtaining informed consent to therapy as required in Standard 3.10, Informed Consent, psychologists inform clients/patients as early as is feasible in the therapeutic relationship about the nature and anticipated course of therapy, fees, involvement of third parties, and limits of confidentiality and provide sufficient opportunity for the client/patient to ask questions and receive answers. (See also Standards 4.02, Discussing the Limits of Confidentiality, and 6.04, Fees and Financial Arrangements.)

(b) When obtaining informed consent for treatment for which generally recognized techniques and procedures have not been established, psychologists inform their clients/patients of the developing nature of the treatment, the potential risks involved, alternative treatments that may be available, and the voluntary nature of their participation. (See also Standards 2.01e, Boundaries of Competence, and 3.10, Informed Consent.)
(c) When the therapist is a trainee and the legal responsibility for the treatment provided resides with the supervisor, the client/patient, as part of the informed consent procedure, is informed that the therapist is in training and is being supervised and is given the name of the supervisor.

10.02 Therapy Involving Couples or Families

(a) When psychologists agree to provide services to several persons who have a relationship (such as spouses, significant others, or parents and children), they take reasonable steps to clarify at the outset (1) which of the individuals are clients/patients and (2) the relationship the psychologist will have with each person. This clarification includes the psychologist’s role and the probable uses of the services provided or the information obtained. (See also Standard 4.02, Discussing the Limits of Confidentiality.)

(b) If it becomes apparent that psychologists may be called on to perform potentially conflicting roles (such as family therapist and then witness for one party in divorce proceedings), psychologists take reasonable steps to clarify and modify, or withdraw from, roles appropriately. (See also Standard 3.05c, Multiple Relationships.)

10.03 Group Therapy

When psychologists provide services to several persons in a group setting, they describe at the outset the roles and responsibilities of all parties and the limits of confidentiality.

10.04 Providing Therapy to Those Served by Others

In deciding whether to offer or provide services to those already receiving mental health services elsewhere, psychologists carefully consider the treatment issues and the potential client’s/patient's welfare. Psychologists discuss these issues with the client/patient or another legally authorized person on behalf of the client/patient in order to minimize the risk of confusion and conflict, consult with the other service providers when appropriate, and proceed with caution and sensitivity to the therapeutic issues.

10.05 Sexual Intimacies With Current Therapy Clients/Patients

Psychologists do not engage in sexual intimacies with current therapy clients/patients.

10.06 Sexual Intimacies With Relatives or Significant Others of Current Therapy Clients/Patients

Psychologists do not engage in sexual intimacies with individuals they know to be close relatives, guardians, or significant others of current clients/patients. Psychologists do not terminate therapy to circumvent this standard.

10.07 Therapy With Former Sexual Partners

Psychologists do not accept as therapy clients/patients persons with whom they have engaged in sexual intimacies.

10.08 Sexual Intimacies With Former Therapy Clients/Patients

(a) Psychologists do not engage in sexual intimacies with former clients/patients for at least two years after cessation or termination of therapy.

(b) Psychologists do not engage in sexual intimacies with former clients/patients even after a two-year interval except in the most unusual circumstances. Psychologists who engage in such activity after the two years following cessation or termination of therapy and of having no sexual contact with the former client/patient bear the burden of demonstrating that there has been no exploitation, in light of all relevant factors, including (1) the amount of time that has passed since therapy terminated; (2) the nature, duration, and intensity of the therapy; (3) the circumstances of termination; (4) the client’s/patient's personal history; (5) the client’s/patient's current mental status; (6) the likelihood of adverse impact on the client/patient; and (7) any statements or actions made by the therapist during the course of therapy suggesting or inviting the possibility of a posttermination sexual or romantic relationship with the client/patient. (See also Standard 3.05, Multiple Relationships.)

10.09 Interruption of Therapy

When entering into employment or contractual relationships, psychologists make reasonable efforts to provide for orderly and appropriate resolution of responsibility for client/patient care in the event that the employment or contractual relationship ends, with paramount consideration given to the welfare of the client/patient. (See also Standard 3.12, Interruption of Psychological Services.)

10.10 Terminating Therapy

(a) Psychologists terminate therapy when it becomes reasonably clear that the client/patient no longer needs the service, is not likely to benefit, or is being harmed by continued service.

(b) Psychologists may terminate therapy when threatened or otherwise endangered by the client/patient or another person with whom the client/patient has a relationship.
(c) Except where precluded by the actions of clients/patients or third-party payers, prior to termination psychologists provide pretermination counseling and suggest alternative service providers as appropriate.

History and Effective Date Footnote

This version of the APA Ethics Code was adopted by the American Psychological Association's Council of Representatives during its meeting, August 21, 2002, and is effective beginning June 1, 2003. Inquiries concerning the substance or interpretation of the APA Ethics Code should be addressed to the Director, Office of Ethics, American Psychological Association, 750 First Street, NE, Washington, DC 20002-4242. The Ethics Code and information regarding the Code can be found on the APA web site, http://www.apa.org/ethics. The standards in this Ethics Code will be used to adjudicate complaints brought concerning alleged conduct occurring on or after the effective date. Complaints regarding conduct occurring prior to the effective date will be adjudicated on the basis of the version of the Ethics Code that was in effect at the time the conduct occurred.

The APA has previously published its Ethics Code as follows:


Request copies of the APA's Ethical Principles of Psychologists and Code of Conduct from the APA Order Department, 750 First Street, NE, Washington, DC 20002-4242, or phone (202) 336-5510.

Ethics Code 2002.doc 10/8/02