

Mapping of Program Objectives and Assessment

Combined Clinical/Counseling/School Psychology Specialization

Psychology Ph.D. Program

The Combined Program is guided by three overarching goals. Each goal is related to specific training objectives and associated competencies listed below. In line with a combined program, the program's goals focus on broad and general training in psychology including competence in both the science and practice of psychology, diversity, and a commitment to life-long learning and ethical practice. The goals, objectives, competencies and associated data sources are indicated below.

Goal 1: To produce graduates who are competent scientist-practitioner psychologists
Objective 1: Graduates will demonstrate competence in research design, data analysis, and data interpretation, as well as competence in the critical review and evaluation of the psychological and educational research literature.
Competencies Expected for these Objectives: Competency 1a: Students demonstrate substantial knowledge of and competence in basic quantitative methods and data analysis, research design, and psychological measurement commonly used in the field of psychology Competency 1b: Students demonstrate skills in advanced research methods appropriate to conducting their thesis and dissertation research Competency 1c: Students demonstrate the ability to write a critical review of the literature in an area of psychology.
How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies: 1a &b: <ul style="list-style-type: none">Exams, homework, written assignments, literature critiques resulting in the successful completion of Psy 6570: <i>Introduction to Educational and Psychological Research</i>, 6600: <i>Research Design and Analysis I</i>, 7610: <i>Research Design and Analysis II</i> and an advanced research course (students chose between five possible courses) with a minimum grade of B-.Yearly student evaluation ratings on <i>research skills</i> (#1). Minimum threshold rating of '2' or meeting expectations. Student self evaluation on parallel item. 1c: completion of written literature reviews in courses (e.g., Psy 6570: <i>Introduction to Educational and Psychological Research</i> , research prospectus activity; Psy 6530: <i>Developmental Psychology</i> ; Psy 6510: <i>Social Psychology</i>), and successful defense of theses and dissertations
Objective 2: Graduates are knowledgeable about and capable of generating original research and scholarship, and disseminating the results of their research to the profession and broader community.
Competencies Expected for these Objectives: Competency 2a: Students demonstrate the ability to conduct an independent research project Competency 2b: Students demonstrate practical experience in presenting research findings and other scholarship in contexts such as professional conferences, peer-reviewed journals, and other scholarly outlets.
How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies: 2a. Outcomes are assessed by advisory committee faculty evaluation of student oral and written theses and dissertations on a pass/fail basis. Minimum threshold is passing. 2b. Outcomes are assessed by advisory committee evaluation of written document and successful completion of professional presentation and manuscript submission. Assessment is on a pass/fail basis. Minimum threshold is passing.

2a & b:

- Yearly student evaluation ratings on *research involvement and progress* (#2). Minimum threshold rating of '2' or meeting expectations. Student self evaluation on parallel item.

Objective 3: Graduates are knowledgeable about and clinically competent in the areas of assessment, diagnosis, treatment, and supervision and consultation.

Competencies Expected for these Objectives:

Competency 3a: Students demonstrate competence in theories and methods of assessment and diagnosis

Competency 3b: Students demonstrate competence in integrating assessment data into comprehensive conceptualizations of clients including an appropriate treatment plan

Competency 3c: Students demonstrate competence in providing effective psychological interventions

Competency 3d: Students demonstrate competence in evaluating efficacy of interventions and assessing client progress and outcome

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

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

3a: Discussion, attendance, assessment reports, presentations resulting in a minimum grade of B- in psychology courses Psy 6310: *Intellectual Assessment*, Psy 6350: *Introduction to Theories of Intervention in Psychology*, Psy 6320: *Objective Assessment of Personality, Affect, and Behavior*, and Psy 7270: *Lifespan Psychopathology*.

3b:

- Evaluation by supervisors on Practicum Evaluation Form Domain B2: *Psychological Assessment Skills: Diagnostic Interviewing Skills*; Domain B3: *Intervention skills*, item B.3.a: *Ability to conceptualize and formulate cases* and item B.3.b: *Ability to plan treatments*. Minimum threshold comparison rating of '3' and mastery rating of 'Advanced'.
- Faculty evaluation of Clinical Comprehensive Exam in domains of assessment, differential diagnosis, case conceptualization, treatment goals and plan, and course of treatment tied to treatment plan. Minimum mean rating of '3'.

3c: Evaluation by practicum supervisors on Domain B3: *Intervention skills*. Minimum threshold comparison rating of '3' and mastery rating of 'Advanced'.

3a, b, c:

- Yearly student evaluation ratings on *clinical competence, item #3*. Minimum threshold rating of '2' or meeting expectations. Student self evaluation on parallel item.

3d:

- Evaluation by practicum supervisors on evaluation efficacy of intervention and assessment of client progress and outcomes. Minimum threshold comparison rating of '3' and mastery rating of 'Advanced'.
- Faculty evaluation of Clinical Comprehensive Oral Exam in domain Use of Data in Planning and Outcome. Minimum mean rating of '3'.
- Yearly student evaluation ratings on *clinical competence* (#3). Minimum threshold rating of '2' or meeting expectations. Student self evaluation on parallel item

3e: Exams, written projects, presentations in Psy 7630: *Supervision and consultation in applied psychology* or Psy 6630: *Supervision and consultation in psychological and educational settings* resulting in a minimum grade of B-.

Objective 4: Graduates will engage in practice that reflects and is informed by the changing and expanding scientific knowledge base including the foundational areas of psychology and will display a commitment to staying current in their professional or scholarly area

Competencies Expected for these Objectives:

Competency 4a: Students demonstrate an appropriate mastery 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 4b: Students will demonstrate the ability to access, evaluate, and apply the current evidence base in their clinical practice

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

4a: Written work, exams, and presentations resulting in a minimum grade of B- in Psy 6530 Developmental Psychology; Psy 7100 Biological Bases of Behavior, Psy 6650 Theories of Learning or Psy 6660 Cognition and Instruction; Psy 6510 Social Psychology; and 6100 History and Systems of Psychology

4b:

- Yearly student evaluation ratings on *integrating theory research and practice item #4*. Minimum threshold rating of '2' or meeting expectations.
- Student self evaluation on parallel item.
- Practicum Evaluation Form Domain B3: *Intervention Skills* Minimum threshold comparison rating of '3' and mastery rating of 'Advanced'.

Objective 5: Graduates will understand the integration of science and practice in psychology as a discipline, with attention to the necessity of research being informed by practice and practice by research.

Competencies Expected for these Objectives:

Competency 5a: Students conceptualize cases based on sound theory and research.

Competency 5b: Students display knowledge of and competency in evidence-based practice in psychology.

Competency 5c: Students conduct research that is informed by clinical practice

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

5a & b: practicum evaluation domain B3: *Intervention Skills*. Minimum threshold comparison rating of '3' and mastery rating of 'Advanced'.

5a, b, c:

- Yearly student evaluation ratings on *integrating theory, research and practice item #4*. Minimum threshold rating of '2' or meeting expectations.
- Student self evaluation on parallel item.
- Graduates rating on their integration of science and practice
- Graduates evaluation of program training in the integration of science and practice

Goal 2: To produce graduates who demonstrate multicultural and diversity awareness, knowledge, and skill in their training and professional work.

Objective 6: Graduates demonstrate knowledge of individual differences and diversity (broadly defined).

Competencies Expected for these Objectives:

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

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

6a:

- Exams, projects, technology-based assignments, book reviews, and assessment reports in Psy 6290: *Diversity Treatment and Assessment*. Minimum threshold is course grade of B-
- Yearly student evaluation ratings on *respecting cultural and individual differences item #5*. Minimum threshold rating of '2' or meeting expectations,
- Student self evaluation on parallel item.

Objective 7: Graduates and students demonstrate the ability to deliver competent psychological services to diverse

populations in varied settings and engage in scholarly work that is sensitive to issues of individual differences and diversity.

Competencies Expected for these Objectives:

Competency 7a: Students conceptualize cases considering contextual and diversity issues and apply this conceptualization in their assessments, treatment planning, and interventions with diverse clients.

Competency 7b: Graduates and students demonstrate awareness of multicultural and contextual issues in all their professional interactions and their commitment to relevant guidelines (e.g., APA's Multicultural Guidelines).

Competency 7c: Students competently apply multicultural awareness, theory and scholarship to their own research.

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

7a: Practicum evaluation domain B4: *Diversity – Individual and Cultural Differences*. Minimum threshold is a comparison rating of '3' and mastery rating of 'Advanced'.

7b:

- Practicum evaluation domain B4: *Diversity – Individual and Cultural Differences*. Minimum threshold is a comparison rating of '3' and mastery rating of 'Advanced',
- Yearly student evaluation ratings on *respecting cultural and individual differences item #5* and *Interpersonal skills item #13*. Minimum threshold rating of '2' or meeting expectations.
- Student self evaluation on parallel item,
- Exposure to and application of relevant guidelines through readings and discussion in ethics course (Psy 7250: *Professional Ethics and Standards*). Competence assessed through class activities including written work, exams, and debates. Minimum threshold is a B- in Psy 7250.

7c:

- Yearly student evaluation ratings on *respecting cultural and individual differences item #5* and *integration of theory, research, and practice item #4*. Minimum threshold rating of '2' or meeting expectations.
- Student self evaluation on parallel item.

7 a, b, c:

- Graduates frequency of engaging in service delivery with diverse clients. Minimum threshold of 30% of graduates are engaged in service delivery with diverse clients
- Graduates evaluation of training received in the area of diversity. Minimum threshold of 3 (good) rating of training

Goal 3: To facilitate students' professional identity development as psychologists and foster strong commitment to ethical practice in psychology

Objective 8: Graduates demonstrate the development of professional identities as psychologists.

Competencies Expected for these Objectives:

Competency 8a: Students and graduates will perform activities consistent with those identified in professional psychology including membership and/or participation in national, state, and local organizations, and through their expressed professional goals

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

Competency 8c: Graduates continue to demonstrate professional interests and growth in emerging areas of the discipline and profession of psychology.

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

8a & b: identify percent of students involved in professional organization and participation in professional meetings. Minimum threshold is 100% of student will have presented at a professional meeting, the majority (50%) will be members of or active in professional organizations.

8c: Graduates report of continuing education efforts (CE section of survey). Minimum threshold is that a majority of graduates (50%) report that they have continued in some educational activities since graduation.

Objective 9: Graduates and students demonstrate knowledge of, and adherence to, ethical and legal guidelines in all aspects of their professional work.

Competencies Expected for these Objectives:

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

Competency 9b: Students and graduates demonstrate competence in applying established ethical principles and practices in all facets of their professional work.

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

9a: Papers, exams, discussion, and debate resulting in a minimum grade of B- in Psy 7250, *Professional Standards and Ethics*.

9b:

- Yearly student evaluation ratings on *responding effectively to ethical and legal dilemmas, item #12*. Minimum threshold rating of '2' or meeting expectations and mastery rating of 'Advanced'.
- Student self evaluation on parallel item.
- Practicum evaluation domain B5: *Ethics*. Minimum threshold is a comparison rating of '3' and a mastery rating of 'Advanced'

9c:

- Graduates have not been sanctioned by licensing boards. Minimum threshold is 95% with no negative action.
- Graduates evaluation of training in ethical and legal guidelines. Minimum threshold of 3 (good) on alumni survey.

Objective 10: Graduates demonstrate knowledge of Counseling, Clinical, School and Combined Clinical/Counseling/School Psychology in terms of their historical development, traditional and emerging roles and functions, current professional issues, and scope of research and practice.

Competencies Expected for these Objectives:

Competency10a: Students demonstrate basic knowledge of the history and professional identity of the three specializations encompassed in our program and of the development of the combined model.

Competency 10b: Students demonstrate knowledge of psychology as an applied discipline.

Competency 10c: Students and graduates affiliate with and/or involve themselves in organizations and/or activities associated with clinical, counseling, and/or school psychology

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

10a:

- All students attend and participate in discussions related to the traditional specialty areas and combined programs in Psy 685: *Orientation Seminar* and Psy 7850: *Internship Preparation and Professional Development Seminar*.
- Student engage in professional activities with faculty and professional psychologists trained in Clinical, Counseling, and School Psychology. Minimum threshold is 100% of students receive exposure to professionals trained in all three traditional practice areas.

10b:

- Yearly student evaluation ratings on *Professional identity as a psychologist, item #6* and *Developing a specialty area, item #7*. Minimum threshold rating of '2' or meeting expectations.
- Student self-evaluation on parallel item.

10c: Graduates report training in the three traditional specialty areas and professional involvement in clinical activities consistent with clinical, counseling, and school psychology

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

Competencies Expected for these Objectives:

Competency 11a: Students demonstrate the ability to collaborate in training and in their professional settings.

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

Competency 11c: Students are responsive to input from faculty, supervisors, and peers.

Competency 11d: Graduates demonstrate success in diverse professional roles

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies

11a: Faculty annual Evaluation Form ratings on *Collaborating with other professionals, item #9*. Minimum threshold rating of '2' or meeting expectations. Student self evaluation on parallel item.

11b: Yearly student evaluation ratings on *Interpersonal Skills, item #13*. Minimum threshold rating of '2' or meeting expectations. Student self evaluation on parallel item.

11c: Yearly student evaluation ratings on *Receiving & implementing feedback, item #10* and *Professional behavior, item #8*. Minimum threshold rating of '2' or meeting expectations. Student self evaluation on parallel item.

11a, b, c: Practicum evaluation domain B1: *Relationship/Interpersonal Skills*. Minimum threshold is a comparison rating of '3' and a mastery rating of 'Advanced.'

11d:

- Graduates report employment in multiple career settings. Minimum threshold of 15% of graduates have moved from entry level to more advanced professional positions.
- Graduates report engaging in diverse professional activities (e.g., service delivery, professional writing) and engaging in professional organizations. Minimum threshold of 50% of graduates are professionally active.

Objective 12: Program graduates and students engage in continuing professional education activities and give evidence of life-long learning attitudes and actions that contribute to personal and professional development.

Competencies Expected for these Objectives:

Competency 12a: Students demonstrate a commitment to lifelong learning and to their ongoing personal and professional development.

Competency 12b: Students are aware of their strengths and areas of needed development as they progress through and graduate from the program.

Competency 12c: Students develop skills to engage in continuing scholarly inquiry, knowledge building, and the dissemination of knowledge across the course of their professional careers.

Competency 12d: Graduates provide evidence of their continuing professional education and commitment to lifelong learning and professional problem solving.

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

12a: Faculty Annual Rating Form ratings on *Professional Identity as a Psychologist, item #6* and *Receiving and Implementing Feedback, item #10*. Minimum threshold rating of '2' or meeting expectations. Student self evaluation on parallel item.

12b: Engagement in self-evaluation in yearly evaluation binder and in clinical comprehensive exam. Minimum threshold is that 90% of graduating students have completed annual self-evaluations and 100% successfully completed the clinical comprehensive exam.

12c: Faculty annual Evaluation Form ratings on *Integrating Theory, Research, and Practice, item #4* and *Overall Academic Performance, item #14*. Minimum threshold rating of '2' or meeting expectations. Student self evaluation on parallel item.

12d: Ratings of graduates on involvement in a breadth of professional tasks including research, continuing education, teaching, supervision and consultation. Minimum threshold is that 90% are engaged in at least one area

and the majority (50%) are involved in more than one activity consistent with continued scholarly inquiry and lifelong learning.

Objective 13: Program graduates engage in careers in psychology and earn appropriate professional credentials

Competencies Expected for these Objectives:

Competency 13a: Graduates develop careers related directly to the profession and/or discipline of psychology.

Competency 13b: Graduates become licensed as psychologists and/or certified as school psychologists in their respective jurisdictions. In doing so they successfully complete required examinations (e.g., EPPP) and other jurisdictional requirements.

How Outcomes are Measured and Minimum Thresholds for Achievement for these Objectives/Competencies:

13a: Compilation from Alumni Surveys of professional positions of program graduates. Minimum threshold is 80% reporting employment in psychology positions

13b:

- Compilation from Alumni Surveys of graduates' reports of their licensure/certification status with minimum threshold of 80% reporting psychology licensure and/or school psychologist certification 4 years after graduation
- Mean and standard deviation of EPPP scores from 1996 to present of graduates of the USU Combined program as listed in the Educational Reporting Service of the Association of State and Provincial Psychology Boards. Minimum threshold is a Mean score of at least 145