

University of North Dakota Clinical Psychology Ph.D. Program

Mission Statement

The mission of the Ph.D. program in clinical psychology is to train scientist-practitioners. The scientist-practitioner model of education and training in psychology is an integrative approach to science and practice wherein each must continually inform the other. This model represents more than a summation of both parts. Scientist-practitioner psychologists embody a research orientation in their practice and a practice relevance in their research. Thus, a scientist-practitioner is not defined by a job title or a role, but rather by an integrated approach to both science and practice. The model entails development of interlocking skills to foster a career-long process of psychological investigation, assessment, and intervention.

To achieve this mission the clinical Ph.D. program at the University of North Dakota has adopted 5 training goals, 23 associated objectives, and 6 competency skill sets that are monitored regularly for quality assurance purposes. Outcomes related to these goals, objectives, and competencies are summarized in Table 11 which follows. Proximal outcomes refer to measures taken while students were enrolled in the program. Distal outcomes refer to assessments made regarding the activities and achievements of graduates of our program. Competencies refer to specific skill sets which are deemed by the program as essential for career success as a scientist-practitioner clinical psychologists. A summary of these goals, objectives and competencies are listed below:

Table 11

University of North Dakota Clinical Psychology Ph.D. Program

Goals, Objectives, Competencies & (Proximal/Distal) Outcomes

Goal 1: The clinical program will recruit qualified and capable students who are committed and prepared to complete program requirements in a timely manner:

Objective A The clinical training program will successfully attract and recruit qualified and capable graduate students each year:

	<u>Success of Attracting Applicants to Program</u>
Operational Criterion:	total applicants > 10 times the number of recruits each year
Assessment Method:	annual count of applicants, offers & recruits
* Proximal Outcome:	111 applicants, 20 offers, 7 recruits (2009-2010)
	85 applicants, 10 offers, 7 recruits (2007-2008)
	127 applicants, 20 offers, 8 recruits (2008-2009)
	90 applicants; 11 offers; 8 recruits (2006-2007)
	76 applicants; 16 offers; 9 recruits (2005-2006)
	71 applicants; 13 offers; 8 recruits (2004-2005)
	69 applicants; 14 offers; 7 recruits (2003-2004)
	55 applicants; 16 offers; 8 recruits (2002-2003)
	46 applicants; 15 offers; 7 recruits (2001-2002)
	<u>Recruit Qualifications</u>
Operational Criterion:	Program recruits with GPAs > 3.2; GRE scores => 500
Assessment Method:	review of admissions committee data
Proximal Outcome:	<u>7 clinical program recruits (for 2009-2010)</u>
	<i>M</i> cumulative undergrad GPA = 3.73 (100% > 3.2)
	<i>M</i> Verbal GRE = 606 (86% => 500)
	<i>M</i> Quant GRE = 650 (100% => 500)
	<u>8 clinical program recruits (from 2008-2009)</u>
	<i>M</i> cumulative undergrad GPA = 3.70 (88% > 3.2)
	<i>M</i> Verbal GRE = 549 (63% => 500)
	<i>M</i> Quantitative GRE = 669 (88% => 500)
	<u>7 clinical program recruits (from 2007-2008)</u>
	<i>M</i> cumulative undergrad GPA = 3.59 (86% > 3.2)
	<i>M</i> Verbal GRE = 516 (57% => 500)
	<i>M</i> Quantitative GRE = 579 (86% => 500)
	<u>8 clinical program recruits (from 2006-2007)</u>
	<i>M</i> cumulative undergrad GPA = 3.64 (75% > 3.2)
	<i>M</i> Verbal GRE = 495 (63% => 500)
	<i>M</i> Quantitative GRE = 579 (88% => 500)

* *Proximal outcomes are measured for students enrolled in program*

9 clinical program recruits (from 2005-2006)

M cumulative undergrad GPA = 3.64 (89% > 3.2)

M Verbal GRE = 460 (44% => 500)

M Quantitative GRE = 568 (78% => 500)

29 clinical program recruits (from 2001-2004)

M cumulative undergrad GPA = 3.54 (86% > 3.2)

M Verbal GRE = 496 (41% => 500)

M Quantitative GRE = 577 (82% => 500)

Objective B Students will progress through clinical program requirements in a timely manner:

Completion of the Master's Degree within 2½ years
 Operational Criterion: most students will complete Master's by mid-3rd year
 Assessment Method: review of semester program status sheets
 Proximal Outcome: 66% (4/6) third year class met criterion (2008-2009 review)
 88% (7/8) third year class met criterion (2007-2008 review)
 83% (5/6) third year class met criterion (2006-2007 review)
 17% (1/6) third year class met criterion (2005-2006 review)
 64% third year classes met criterion (2001-2004 review)

Completion of the Doctoral Degree within 5 years
 Operational Criterion: most students will graduate within 6 years
 Assessment Method: review of semester program status sheets
 Proximal Outcome: 4 student enrolled past 6th year (2008-2009 review)
 3 student enrolled past 6th year (2007-2008 review)
 2 student enrolled past 6th year (2001-2004 review)

57% (4/7 grads in 2008-2009) completed within 5 years
 50% (3/6 grads in 2007-2008) completed within 5 years
 60% (3/5 grads in 2006-2007) completed within 5 years
 50% (3/6 grads in 2005-2006) completed within 5 years
 100% (6/6 grads in 2004-2005) completed within 5 years
 50% (3/6 grads in 2003-2004) completed within 5 years
 60% (3/5 grads in 2002-2003) completed within 5 years
 50% (grads from 2001-2004) completed within 5 years

Average Years to Completion Doctoral Degree
 Operational Criterion: mean rate of completion <= 5.5 years
 Assessment Method: annual review of graduates tenure in program
 Proximal Outcome: *M* = 5.7 years (2008-2009), 7 Ph.D. degrees
M = 5.5 years (2007-2008), 6 Ph.D. degrees
M = 6.2 years (2006-2007), 5 Ph.D. degrees
M = 5.7 years (2005-2006), 6 Ph.D. degrees
M = 5.0 years (2004-2005), 6 Ph.D. degrees
M = 5.9 years (2003-2004), 6 Ph.D. degrees
M = 5.3 years (2002-2003), 5 Ph.D. degrees

Objective C Program will admit students with high commitment to the program and positive regard for program and department administrative leadership:

Operational Criterion: low program student attrition rate after enrollment
 Assessment Method: CoA criterion (# resigned or terminated/ # enrolled in last seven years)
 Student Survey Data: 7% (4/54) attrition rate (2002-2009)
 6% (3/54) attrition rate (2001-2008)
 11% (6/54) attrition rate (2000-2007)
 12% (5/41) attrition rate (1997-2001)

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with DCT (King)

<i>proximal outcome</i>	<i>distal outcome</i>
<u>(current students)</u>	<u>(alumni survey)</u>
0% (2007-2008)	22% (2002-2009)
19% (2006-2007)	

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with department chair (Weatherly)

<i>proximal outcome</i>	<i>distal outcome</i>
<u>(current students)</u>	<u>(alumni survey)</u>
18% (2007-2008)	8% (2002-2009)
18% (2006-2007)	

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with PSC director (King/Miller)

<i>proximal outcome</i>	<i>distal outcome</i>
<u>(current students)</u>	<u>(alumni survey)</u>
24% (2007-2008)	27% (2002-2009)

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with INPSYDE director (McDonald)

<i>proximal outcome</i>	<i>distal outcome</i>
<u>(current students)</u>	<u>(alumni survey)</u>
15% (2007-2008)	24% (2002-2009)
14% (2006-2007)	

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with selection of UND program

<i>proximal outcome</i>	<i>distal outcome</i>
<u>(current students)</u>	<u>(alumni survey)</u>
6% (2007-2008)	16% (2002-2009)
25% (2006-2007)	6% (2001-2004)
	25% (1992-2001)

Goal 2: Graduates of our program will demonstrate broad and general knowledge in the field of psychology which extends beyond specialized clinical areas:

Objective A Students will successfully complete courses in the history of psychology and the social, biological, developmental, and cognitive/affective foundations of human behavior:

Operational Criterion: completion of PSY 560, 505, 535, 551, 533 or 539
 Assessment Method: review of academic transcripts (30 graduates x 6 courses)
 Proximal Outcome: 98% (2 C grades) graduates (2005-2009) earned A or B grade
 100% of graduates (from 2001-2004) earned grade of B or better
 100% of graduates (from 1997-2001) earned grade of B or better

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with quality of Teaching in the program

<i>proximal outcome</i>	<i>distal outcome</i>
<i>(current students)</i>	<i>(alumni survey)</i>
6% (2007-2008)	14% (2002-2009)
14% (2006-2007)	
11% (2005-2006)	
27% (2004-2005)	
28% (2003-2004)	
40% (2002-2003)	
31% (2001-2002)	

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with Overall Academic Experience

<i>proximal outcome</i>	<i>distal outcome</i>
<i>(current students)</i>	<i>(alumni survey)</i>
6% (2007-2008)	11% (2002-2009)
23% (2006-2007)	0% (2001-2004)
22% (2005-2006)	3% (1992-2001)
40% (2004-2005)	
39% (2003-2004)	
40% (2002-2003)	
23% (2001-2002)	

Objective B Clinical program graduates will perform well on the foundation areas of the national licensing exam:

Initial EPPP Success Rate

Operational Criterion: graduates will pass exam on first take
 Assessment Method: review of alumni survey responses
 * Distal Outcome: 2 survey respondent (2002-2009 graduates) reported a failure
 1 survey respondent (2001-2004 graduates) reported a failure
 0 survey respondents (1997-2001 graduates) reported failure(s)

* *Distal outcomes are measured for graduates of the program*

EPPP Score Performance

Operational Criterion: graduates EPPP scores will approximate the national average
 Assessment Method: Educational Reporting Service EPPP results (1997-2003)

<u>EPPP Content Areas</u>	<u>National Results</u>	<u>UND Results</u>
Global Score	<u><i>M</i> = 135.2 (23.5)</u>	<u><i>M</i> = 155.6 (18.0)</u>
I. Biological Bases	<i>M</i> = 15.4	<i>M</i> = 17.7
II. Cognitive-Affective Bases	<i>M</i> = 16.7	<i>M</i> = 20.4
III. Social & Multicultural Bases	<i>M</i> = 16.6	<i>M</i> = 18.1
IV. Life Development	<i>M</i> = 17.1	<i>M</i> = 19.4
VII. Research Methods	<u><i>M</i> = 7.2</u>	<u><i>M</i> = 9.5</u>
	<i>N</i> = 4,355	<i>N</i> = 53

Goal 3: Graduates of our program will demonstrate an ability to design, conduct, analyze, and disseminate research that advances knowledge regarding the practice of clinical psychology:

Objective A Graduates will successfully complete courses in research design and univariate and multivariate statistical analysis:

Operational Criterion: completion of PSY 541, 543, & 542
 Assessment Method: review of academic transcripts (30 graduates x 3 courses)
 Proximal Outcome: 85% (14 C grades) graduates (2005-2009) earned A or B grade
 99% of grades were B or better for graduates (from 2001-2004)

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with teaching of Research/Evaluation

<i>proximal outcome</i> (<i>current students</i>)	<i>distal outcome</i> (<i>alumni survey</i>)
12% (2007-2008)	11% (2002-2009)
9% (2006-2007)	0% (2001-2004)
0% (2005-2006)	8% (1992-2001)
20% (2004-2005)	
6% (2003-2004)	
40% (2002-2003)	
8% (2001-2002)	

Objective B Graduates will demonstrate knowledge in the areas of statistics and research design

Operational Criterion: successful completion of Applied Methods comprehensive exam
 Assessment Method: acceptable rating by majority of graders on first take
 Proximal Outcome: 59% of graduates (from 2005-2009) passed exam on first take
 77% of graduates (from 2001-2004) passed exam on first take

Applied Methods: Comps Success Rate (2005-2009)

59% passed on first attempt
 19% passed on second attempt
 9% passed on third attempt
 0% failed three times
 13% still in progress (> 1 attempt)

Objective C Graduates will demonstrate critical thinking and scientific writing ability through the successful completion of thesis and dissertation projects under the direction of respected and valued advisory committees:

Competency: *Ability to design, implement, analyze and defend both a thesis and dissertation project*

Operational Criterion: committee thesis/dissertation approval (grade of A or B)
 Assessment Method: review of academic transcripts
 Proximal Outcome: 100% of graduates (from 2005-2009) earned grade of B or better
 100% of graduates (from 2001-2004) met the criterion

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with thesis/dissertation committee

<i>proximal outcome</i>	<i>distal outcome</i>
<i>(current students)</i>	<i>(alumni survey)</i>
12% (2007-2008)	14% (2002-2009)
9% (2006-2007)	0% (2001-2004)
11% (2005-2006)	11% (1992-2001)
13% (2004-2005)	
17% (2003-2004)	
15% (2002-2003)	
8% (2001-2002)	

Objective D Enrolled students will demonstrate interest in clinical research by collaborating in non-required investigations:

Operational Criterion: 50% students will collaborate in non-required research
 Assessment Method: review of clinical semester summary document
 Proximal Outcome: 62% students (2005-2009) collaborated in non-required projects
 36% students (2003-2004) collaborated in non-required projects
 49% students (2002-2003) collaborated in non-required projects
 58% students (2001-2002) collaborated in non-required projects

Objective E Students will demonstrate their scholarly skills by presenting and publishing clinical psychology research both before and after graduation:

Competency: *Ability to effectively disseminate the results of scholarly works*

Annual Student Presenting

Operational Criterion: % student presentations will approximate national mean
 Assessment Method: annual CoA program report (national 2006 *M* = 45%)
 Proximal Outcome: 45% of students (2008-2009) presented a paper/poster
 33% of students (2007-2008) presented a paper/poster
 63% of students (2006-2007) presented a paper/poster
 48% of students (2004-2005) presented a paper/poster

55% of students (2005-2006) presented a paper/poster
 59% of students (2003-2004) presented a paper/poster
 54% of students (2001-2002) presented a paper/poster
 49% of students (2002-2003) presented a paper/poster
 59% of students (from 1997-2001) presented annually

Annual Percent of Students Publishing

Operational Criterion: % of students publishing will approximate national mean
 Assessment Method: annual CoA program report (national 2006 $M = 28\%$)
 Proximal Outcome: 38% of students (2008-2009) published an article/chapter/book
 44% of students (2007-2008) published an article/chapter/book
 30% of students (2006-2007) published an article/chapter/book
 29% of students (2005-2006) published an article/chapter/book
 21% of students (2004-2005) published an article/chapter/book
 31% of students (2003-2004) published an article/chapter/book
 31% of students (2002-2003) published an article/chapter/book
 26% of students (2001-2002) published an article/chapter/book
 25% of students (from 1997-2001) published annually

Total Number of Collective Student Publications

Operational Criterion: > 10 different clinical student publications annually
 Assessment Method: Number of different clinical student publications per year
 Proximal Outcome: 11 (2009 or *in press* publication date)
 12 (2008 publication date)
 18 (2007 publication date)
 12 (2006 publication date)
 12 (2005 publication date)
 12 (2004 publication date)
 14 (2003 publication date)
8 (2002 publication date)
 $N = 99$ $M = 12$ per year

Cumulative Student Publication Record

Operational Criterion: Most of our graduates will publish *at least once* in career
 Assessment Method: review of alumni survey plus PsycInfo search
 Distal Outcome: 81% (30/37) of graduates (from 2002-2009) have been published
 M publication count of 2.79 for graduates (from 2002-2009)
 81% (21/26) of graduates (from 2001-2004) have been published
 M publication count of 1.8 for graduates (from 2001-2004)
 71% (22/31) of graduates (from 1997-2001) have been published
 M publication count of 1.9 for graduates (from 1997-2001)

Cumulative Graduate Publication Record

Operational Criterion: 25% will publish more than once (at least one *after graduation*)
 Assessment Method: PsycInfo literature searches
 Distal Outcome: 46% of graduates (2002-2009) published post-graduation
 36% of graduates (2001-2004) published post-graduation
 24% of graduates (1997-2001) published post-graduation
 23% of graduates (1992-2001) published post-graduation

Academic Career Development

Operational Criterion: 20% of graduates will enter academic careers
 Assessment Method: alumni survey respondents
 Distal Outcome: 11% (from 2002-2009) primary identity as *academic/researcher*
 24% (from 2002-2009) employed in med school or psych depts
 13% (from 2001-2004) primary identity as *academic/researcher*
 19% (from 2001-2004) employed in med school or psych depts
 13% (from 1992-2001) primary identity as *academic/researcher*
 26% (from 1992-2001) employed in med school or psych depts

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with Research Opportunities in program

<i>proximal outcome</i>	<i>distal outcome</i>
<u>(current students)</u>	<u>(alumni survey)</u>
18% (2007-2008)	8% (2002-2009)
10% (2006-2007)	6% (2001-2004)
0% (2005-2006)	18% (1992-2001)
0% (2004-2005)	
22% (2003-2004)	
20% (2002-2003)	
8% (2001-2002)	

Goal 4: Graduates of our program will demonstrate knowledge in psychopathology and competency in the delivery of a wide range of clinical assessment and psychotherapy services that are theory-based and empirically-supported:

Objective A Students will value and successfully complete courses in psychological assessment, psychopathology and advanced therapeutic interventions:

Operational Criterion: completion of PSY 570, 571, 575, 573 and 574
 Assessment Method: review of academic transcripts
 Student Survey Data: 100% of graduates (from 2005-2009) earned grade of B or better
 100% of graduates (from 2001-2004) earned grade of B or better
 100% of graduates (from 1997-2001) earned grade of B or better

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with Assessment/Diagnostics training

<i>proximal outcome</i>	<i>distal outcome</i>
<u>(current students)</u>	<u>(alumni survey)</u>
0% (2007-2008)	14% (2002-2009)
18% (2006-2007)	13% (2001-2004)
11% (2005-2006)	11% (1992-2001)
7% (2004-2005)	
17% (2003-2004)	
20% (2002-2003)	
31% (2001-2002)	

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: level of dissatisfaction with Intervention/Therapy training

<i>proximal outcome</i> <i>(current students)</i>	<i>distal outcome</i> <i>(alumni survey)</i>
24% (2007-2008)	22% (2002-2009)
18% (2006-2007)	6% (2001-2004)
33% (2005-2006)	24% (1992-2001)
36% (2004-2005)	
50% (2003-2004)	
40% (2002-2003)	
38% (2001-2002)	

Objective B Clinical program graduates will perform well on the Assessment & Diagnosis and Treatment/Intervention areas of the national licensing exam:

EPPP Score Performance

Operational Criterion: graduates EPPP scores will approximate the national average
 Assessment Method: Educational Reporting Service EPPP results (1997-2003)

<u>EPPP Content Areas</u>	<u>National Results</u>	<u>UND Results</u>
V. Assessment & Diagnosis	$M = 17.8$	$M = 21.3$
VI. Treatment/Intervention	$M = 21.8$ $N = 4,355$	$M = 24.6$ $N = 53$

Objective C Students will demonstrate awareness of contemporary theoretical models and associated outcome research on the efficacy of a wide range of psychotherapy interventions:

Command of psychotherapy literature

Operational Criterion: successful completion of Psychotherapy comprehensive exam
 Assessment Method: acceptable rating by majority of graders on first take
 Proximal Outcome: 76% of graduates (from 2005-2009) passed exam on first take
 92% graduates (2001-2004) passed exam on first take
 92% graduates (1997-2001) passed exam on first take

Psychotherapy: Comps Success Rate (2005-2009)

76% passed on first attempt
 12% passed on second attempt
 3% passed on third attempt
 0% failed three times
 9% still in progress (> 1 attempt)

Command of assessment literature

Operational Criterion: successful completion of Assessment comprehensive exam
 Assessment Method: acceptable rating by majority of graders on first take
 Proximal Outcome: 74% of graduates (from 2005-2009) passed exam on first take
 85% graduates (2001-2004) passed exam on first take
 92% graduates (1997-2001) passed exam on first take

Assessment: Comps Success Rate (2005-2009)

74% passed on first attempt
9% passed on second attempt
6% passed on third attempt
0 failed three times
12% still in progress (> 1 attempt)

Command of psychopathology literature

Operational Criterion: successful completion of Psychopathology comprehensive exam
Assessment Method: acceptable rating by majority of graders on first take
Proximal Outcome: 84% of graduates (from 2005-2009) passed exam on first take
85% graduates (2001-2004) passed exam on first take
92% graduates (1997-2001) passed exam on first take

Psychopathology: Comps Success Rate (2005-2009)

84% passed on first attempt
3% passed on second attempt
3% passed on third attempt
0% failed three times
9% still in progress (> 1 attempt)

Objective D Students will value, and demonstrate their clinical competency during, their practicum rotations:

Operational Criterion: satisfactory grades for all PSY 580 and 587 practicum hours
Assessment Method: review of practicum/internship evaluations and grades
Proximal Outcome: 100% of practicum students (2005-2009) met criterion
97% of practicum students (2001-2004) met criterion
100% of practicum students (1997-2001) met criterion

Competency: *Ability to effectively implement assessment and diagnostic skills*

Operational Criterion: supervisor ratings on the Diagnostic & Assessment Skills section (seven dimensions) of the Practicum Evaluation Form
Assessment Method: 100% of practicum students will earn supervisor ratings > 2
Proximal Outcome: 100% of practicum students (2007-2009) met criterion

Competency: *Ability to effectively implement treatment and consultation services*

Operational Criterion: supervisor ratings on the Treatment & Consultation Skills section (seven dimensions) of the Practicum Evaluation Form
Assessment Method: 100% of practicum students will earn supervisor ratings > 2
Proximal Outcome: 100% of practicum students (2007-2009) met criterion

Operational Criterion: student dissatisfaction will be diminished over time
Assessment Method: review of annual student survey data (see Appendix H)
Student Survey Data: dissatisfaction with Practicum Opportunities in program

<i>proximal outcome</i> <i>(current students)</i>	<i>distal outcome</i> <i>(alumni survey)</i>
12% (2007-2008)	22% (2002-2009)
50% (2006-2007)	

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: dissatisfaction with External Practicum Supervision

<i>proximal outcome</i> <i>(current students)</i>	<i>distal outcome</i> <i>(alumni survey)</i>
14% (2007-2008)	14% (2002-2009)
10% (2006-2007)	

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: dissatisfaction with quality of PSC Practicum Supervision

<i>proximal outcome</i> <i>(current students)</i>	<i>distal outcome</i> <i>(alumni survey)</i>
0% (2007-2008)	11% (2002-2009)
0% (2006-2007)	

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: dissatisfaction with quality of Overall Professional Training

<i>proximal outcome</i> <i>(current students)</i>	<i>distal outcome</i> <i>(alumni survey)</i>
13% (2007-2008)	14% (2002-2009)
9% (2006-2007)	0% (2001-2004)
22% (2005-2006)	3% (1992-2001)
33% (2004-2005)	
39% (2003-2004)	
40% (2002-2003)	
46% (2001-2002)	

Objective E Students will reflect their professional identity as clinicians through routine direct psychological service delivery before and after graduation:

Percent of Involvement among Students

Operational Criterion: % involved in service delivery will approximate national average
 Assessment Method: annual CoA program report (national 2006 *M* = 61%)
 Proximal Outcome: 90% students enrolled involved in service delivery (2008-2009)
 89% students enrolled involved in service delivery (2007-2008)
 93% students enrolled involved in service delivery (2006-2007)
 83% students enrolled involved in service delivery (2005-2006)
 58% students enrolled involved in service delivery (2001-2004)

Extent of Cumulative Involvement among Intern Applicants

Operational Criterion: APPIC client contact hours will approximate national averages
 Assessment Method: compare to most recent CUDCP survey of 34 programs

	2008 APPIC Survey Mdn	University of North Dakota							
		01-02	02-03	03-04	04-05	05-06	*06-07	07-08	08-09
Therapy/Assessment	787	M 1,064	1,498	1,998	1,864	1,059	890	1,094	842
Supervision	364	M 518	500	451	1,050	486	324	493	322

* APPIC recording method changed to reduce the recording period for eligible hours by eight months, i.e., projected hours to be earned post-application

Success in Attaining Accredited Internships

Operational Criterion: > 90% of internship applicants will attain accredited positions
 Assessment Method: calculation of ratio of successful to unsuccessful applicants
 Proximal Outcome: 100% (7/7) of intern applicants successful (for 2008-2009)
 57% (5/7) of intern applicants successful (for 2007-2008)
 55% (6/11) of intern applicants successful (for 2006-2007)
 100% (4/4) of intern applicants successful (for 2005-2006)
 100% (8/8) of intern applicants successful (for 2004-2005)
 78% (7/9) of intern applicants successful (for 2003-2004)
 100% (4/4) of intern applicants successful (for 2002-2003)
 100% (6/6) of intern applicants successful (for 2001-2002)
 89% of intern applicants successful (from 2001-2004)

<u>Past 3 Years</u>	<u>Past 5 Years</u>	<u>Past 10 Years</u>
17/20 = 85%	29/32 = 91%	57/60 = 95%

Percent of Involvement among Graduates

Operational Criterion: Most graduates will be involved in direct service delivery
 Assessment Method: review of alumni survey responses
 Distal Outcome: 89% (from 2002-2009) primary identity as *practitioner*
 94% (from 2001-2004) primary identity as *practitioner*
 84% (from 1992-2001) primary identity as *practitioner*

Objective F Graduates of the clinical training program will gain licensure in their respective practice states:

Competency: *Ability of graduates to pass the licensure oral examination*

Operational Criterion: IR-C20 (% licensed grads 2-10 years post-graduation)
 Assessment Method: annual review of graduate status
 Distal Outcome: 45/59 (76%) of graduates after 1999 (up to 2007)
 licensure status of 6 within “unlicensed group” not verified

50/62 (81%) of graduates after 1998 (up to 2006)
 licensure status of 6 within “unlicensed group” not verified

45/63 (71%) of graduates after 1997 (up to 2005)
 licensure status of 13 within “unlicensed group” not verified

Goal 5: Students and program graduates will maintain ethical and professional conduct with sensitivity to the importance of cultural diversity and individual differences in understanding human psychological functioning:

Objective A Students will successfully complete courses in ethics and professional issues:

Operational Criterion: successful completion of PSY 579 & 594
 Assessment Method: review of academic transcripts
 Proximal Outcome: 100% of graduates (from 2005-2009) earned grade of B or better
 100% of graduates (from 2001-2004) earned grade of B or better

Objective B Students will demonstrate awareness of contemporary issues in legal, ethics and professional aspects of clinical psychology as a discipline:

Operational Criterion: successful completion of Ethics/Professional Issues comp exam
 Assessment Method: acceptable rating by majority of graders on first take
 Proximal Outcome: 91% graduates (from 2005-2009) passed exam on first take
 100% graduates (from 2001-2004) passed exam on first take
 96% graduates (from 1997-2001) passed exam on first take

Ethics: Comps Success Rate (2005-2009)

91% passed on first attempt
 3% passed on second attempt
 0% passed on third attempt
 0% failed three times
 6% still in progress (> 1 attempt)

Operational Criterion: graduates EPPP scores will approximate the national average
 Assessment Method: Educational Reporting Service EPPP results (1997-2003)

<u>EPPP Content Areas</u>	<u>National Results</u>	<u>UND Results</u>
VIII. Ethical/Legal/Professional Issues	<u>M = 22.6</u> <u>N = 4,355</u>	<u>M = 24.7</u> <u>N = 53</u>

Objective C Students will discharge their clinical, teaching and research responsibilities in an ethical and professional manner:

Competency: *Ability to provide services in an ethical and professional manner*

Operational Criterion: supervisor ratings on the Professional Standards & Behavior section (eight dimensions) of the Practicum Evaluation Form
 Assessment Method: 100% of practicum students will earn supervisor ratings > 2
 Proximal Outcome: 100% of practicum students (2007-2009) met criterion

Operational Criterion: concerns regarding student professionalism will be infrequent
 Assessment Method: clinical & academic semester evaluations by faculty
 Proximal Outcome: concerns raised for 0% enrolled from 2005-2009 (0 dismissals)
 concerns raised for 8% enrolled from 2001-2004 (1 dismissals)
 concerns raised for 7% enrolled from 1997-2001 (0 dismissals)

Objective D Students will complete at least one course in cultural diversity and show satisfaction with the extent to which the program is able to provide a culturally diverse student/faculty body and curriculum:

Operational Criterion: successful completion of PSY 521 (Diversity Psychology)
 Assessment Method: review of academic transcripts
 Proximal Outcome: 100% of graduates (from 2005-2009) met criterion
 100% of graduates (from 2001-2004) met criterion

Operational Criterion: student dissatisfaction will be diminished over time
 Assessment Method: review of annual student survey data (see Appendix H)
 Student Survey Data: dissatisfaction with level of Cultural Diversity in the program

<i>proximal outcome</i> <i>(current students)</i>	<i>distal outcome</i> <i>(alumni survey)</i>
18% (2007-2008)	19% (2002-2009)
9% (2006-2007)	6% (2001-2004)
22% (2005-2006)	3% (1992-2001)
20% (2004-2005)	
17% (2003-2004)	
25% (2002-2003)	
15% (2001-2002)	

Objective E Graduates will provide assessment and therapy services to clients with diverse ethnic and cultural backgrounds:

Percent of Involvement

Operational Criterion: minority clients served by 50% of graduates
 Assessment Method: review of alumni survey responses (% reporting work with Native American, African American, Hispanic, & GLBT clients)
 Distal Outcome: 58%, 64%, 56% & 53% respectively (2002-2009)
 69%, 63%, 56% & 63% respectively (2001-2004)
 74%, 63%, 58% & 53% respectively (1997-2001)

Objective F Students will read and conduct research on the role of cultural factors in the development, maintenance, and/or treatment of psychological problems:

Percent of Involvement

Operational Criterion: 25% of students will conduct multicultural research
 Assessment Method: review of clinical semester summary document
 Proximal Outcome: 23% of students (2005-2009) involved in multicultural research
 20% dissertations (2005-2009) involved multicultural issues

31% of students (2003-2004) involved in multicultural research
 33% of students (2002-2003) involved in multicultural research
 31% of students (2001-2002) involved in multicultural research

Objective G Students will routinely update their knowledge and make efforts to enhance the image of psychology in the general public:

Student Membership in Professional Organizations

Operational Criterion: % of student membership will approximate national average
Assessment Method: annual CoA program report (national 2006 $M = 80\%$)
Proximal Outcome: 71% of students enrolled organizational members (2002-2009)
81% of students enrolled organizational members (2001-2004)

Graduate Membership in Professional Organizations

Operational Criterion: graduates will remain active as organizational members
Assessment Method: review of alumni survey responses
Distal Outcome: 76% of students enrolled organizational members (2002-2009)
81% of students enrolled organizational members (2001-2004)

Continuing Education among Graduates

Operational Criterion: At least 20 hours in workshop attendance every two years
Assessment Method: review of alumni survey responses
Distal Outcome: $M = 13.2$ CE credit hours per year (2002-2009)
 $M = 9.2$ CE credit hours per year (2001-2004)
 $M = 10.5$ CE credit hours per year (1992-2001)

Volunteerism among Graduates

Operational Criterion: 50% will report volunteer and/or pro bono clinical work
Assessment Method: review of alumni survey responses
Distal Outcome: 69% (from 2002-2009) reported some pro bono clinical work
38% (from 2001-2004) reported some pro bono clinical work
53% (from 1992-2001) reported some pro bono clinical work