



Clinical Rehabilitation Counseling

PROGRAM MANUAL

2023-2024

Preparing Tomorrow's Counselors Today

**Department of Counseling and Human Services
J.A. Panuska, S.J. College of Professional Studies**

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<http://www.scranton.edu/academics/pcps/counseling/>

Department of Counseling and Human Services
University of Scranton
Graduate Counseling Programs

Student Responsibility Form

I have received the Program Manual for my graduate counseling program at the University of Scranton and, if I have questions concerning these materials, I have asked or will ask for clarification in COUN 509 C, R, S, the Professional Issues course for your specific program or I will ask my mentor or program director.

I understand that I am responsible for the information presented in this program manual. My signature below confirms that:

- I have READ the manual
- I have SIGNED UP for the list serv (p.22)
- I ACKNOWLEDGE that various clearances (such as child abuse and PA criminal records check) will be required prior to any clinical experiences in the counseling program. If I am aware of any issues/concerns that may impact the process or outcome of these clearances, I will talk to my mentor and/or program director, and CTC Director **immediately and PRIOR to practicum**. A criminal record can impact movement in the counseling program and/or certification or licensure, which is part of the discussion that I will have with my mentor and/or program director, and CTC Director.
- I AGREE to adhere to the policies and procedures and student responsibilities detailed in this program manual.

Date of Signature: _____

Student Name: (Please PRINT) _____

Student Signature: _____

Student's Program of Study _____

I understand that this form should be signed and returned to my Professional Issues instructor so that it can be included in my comprehensive student file.

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UNIVERSITY OF SCRANTON
DEPARTMENT OF COUNSELING AND HUMAN SERVICES
GRADUATE PROGRAMS IN COUNSELING

INTRODUCTION

This manual is designed to provide information on the three graduate counseling programs at the University of Scranton. The Clinical Mental Health Counseling, Clinical Rehabilitation Counseling, and School Counseling programs are offered through The J.A. Panuska College of Professional Studies by the faculty of the Department of Counseling and Human Services. Our department is located on the 4th floor of McGurrin Hall. In addition to the foundational Counseling programs, the department offers an undergraduate program in Counseling and Human Services, a minor in Counseling and Human Services, a Certificate of Advanced Graduate Study (CAGS) in Professional Counseling, and a Certificate of Advanced Graduate Study in Applied Behavioral Analysis.

If you are a prospective student, we are pleased that you have requested information and are considering earning your Master of Science degree with us. This manual, along with a *Graduate Catalog* (available online) will help to answer many of the “most often asked” questions from prospective students. Should you require further information, please do not hesitate to contact the specific Program Director (see listing on page 6) or the Department Chair at (570) 941-4308. The department secretary (570-941-4236) can direct you to additional resources. Additional information is also available on the department’s website at www.scranton.edu/department/chs.

If you have already been admitted to a program, the faculty extends best wishes as you start your professional preparation and academic program. We also offer our knowledge, support, and guidance while you are working toward the successful completion of your Master’s degree. This manual provides information on the faculty, curriculum, policies, and procedures that are integral parts of our departmental culture. A thorough review of the manual will help you to understand our learning environment and will facilitate your journey through our training.

We strive to create a learning environment that is scholarly and rigorous, along with a program of professional preparation that is demanding and rewarding. Professional preparation includes academic work, challenging experiences and reflection, clinical practice under supervision, and use of advanced technologies. Openness, mutual sharing, and self-discovery are important parts of the learning process. We provide a rich and varied environment in which many different teaching philosophies and methods are represented in the expertise of our faculty. Students are expected to perform in a professional manner and are encouraged to think critically and interact freely.

The curriculum is a blend of knowledge and practical experience. In addition to acquiring specific competencies and skills, students are also provided with opportunities for self-exploration and personal/professional growth. It is our belief that the process of facilitating growth in others – a hallmark of the counseling profession – can occur only when the helping professional possesses a high degree of self-awareness and a desire to explore avenues for continued growth and professional development.

Constructive feedback on the program, its courses, and its faculty is encouraged through formal program and course evaluation procedures and informal discussions. We suggest that you talk directly with course instructors and your Program Director about individual concerns and constructive curricular change. A yearly program evaluation survey will also provide you with an opportunity to provide constructive feedback.

Our goal is to provide you with the knowledge, skills, and attitudes necessary to be a competent, highly functioning counseling professional. Through our mutual efforts this goal can be achieved.

Again, thank you for your involvement with our programs. Please feel free to contact any of us if there is some way in which we may be of assistance to you and/or to facilitate your learning process. The Faculty and Staff of the Department of Counseling and Human Services look forward to working with you.

**DEPARTMENT OF COUNSELING and HUMAN SERVICES
FACULTY AND STAFF**

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RELEVANT WEB SITES

University of Scranton: <http://www.scranton.edu>
Department of Counseling and Human Services: <http://www.scranton.edu/academics/pcps/counseling/>
Career Services: <http://www.scranton.edu/studentlife/studentaffairs/careers>
Center for Teaching and Learning Excellence: <http://www.scranton.edu/academics/ctle>
Technology Support Center: <https://www.scranton.edu/information-technology>
Weinberg Memorial Library: <http://www.scranton.edu/academics/wml>
Counseling Center: <https://www.scranton.edu/studentlife/studentaffairs/counseling-center/Services.shtml>

ABOUT THE UNIVERSITY OF SCRANTON

The University of Scranton is a private, Catholic, co-educational institution. Founded in 1888 as Saint Thomas College, the school received its University Charter in 1938. In 1942, Scranton became the twenty-fourth of twenty-eight Jesuit colleges and universities in the United States.

The Panuska College of Professional Studies is one of three major academic divisions within the University. Graduate students in this College can pursue Master's degrees and various types of certification. Our graduate counseling programs have received professional accreditation from the Council for Accreditation of Counseling and Related Educational Programs (CACREP).

The Panuska College of Professional Studies houses not only the Counseling and Human Services Department but five other health-service related departments.

ABOUT THE COUNSELING AND HUMAN SERVICES DEPARTMENT

The Department offers coursework leading to Master of Science degrees in Clinical Mental Health Counseling, Clinical Rehabilitation Counseling, School Counseling and Applied Behavioral Analysis. A Certificate of Advanced Graduate Study in Professional Counseling and a Certificate of Advance Graduate Study in Applied Behavioral Analysis are also available. An Accelerated Bachelor of Science Program allows undergraduate students who meet eligibility requirements to pursue up to twelve graduate credits during their junior and senior years. Chi Delta Rho is the departmental chapter of *Chi Sigma Iota*, the Counseling Academic and Professional Honor Society International. Our department is comprised of 13 fulltime faculty members, one professional staff member, and an administrative support staff.

MISSION STATEMENT: Counseling and Human Services

The Department of Counseling and Human Services (CHS) in the Panuska College of Professional Studies at the University of Scranton is a rigorous and inclusive learning community. We seek to prepare counseling and human service professionals who are resilient caregivers, intentional advocates, and committed, self-reflective individuals. Using an innovative, responsive curriculum, CHS programs prepare dynamic practitioners who are responsive to local, regional, and global needs. Emphasis is placed on a relationship-centered approach that fosters holistic personal and professional growth and success.

Counseling and Human Services Department Guiding Principles:

Our caring, inclusive department is driven by a relationship-centered approach that fosters holistic personal and professional growth and success via:

- *Preparing competent, real-world ready practitioners responsive to local, regional, and global needs*
- *Building and maintaining a growth-promoting community*
- *Cultivating a rigorous and supportive academic learning environment*
- *Providing an innovative, responsive curriculum*
- *Advocating for students, programs, and communities*
- *Encouraging self-reflection leading to sustained personal and professional growth and wellness*
- *Assessing outcomes, fostering continuous improvement, and celebrating successes*
- *Promoting accessibility by fostering University-wide relationships and allocating resources wisely*

Preparing Tomorrow's Counselors Today

CHS DEPARTMENT CONNECTION WITH JESUIT EDUCATION

Many core beliefs and practices of the Counseling and Human Services professions complement the Jesuit tradition and Ignatian mission of the University of Scranton.

We know that an active and positive regard for each person creates an environment conducive to high-quality clinical care and positive human development. Caring for each unique person – mind, body & spirit – and

assisting each one to reach their human and God-given potential is highly honored in the Ignatian tradition. This is called “*cura personalis*,” both in ministry and education.

We know that the building blocks of human wholeness and dignity come from the quality of relationships that surround the developing human being. For persons to reach their full God-given potential, society has a vested interest in the quality of our families, our parenting, and our facilitating structures. Counseling and Human Service professionals work at the nexus of these issues, assisting individuals, families, and human systems to grow and mature. Engaging in advocacy and social justice, with a mutually local and global perspective, are intrinsic parts of this work and in keeping with the Jesuit vision of God’s working alongside companions in service “*to set the world on fire*.”

As professional counselor educators, we value the contributions that empathic care, critical thinking, deep personal reflection, sensitivity to diversity, equity, inclusion, access, advocacy, and systemic leadership make to our clients and wider society. St. Ignatius and his companions also valued these activities, highlighting the importance of discernment and the leadership of “*magis*,” always searching for “*the more universal good*.”

These are hallmarks of Ignatian spirituality.

COUNSELING ACCREDITATIONS

The Clinical Mental Health Counseling, Clinical Rehabilitation Counseling, and School Counseling programs are nationally accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). CACREP is a specialized accrediting body recognized by the Council for Higher Education Accreditation (CHEA).

Our Accrediting body, CACREP, determines the standards of quality in counselor education and evaluates preparation programs’ adherence to these standards. CACREP accreditation is recognized as a hallmark of high-quality, graduate education in counseling. The University of Scranton is proud to have accreditation through CACREP and we have done so since 1992.

The School Counseling program is approved by the Pennsylvania Department of Education (PDE). Students completing the program meet the academic requirements for certification as a PK-12 Elementary and Secondary School Counselor. It is recommended that students seek certification immediately as requirements change over time and often necessitate having to take additional credits to meet these new requirements.

GENERAL INFORMATION

PROFESSIONAL ORGANIZATIONS

All students admitted to the counseling programs are encouraged to become members of national and state professional organizations.

The American Counseling Association (ACA) is a national professional organization with 20 specialty divisions representing over 55,000 professional counselors. ACA is dedicated to the growth and enhancement of the counseling profession. ACA helps counseling professionals develop their skills and expand their knowledge base. Student members receive *Counseling Today*, ACA's monthly periodical; quarterly journal of counseling research, *Journal of Counseling and Development*; and the bi-weekly e-news bulletin, *ACA e-News*. Students who join ACA divisions receive the newsletters and journals of those divisions.

Clinical Mental Health Counseling students may be interested in the American Mental Health Counselors Association (AMHCA) or other specialty divisions of ACA congruent with their interests. The journal of AMHCA is the *Journal of Mental Health Counseling*.

Rehabilitation Counseling program students may be interested in the American Rehabilitation Counseling Association (ARCA), a specialty division of ACA. The National Rehabilitation Association (NRA) is the premier national organization comprised of rehabilitation professionals including rehabilitation counselors. NRA has eleven divisions focusing on specialized rehabilitation issues.

School Counseling program students may be interested in the American School Counselor Association (ASCA), the school counseling affiliated division of ACA. ASCA provides professional development, publications and other resources, research and advocacy to more than 29,000 professional school counselors. The journal of ASCA is *Professional School Counseling*.

In these professional organizations student membership dues are quite reasonably priced. Membership has many benefits: professional involvements at professional conferences, publications, access to educational materials, and eligibility for professional liability insurance, legal defense services, professional development activities, and career placement assistance. Membership applications and additional information are available from program faculty, or you can contact the associations directly at the following addresses:

American Counseling Association
6101 Stevenson Avenue
Alexandria, VA 22304
F:(800) 473-2329
(800) 347-6647
TDD: ([703] 370-1943
<http://www.counseling.org>

American Mental Health Counseling
Association (AMHCA)
107 So. West St. Fairfax St., Suite 779
Alexandria, VA 22314
(800) -326-2642
(703) -548-6002
<http://www.amhca.org>

National Rehabilitation Association
1520 Belle View Blvd. # 5142
Alexandria, VA 22307
(888)-258-4295
TDD: (703) 836-0849
<http://www.nationalrehab.org>

American School Counselor Association
(ASCA)
1101 King St., Suite 310
Alexandria, VA 22314
(703) 683-2722
(800) 306-4722
<http://www.schoolcounselor.org>

In addition to ACA, its specialty divisions, and NRA, students are encouraged to join state and regional counseling associations:

The Pennsylvania Counseling Association (PCA): <http://www.pacounseling.org>
Pennsylvania Rehabilitation Association (PRA): <http://www.parehab.org>
Pennsylvania School Counselors Association (PSCA): <http://www.pasca-web.org/>
Northeastern Pennsylvania Counseling Association (NEPCA): nepca.org@gmail.com
<http://www.pacounseling.org/aws/PACA/pt/sp/divisions>

Program faculty can provide additional information and membership applications are available on program organizations' website

COUNSELOR ENDORSEMENT, CERTIFICATION & LICENSURE

The Department of Counseling and Human Services endorses certification and licensure of professional counselors and strongly recommends that students pursue the highest levels of certification and licensure appropriate to each student's education and professional preparation.

CLINICAL REHABILITATION COUNSELING CERTIFICATION

The Commission on Rehabilitation Counselor Certification (CRCC) was established in 1974. The primary purpose of certification is to establish professional standards whereby persons with disabilities, related professionals, agency administrators, and the public can evaluate the qualifications of persons practicing rehabilitation counseling and to provide assurances that professionals engaged in rehabilitation counseling will meet acceptable standards of quality in practice. Certification is the process whereby a profession gives recognition to an individual who has fulfilled certain requirements or standards, as pre-determined by that profession.

To be eligible to sit for the CRCC examination, applicants must meet all requirements in one of the categories. The category most relevant for students in the rehabilitation counseling program at the University of Scranton is Category 1.:

Category 1 – Student in or Graduate of a CACREP-Accredited Program Student in or graduate of a master's level rehabilitation counseling (RC) or clinical rehabilitation counseling (CLRC) program accredited by CACREP at the time the degree is or was conferred. If graduation occurred prior to July 1, 2017, the program must have been accredited by CORE. Additional Requirements: Students must submit evidence of enrollment in a master's degree program in rehabilitation counseling or clinical rehabilitation counseling program. The Student Enrolled in a CACREP Accredited Master's Program Verification Form must be completed and submitted with the application. To confirm if your program is a CACREP-Accredited program, visit the website <http://crccertification.com>.

- CRCC does not accept a concentration in rehabilitation counseling or clinical rehabilitation in lieu of a master's degree.
- Students must have completed 75% of the coursework toward the master's degree by the following dates in order to be deemed eligible to take the CRC Exam:
 - February 1 for the March exam • June 1 for the July exam • September 1 for the October exam
- Students and graduates must submit evidence of an internship of 600 clock hours supervised by an on-site CRC or by a faculty member who is a CRC. The internship must have been in rehabilitation counseling and the candidate must have a minimum of 240 clock hours providing direct rehabilitation counseling services to individuals with disabilities. Note: This "evidence of an internship" consists of an official college transcript for candidates who graduated from the program. For candidates who are students completing the program, CRCC accepts the Student Verification Form until the student completes the graduation process and provides a final official college transcript that reflects the internship. Transcripts Category 1 Candidate's transcripts must reflect the granting of their Master's degree in Rehabilitation Counseling or Clinical Rehabilitation Counseling before CRCC is able to release their examination results packet and officially award the CRC certification to candidates who obtained a passing score on the examination. This transcript must also reflect the successful completion of a 600-hour internship in rehabilitation counseling.

CLINICAL MENTAL HEALTH COUNSELING, CLINICAL REHABILITATION COUNSELING, AND PROFESSIONAL SCHOOL COUNSELING CERTIFICATION

The National Board for Certified Counselors (NBCC) was developed in 1982 to provide a national certification process for counselors. There are several purposes to national certification of counselors. It [a] promotes professional accountability and visibility, [b] identifies to the public and professional peers those counselors who have met specific professional standards, [c] advances cooperation among groups and agencies actively involved in professional credentialing activities, [d] encourages the continuing professional growth and development of counselors, and [e] ensures a national standard developed by counselors.

Graduates of the Clinical Mental Health, Clinical Rehabilitation Counseling, and School Counseling programs meet all eligibility requirements for recognition as a National Certified Counselor (NCC). Students are eligible to sit for

the examination if they graduated the semester prior to or will graduate the semester immediately following an administration of the National Counselor Exam NCE.

If students want to pursue this option, they need to register with the department's NCE liaison. Students who pass the certification examination will be granted certification upon completion all program requirements. Students who wish to explore other types of counselor credentialing should consult with their program director. For example, specialty certifications of the NBCC include career, gerontology, school, clinical mental health, clinical rehabilitation counseling, and addictions. **However, certification is not complete until students send an official transcript with their Master's Degree posted to NBCC. Note: Taking the NCE is also one step in licensure in many states.**

Students graduating from a CACREP-accredited program may take the exam without the requirement of post-Masters counseling experience [Option B].

Refer to the National Board for Certified Counselors web site (www.nbcc.org) for specific eligibility requirements for the NCE.

SCHOOL COUNSELING CERTIFICATION – PENNSYLVANIA DEPARTMENT OF EDUCATION (PDE)

The School Counseling Program meets the standards and competencies established by the Pennsylvania Department of Education (PDE) for certification as a PK-12 Elementary and Secondary School Counselor. Upon completion of our program, students are eligible for the Educational Specialist I Certificate as a PK-12 Elementary and Secondary School Counselor. Application information is available from internship instructors, program directors, or the Education Department's College's Certification Officer. Applications are completed through the *Teacher Information Management System (TIMS)*. TIMS is a central web site for processing and collecting data related to education certification and serves as a link between an educator's employment data, educational data, and certification record. TIMS is part of the PDE website (www.education.state.pa.us/ or the Education Department at the University of Scranton website (<http://www.scranton.edu/academics/pcps/education/Certification%20Information%20.shtml>))

Passing the Professional School Counselor Praxis Exam through Educational Testing Services (ETS) is required as part of the application process through TIMS and is a necessary component to becoming certified in Pennsylvania as a PK-12 Elementary and Secondary School Counselor. Students' scores on the Praxis exam will be sent to the TIMS portal. Your program director or internship instructor will provide additional details regarding registration for this exam and completing an online application within TIMS.

In addition to the online TIMS application, an application cover sheet is processed through the School Counseling Program Director, who verifies that certification requirements are completely met. Application materials and documentation in the form of an advising sheet and/or transcript are sent to the College's Certifying Officer, who then forwards materials to the Pennsylvania Department of Education (PDE). In summary, to complete school counselor certification three steps are necessary: (1) Register for and pass the Professional School Counselor Praxis Exam (2) complete the TIMS application online through the PDE website and (3) hand in a hard copy of the verification form provided to you by the School Counseling Program Director or Internship Instructor.

Please note that certification requirements for the PK-12 Elementary and Secondary School Counselor Certificate in the Commonwealth of Pennsylvania are subject to change. It is highly recommended that students apply for certification the semester that they complete their internship requirements. Failure to do so may result in the inability to become certified as a PK-12 Elementary and Secondary School Counselor at a later point in time or may necessitate additional coursework requirements due to changes in certification at the state level.

PENNSYLVANIA COUNSELOR LICENSURE

Under Chapter 48 of *The Social Workers, Marriage and Family Therapists and Professional Counselors Act* (Act 136) the state of Pennsylvania established the State Board of Social Workers, Marriage and Family Therapists and Professional Counselors and initiated a process for licensing counseling professionals. Licensure requirements include completion of 60 semester hours of graduate credits that include specific required course work and clinical instruction and 3,000 hours of supervised clinical experience.

PA State Licensing Board- Licensed Professional Counselor. The following are the detailed requirements and procedures needed to acquire status as a Licensed Professional Counselor in the Commonwealth of Pennsylvania:

1. The applicant is of good moral character.
2. The applicant has successfully met the educational requirements:
successfully completed a planned program of 60 semester hours of graduate coursework in counseling or a field determined by the board by regulation to be closely related to the practice of professional counseling, including a 48-semester-hour master's degree in counseling or a closely-related field.
3. The applicant has complied with the experience requirements as follows:
an individual meeting the educational requirements must have completed at least 3,000 hours of supervised clinical experience, obtained after the completion of 48 semester hours of graduate coursework. See specific rules and regulations for supervision requirements.
4. The applicant has passed an examination adopted by the board including CRC and NCE.
5. The application has been accompanied by the application fee.
6. The applicant has not been convicted of a felony (see specific provisions of the Rules and Regulations for details).

Specific course work, clinical instruction and supervised experience requirements, and application materials are available from the State Board of Social Workers, Marriage and Family Therapists and Professional Counselors:

Department of State
Bureau of Professional and Occupational Affairs
Penn Center
2601 North Third Street
Harrisburg, PA 17110
Phone 717 – 787 - 8503
<http://www.dos.state.pa.us/social>

State Board of Social Workers,
Marriage and Family Therapists and
Professional Counselors
P.O. Box 2649
Harrisburg, PA 17105-2649
(717) 783-1389
e-mail: ST-SOCIALWORK@state.pa.us

ENDORSEMENT OF STUDENTS

Students who successfully complete all their curricular and clinical training requirements for the Master of Science degree in Clinical Mental Health, Clinical Rehabilitation, or School Counseling will receive formal endorsement in their area of specialization by the faculty of their program. Formal endorsement includes recommendation for state and/or national certification and employment consistent with training provided in their program.

Students will receive formal endorsement only in that program for which they have successfully completed all requirements and will be recommended only for certification and employment consistent with training provided. In cases in which a certifying body allows a student to sit for a certification examination prior to successful completion of the entire program; the program faculty shall endorse the student as a candidate for that examination if the student has completed that portion of the program required by that certifying body.

Many students choose to open a Placement File and work with the University's Office of Career Services. In this way, an endorsement letter of recommendation from faculty is sent directly to prospective employers by the Office of Career Services.

COUNSELING HONOR SOCIETY

Chi Delta Rho is the University of Scranton chapter of the Chi Sigma Iota Counseling Academic and Professional Honor Society International. Chi Sigma Iota (CSI) is an international honor society for counselor educators, students, and professionals. Its purpose is "to promote scholarship, research, professionalism and excellence in counseling, and to recognize high attainment in the pursuit of academic and clinical excellence in the field of counseling." The many benefits of CSI membership include a newsletter, annual conventions, awards, membership certificate and pin, as well as access to an international professional network. More detailed information about our international counseling honorary is available at <http://www.csi-net.org>.

Students eligible to join CSI will have completed the equivalent of at least one full academic term (semester or quarter) with a minimum of 9 graduate credits and must have maintained an overall scholastic average of 3.5 or better while enrolled in the program. Applications for our chapter of Chi Sigma Iota are typically available on line through the Chi Sigma Iota website. Students must be recommended for membership and *show promise for a*

capacity to represent the best about professional counseling including appropriate professional behavior, ethical judgment, emotional maturity, and attitudes conducive to working to advocate for wellness and human dignity for all.

Chi Delta Rho hosts a yearly initiation ceremony during the spring semester to welcome new members and highlight the achievements of current members and officers. Please check the list serv for announcements related to all Chi Delta Rho Honor Society activities.

POLICIES, PROCEDURES, & MISCELLANEOUS INFORMATION

ADMISSIONS

The applicant for admissions to any counseling program must possess a bachelor's degree from an accredited college or university and provide the Office of Admissions with evidence of satisfactory undergraduate preparation. The ordinary standard for admission is an undergraduate GPA of at least 3.00 on a grading scale of 4.00. Students falling below this level may submit other evidence of their ability to successfully complete a graduate program. Admission requirements include official transcripts, professional letters of recommendation, a statement of intention and a required interview with program faculty. All programs have supplemental application requirements. Further details are available in the *University of Scranton Graduate Studies Catalog*.

Typically, new students start coursework in the fall semester. The priority application deadline for all graduate Counseling programs is November 15th. The regular application deadline is March 1st for admission into the following fall term. Applications received after the March 1st deadline may be considered at the Program Director's discretion. Program directors review applications and pay particular attention to each applicant's ability to address program specific professional goals and professional identity in the statement of intentions. Group interviews with program faculty prior to acceptance are required. All interviews are scheduled by program faculty shortly after the application deadline. Refer to specific program admissions policies for more specific admissions process information.

Applicants are expected to have completed a course in each of the following areas at the undergraduate level: Introduction to Statistics (Descriptive Statistics, Basic Inferential Statistics); Introduction to Theories of Personality or Counseling or Psychotherapy; and Lifespan Development (Lifespan Development, Adulthood, Adolescence, Childhood, or Growth and Development). Students without the prerequisite background coursework can still be considered for admission but may be required to complete the necessary undergraduate coursework upon acceptance into a given program. It is expected that applicants demonstrate some competency in computer literacy (e-mail, Internet, word processing).

The admissions process is highly competitive and faculty will select only those applicants **best qualified** for the program requested. Students will meet with their advisors prior to beginning the program and set up their first semester schedules.

The faculty will review each student's professional and academic performance on a regular basis. Suggestions for continued student growth and plans for remediation will be presented and discussed with students by their Program Directors. ***Satisfactory progress in both professional and academic performance*** (See Fitness for Profession on p. 23) ***is required for continuation in the program.***

The admission standards and policies of the University of Scranton and the Department of Counseling and Human Services are free of any limitation, specification, or discrimination on the grounds of race, religion, color, national or ethnic origin, sex, sexual orientation, age, or disability, except as provided by law. Applications for admission from members of groups that are traditionally underrepresented in the counseling profession are encouraged and welcomed.

PROBATIONARY AND PROVISIONAL ADMISSION

Applicants, who do not meet all of the criteria for regular admission, but show reasonable promise for success in graduate studies, may be accepted on a *probationary* basis. Recommendation for Probationary Admission must

include a prescription for nine hours of specific course work (three graduate courses) that the student must complete within the first twelve hours of graduate study.

Applicants who do not have the necessary undergraduate preparation in the discipline area requested but have demonstrated academic achievement indicative of successful graduate study may be considered for *Provisional Admission* or *Provisional Acceptance*. The applicant may gain Provisional Admission with the provision that s/he complete a specific prescription of undergraduate course work **in conjunction with** his/her graduate studies. Provisional Acceptance carries the provision that the applicant completes a specific prescription of undergraduate course work, with a GPA of at least 3.0 in these studies, **prior to** undertaking graduate course work.

For more detailed admissions information and admission status categories consult the University's *Graduate Studies Catalog*.

ADVISING/MENTORING

When a student is admitted into one of the counseling programs, the student is assigned a mentor. It is the student's responsibility to make regular contact with their mentor regarding courses to be taken and overall progress in the program. Among the mentor's responsibilities are the following: (1) to develop a plan of study with each student for timely completion of all degree requirements; (2) to advise the student each semester about courses to take in the subsequent semester; (3) to communicate any corrective feedback to the student; and, (4) to review the student's records at the time that the student registers to graduate to determine that the student has met all program requirements.

Students meet with their mentor each semester to go over the scheduling of classes. They receive their student PIN number from the mentor, which is necessary for on-line registration.

SCHEDULING

Classes are offered from 4:30 p.m.- 7:10 p.m., and 7:20 p.m. - 10:00 p.m., Monday through Thursday during the Fall and Spring semesters. Course offerings vary in the Intersession and Summer sessions as well as on-line and weekend courses. Each course meets one night per week in the Fall and Spring semesters and twice weekly during Intersession and in the Summer sessions.

CURRICULUM PLANNING GUIDE

The student is expected to complete and continuously update their Curriculum Planning Guide. A Curriculum Planning Guide can be found at the end of the Program Manual. Mentors appreciate students bringing their updated curriculum Planning Guide to meetings when discussing scheduling issues. PIN Numbers for registration will not be distributed unless this form is current and updated.

GRADUATE COUNSELING PROGRAM LEARNING OUTCOMES

Our three graduate counseling programs are guided by curricular experiences designed towards student achievement of the following Program Learning Outcomes (PLOs):

1. Demonstrate master's level professional counseling dispositions.
2. Demonstrate master's level theoretical knowledge and competencies in all core counseling domains.
3. Demonstrate, apply, and evaluate master's level theoretical knowledge and competencies in clinical practice.
4. Use of research and program evaluation to inform professional counseling practice.
5. Program specific outcomes
 - Clinical Mental Health Counseling: Demonstrate knowledge pertaining to the provision of evidence-based clinical mental health counseling services that enhance the emotional, cognitive, behavioral,

relational, and spiritual well-being of individuals, families, and groups seeking help with either everyday life concerns or more significant challenges.

- **Clinical Rehabilitation Counseling:** Demonstrate the specialized knowledge, skills, and attitudes to identify and implement evidenced-based practices in collaboration with individuals who live with disabilities to achieve their personal, social, psychological, and vocational goals.
- **School Counseling:** Design, develop, and implement all aspects of the American School Counselor Association (ASCA) National Model.

STUDENT FEEDBACK ON PROGRAM, COURSES, and FACULTY

The CHS Department welcomes student feedback as an integral part of the overall assessment process.

At the end of each academic year, the Department collects program specific information through an anonymous survey provided to and completed by students during class time. This information is critical to understanding student satisfaction and areas needing modification. The results are utilized in our ongoing planning and the annual report.

Additionally, students are encouraged to consistently complete the University of Scranton Course Survey (USCS). Course evaluations are administered by the Center for Teaching and Learning Excellence (CTLE). The Course Survey Summaries are used by the individual faculty, department chairs, and deans to help the faculty enhance their teaching skills. The Summaries are also used by the department chairs, deans, Provost, and Board on Rank and Tenure for making personnel decisions. Student comments from the evaluation form are only provided to the individual faculty member. Students receive an email announcing the opening of the student portion of the Online Course Evaluation System.

ADVANCED REGISTRATION

To facilitate planning and resources allocation, all students enrolled during a given session or semester are required to participate in the advanced registration process for subsequent sessions or semesters. Generally, advanced registration for Summer and Fall is completed in April and advanced registration for Intersession and Spring is completed in October. Bills for tuition and fees are received by mail and may be submitted to the University by mail. Failure to utilize the advanced registration process may result in a late registration fee. Following the advanced registration period and prior to the start of the session or semester, the student will receive by mail, a bill called THE TUITION AND REMITTANCE FORM. Billing for tuition and fees occurs separately for each term / semester. A Remittance Form is attached to student's invoices and must be returned; use the Remittance form to indicate payment method. Billing dates and due dates are published for each semester.

FULL-TIME/PART-TIME GRADUATE STUDENT STATUS

The enrollment status for all graduate students in all programs for all terms (regular academic calendar and special terms such as summer and intersession) will be as follows: full time status is 6 credits or more per academic term; half-time is 3 to 5.99 credits per academic term. Fall and Spring semesters comprise the academic year. Consult with the Financial Aid Office (570-941-7701) for utilizing financial aid resources during intersession and summer sessions. You can also visit the Financial Aid website at www.scranton.edu/financialaid to review how to apply for aid and what sources of funding are available.

PRACTICUM APPLICATION PROCESS

Practicum is a clinical experience that occurs after the completion of 30 credits, of which classes covering professional issues and ethics (509C, 509R, or 509S), counseling skills (501), counseling theories (502), group counseling (503), and appraisal methods (504) must be completed. **During the semester in which you take practicum you are allowed to register for practicum (3cr) plus two courses (6cr) for a total of 9 credits.** In the semester prior to practicum, **students will be required to attend a mandatory pre-practicum meeting and complete an application.** The application will require that students obtain clearances that include, child abuse, Pennsylvania Criminal records, FBI and TB. Depending on the site for your field-based practicum additional

documentation may be required. All students are required to provide proof of individual student liability insurance from an approved provider (HPSO or ACA). A completed application also will include submission of a pre-practicum portfolio and faculty recommendations. Completed applications will be submitted to and reviewed by the Counselor Training Center (CTC) Director and also reviewed by the program directors and/or the department chair for approval. In the event that an application is not approved an action plan will be initiated in accordance with the departmental “fit for the profession” procedure. Additional, specific practicum requirements for each program are included in the program-specific portion of this manual.

For admission into a fall semester practicum, the pre-practicum meeting occurs in March. For admission into a spring semester practicum, the pre-practicum meeting occurs in October. Meetings are announced through the department list serve. Students who do not attend the mandatory pre-practicum meeting may not move forward with their practicum application. Application deadlines that will be adhered to are April 15th for Fall Practicum and November 15th for Spring Practicum.

Please note that you may be moved from the practicum section for which you sign up. Research suggests, and we believe, that students get more out of the practicum experience when intentionally matched with other students. We take a variety of factors into account when assigning students to practicum sections, including some considerations for class size that come to us from the dean’s office. Always, our primary goal is to facilitate the best experience possible for students. Please do not be surprised or concerned if you are administratively moved from the section for which you registered to another section. As a reminder, **during your practicum semester, your maximum number of credits is 9 (including Practicum).**

NOTE: Any concerns with clearances will be reviewed on an individual basis. A prior arrest or conviction *may not* preclude participation in practicum. It may have implications for the types of activities in which a student is able to participate in. However, in some circumstances, an arrest and/or conviction may have implications for one’s ability to obtain a state license or certification. It is the student’s responsibility to understand the implications of this past activity on their future counseling goals.

INTERNSHIP DISTANCE ACCESS POLICY

For internship placements a distance of 75 miles or less, students are expected to attend group supervision classes at the University. For students beyond a 75-mile radius, students are expected to attend the 1st and last class with exceptions as noted at the discretion of the Internship Faculty Supervisor.

CHANGE OF SCHEDULE AND/OR WITHDRAWAL FROM COURSES

During the registration period, students may make adjustments in their schedule using their registration PIN number. Remember, PIN numbers change each semester and are only valid for the current semester. It is important to contact the Program Director/Mentor about any planned changes. The student should note that withdrawal from a course after the session or semester has started is subject to the tuition refund schedule listed in the Graduate Studies Catalog.

FACULTY ACCESSIBILITY

All full-time and part-time faculty members wish to be accessible to students. The faculty would appreciate scheduled appointments whenever possible. All faculty office hours are posted on syllabi, all department bulletin boards, the departmental office at 457 McGurrian Hall, and on individual faculty doors.

EXPECTATIONS OF FACULTY

All program faculty members are expected to demonstrate respect and practice integrity in their professional relationships with students similar to that which they require of their students. Any student who feels that they have not been treated fairly by a full-time or adjunct faculty member may confidentially discuss their concerns with the Director of their program. If the concern is not resolved, students should contact the CHS Department Chair. Finally, if resolution cannot be found at the department level, students are encouraged to contact the Dean of the Panuska College of Professional Studies. Further guidance can be found in the University Student Handbook.

STUDENTS WITH DISABILITIES

The Department of Counseling and Human Services, as an academic department of the University of Scranton, complies with all applicable laws and regulations with respect to the accommodation of disabilities as these defined in the law. The University will provide reasonable accommodations so students can fully participate in curricular and extracurricular activities. Students who need assistance should contact the Office of Student Support and Success, St. Thomas Hall, Harper McGinnis Wing – 5th Floor [570-941-4038]. The Office of Student Support and Success (OSSS) works with students to provide support they may need to have a rewarding and successful experience at Scranton. The OSSS is home to the University's ADA Committee which determines whether a student is eligible for services and, if so, coordinates appropriate accommodations based on documentation provided by the student and other relevant professionals. We are fully committed to offering our students with disabilities access to programs, facilities and services on an equal opportunity basis.

With respect to privacy and confidentiality, OSSS reviews and maintains disability-related documentation and information in the most safe, secure, and effective way possible, by employing a widely-used software product called *Accommodate by Symplicity*. Disclosures of specific health/learning issues to the OSSS will be held confidential and will not appear on a student's college record.

GRADING

Grades are assigned according to the Graduate and Continuing Education Services letter grade system of A, A-, B+, B, B-, C+, C, and F. Selected courses [including Practicum and Internships] are graded SATISFACTORY OR UNSATISFACTORY. In selected and extraordinary circumstances, an Incomplete [I] may be given which automatically converts to an F at the end of the following academic semester if the student does not satisfactorily complete the course requirements.

ACADEMIC APPEAL POLICY

A student who wishes to appeal the final grade in a graduate course should first contact the instructor of the course in order to remedy the situation informally. If, having met with the instructor, the student still thinks that he/she has been inappropriately evaluated in the course, they may make a written request that the chairperson of the faculty member's department review the process by which the grade was determined. The written request must describe, in detail, the situation and reason for appealing the course grade. The chairperson will attempt to facilitate a reasonable solution at the departmental level. The chairperson may make written recommendation to both the student and faculty member following the review. If the matter is not resolved at the departmental level, then the student may request, in writing, that the dean of the program review the matter. The dean will conduct a review and provide a written decision to the student and faculty member. The dean's decision is final. Ordinarily, no grade appeal will be considered unless it has been received by the dean's office within thirty calendar days of the time the original grade was available to the student.

TRANSFER CREDITS

Transfer of credits to graduate programs at the University of Scranton requires the approval of the student's Program Director and the Panuska College of Professional Studies Dean, and is governed by the following University policies.

1. Credits for transfer must be acquired in residence at an accredited institution as a graduate student.
2. A maximum of nine (9) graduate credits may be transferred for graduate programs requiring at least 39 credit hours for completion.
3. Courses to be transferred must be integral to the student's program of study.
4. Transferred credits must be taken within six (6) years of the date of the student's initial graduate enrollment.

5. A grade of B (3.0) or better is required in any course to be transferred and an official transcript demonstrating this must be submitted for work at other institutions (including course descriptions of the credits in question). A grade of Pass or Satisfactory is not acceptable for transferred credits.
6. The course to be transferred must be a regularly scheduled course.

Students matriculated at the University of Scranton may take courses at other accredited Colleges for the purpose of transfer of credit only with the prior permission of their mentor and the Dean of the College of Professional Studies. **Students should consult with their mentor or program director about the appropriateness and feasibility of a proposed transfer of credit.**

Forms for Transfer of Credit are available from the Department secretary, Program Directors, or online at the Graduate School's website. Note: Although earning an appropriate final grade is required for final approval, most students meet with their mentor to gain preliminary approval about appropriate transfer courses.

WAIVER OF REQUIRED COURSES

Students who wish to waive a required course may petition the program director for permission to do so. A waiver of required courses form is available from Program Directors. A previously taken graduate course may justify a waiver (*see cautionary note below*) of a required course when the following conditions are met:

1. The course was taken in residence at another institution.
2. A maximum of nine [9] required credits may be waived.
3. Courses waived will not reduce the number of credits required for graduation.
4. The course presented as justification for waiver of a required course must be essentially similar to the course for which waiver is requested.
5. The course presented as justification for waiver of a required course must have been completed within six [6] years of a student's admission to their master's degree program.
6. A grade of B or better was acquired in the course and an official transcript is submitted.
7. Except in cases where the program director is familiar with the prior course, the student will present a course description or syllabus for evaluation by the program director.
8. The program director may require specific alternatives for courses waived.
9. Under no circumstances will required clinical instruction be waived.

Cautionary Note: Students interested in obtaining the National Certified Counselor (NCC) designation should be particularly careful about course waivers. The National Board for Certified Counselors notes:

“Waiving course requirements for entering graduate students can later become a problem for NCC applicants because their transcripts may not reflect completion of the required NBCC coursework area. We have on occasion had to reject an application either before or after testing because of this practice. As a solution, we suggest awarding graduate level credit rather than waiving a course requirement” (NBCC correspondence, 7/11/2007).

DIRECTED STUDY AND READER COURSES

Students may enroll for a directed study course to pursue an area of interest under the guidance of a faculty member. In extraordinary cases, a regular course may be offered to a student as a reader. Use of these courses is highly restricted and reserved for students of demonstrated competence and who have shown the ability to work independently. These courses are not appropriate for student convenience in scheduling. Recommendation by the Program Director and approval by the Dean are required.

FACULTY/STUDENT RESEARCH PROGRAM

The University of Scranton Faculty/Student Research Program [FSRP] is a university-wide program which offers students an opportunity to be involved in faculty research activities. The program is administered by the Office of Research Services and participation is open to all students in good academic standing. The program is offered on a non-credit basis; however, students receive transcript recognition for participation. Interested students may contact their program director or the Office of Research and Sponsored Programs, IMBM Bldg. 202, <http://www.academic.scranton.edu/department/ors>, (570) 941-6353.

SUPPORT FOR STUDENT RESEARCH/PROFESSIONAL DEVELOPMENT

Students are encouraged to become involved in research and professional development opportunities within the department and within professional organizations.

The Office of Research and Sponsored Programs (ORSP) has funds available to assist students who will be attending professional conferences to make presentations, either involving the student's individual research or research done in conjunction with a faculty mentor. These funds are quite limited. Consult with a faculty member or your program director. The PCPS Dean's Office also has limited funds to assist graduate students with presenting at professional conferences. The application form is included in this manual on page 34.

FEES, CHARGES, AND SERVICES

The student should consult the current Graduate Studies Catalog for a discussion of fees, charges, financial aid opportunities, graduate assistantships, and student services. Additional fees related to your program of study such as testing fees and certification/licensure fees are provided in the program specific section of the handbook. These vary based on the graduate program in which you are enrolled.

FINANCIAL AID AND ASSISTANTSHIPS

A certain number of assistantships in the Department of Counseling and Human Services are designated for graduate students in counseling. Counseling students are also encouraged to apply for assistantships elsewhere on campus. Other academic departments and student affairs programs have typically employed counseling students in the past. Students are encouraged to contact the financial aid office to discuss procedures and policies for student loans. Please see your Program Director and/or Mentor with any questions.

CENTER FOR TEACHING AND OFFICE OF STUDENT SUPPORT AND SUCCESS

The University's Office of Student Support and Success (OSSS) is located on the 5th floor of the Harper-McGinness Wing in St. Thomas Hall. To learn more about the OSSS's programs and services for students visit the Web site at <https://www.scranton.edu/academics/osss/index.shtml> or phone 570-941-4038.

TECHNOLOGY SUPPORT CENTER

The Technology Support Center assists all members of the University with their technology questions and requests. To learn more and access services please visit the website <https://www.scranton.edu/information-technology> or phone 570-942-4357.

WEINBERG MEMORIAL LIBRARY

The Weinberg Memorial Library provides information, services, and programs that meet the current and anticipated educational, research, and public service needs of the University's students and faculty.

Library Tutorials

In these view-only tutorials, you will learn how to use resources found in the library. These instructions include how to search databases by subject or by title, obtain course materials an instructor places on electronic reserves, search and place an order on interlibrary loan and PALCI, browse the online catalog, cite sources appropriately, and receive online help from a librarian.

The tutorials use Flash and are voice narrated. You can find the tutorials here:

<http://www.scranton.edu/academics/ctle/student-services.shtml>

<http://www.scranton.edu/academics/wml/research-services/index.shtml>

STUDENT ORIENTATION

New students will find much useful information about the University and its facilities and programs as well as policies and procedures at the Orientation offered for all new students prior to the fall semester by the Panuska College of Professional Studies (PCPS). In addition to the PCPS Orientation, the Department of Counseling and Human Services schedules an orientation for new students early in the fall semester. New students are required to attend both orientation sessions. Students with conflicts must proactively contact their Program Director.

PANUSKA COLLEGE OF PROFESSIONAL STUDIES GRADUATE EDUCATION SERVICES

The PCPS Office staff is committed to serving graduate students in many different capacities. Office staff is available to assist in meeting students' academic goals. The Student Services and advising Office is located in McGurrin Hall Office 111. The Coordinator of PCPS Graduate Academic Services is Tammy Manka (570-941-6390).

WRITING STYLE

Written assignments in all required and elective courses, with few exceptions, must be prepared and referenced in the style specified in the current edition of the *Publication Manual of the American Psychological Association*. All students must purchase a copy of this manual [which is available in the University of Scranton Bookstore] when they begin their program.

DEPARTMENT COMPUTER LABORATORY

The Department of Counseling and Human Services computer laboratory is located in MGH 438 and consists of two computers with word processing, presentation, spreadsheet, database, web browsing, html authoring and statistical computing software. Each computer is connected to the campus network and the Internet to provide access to e-mail, telnet, ftp, and world wide web browsing. This laboratory is in addition to other computer facilities on campus.

CAPSTONE EXPERIENCE

All students in the graduate programs of the Department of Counseling and Human Services are expected to demonstrate both theoretical and clinical competence prior to graduation. Evidence of clinical competency is demonstrated through end of semester evaluations in clinical courses (practicum and internships). Preliminary evidence of theoretical competence is demonstrated through the national CPCE Exam.

Formal evaluation of theoretical competence is demonstrated through performance on the Counselor Preparation Comprehensive Exam (CPCE). The comprehensive exam may be completed when the student has completed coursework in six of the eight core areas and is currently enrolled in coursework in the other two core areas as outlined in the Program Manuals. Working with program mentors, students register for the CPCE by enrolling in

“COUN 589: Comprehensive Exam” during the course registration period immediately *preceding* the semester they plan to take the exam. As of Fall 2019, students matriculating into a graduate counseling program will be required to take the Counselor Preparation Comprehensive Examination (CPCE) near the conclusion of their program. Students must score greater than or equal to one standard deviation below the national mean on the full-scale score for that test administration to pass the exam. Students will have two opportunities to pass the exam successfully. Students who do not pass the exam after the second administration will be required to meet with their program director to develop a time limited plan that allows them to demonstrate competency and proficiency as set forth in the Program Manuals. Ultimately, students who are unable to demonstrate competency and proficiency within the specified timeline will not successfully finish their program of study or earn a master’s degree.

During the transition period between Fall of 2015 and prior to Fall of 2019, students matriculating into a graduate counseling program **are only required to take the Counselor Preparation Comprehensive Examination (CPCE)** near the conclusion of their program. This exam will be used to assess program learning outcomes (PLOs). Costs are located in the program specific section of the handbook. (See checklist for CPCE at the end of the manual.) The Capstone Experience for students entering prior to Fall of 2019 is a reflection component from the Counselor Portfolio that addresses personal and professional growth in relation to achieving the formal objectives of each particular graduate program. Students should file an Application for Comprehensive Examination when guided by their instructor in their practicum course. The comprehensive examination is completed during the second half of the practicum course.

Windows for Testing

In collaboration with the Department Chairperson and Program Directors, Fall and Spring testing windows will be established by the CPCE Campus Coordinator during the semester *immediately* preceding students' planned semester for testing. Students who test outside of the established windows may experience delays in meeting graduation requirements. Once students have established their testing date within the approved window, any changes **must** be cleared with the CPCE Campus Coordinator.

Testing can be completed at an offsite testing center or virtually from home if all suitable testing protocol requirements can be met. Additional details will be communicated to students directly after they have registered for COUN 589- Comprehensive Exam: CPCE.

PROFESSIONAL COUNSELOR PORTFOLIO

Counseling students, in collaboration with their mentors and program faculty, monitor and reflect on progress in their program through the development of a Professional Counselor Portfolio: a collection of experience-based materials and reflective information that demonstrates various dimensions of the student counselor’s work, philosophy, abilities, attitudes, and goals. The development of the Portfolio begins as the student enters a counseling program and continues throughout the program of study.

Feedback by faculty will be provided at each stage of the portfolio development process. For example, the portfolio will be submitted to program faculty prior to registering for practicum. Similarly, while enrolled in the counseling practicum, the student will add a written reflection.

If your portfolio is not being reviewed by a course instructor it will be placed in the department office for you to pick up. If your course instructor is reviewing your portfolio, they will return it to you. Note: It is the student’s responsibility to reclaim their portfolio. A more detailed explanation and guidelines for development of the Professional Counselor Portfolio are provided on pp 31-33.

CERTIFICATE OF ADVANCED GRADUATE STUDY IN PROFESSIONAL COUNSELING

The Department offers a Certificate of Advanced Graduate Study (CAGS) in Professional Counseling which is designed to meet the legislated educational requirements of Pennsylvania Act 136 of 1998 – The Social Workers, Marriage and Family Therapists and Professional Counselors Act. The Certificate allows students to obtain a minimum of 12 additional graduate credits in professional counseling that can partially fulfill requirements for counselor licensure in Pennsylvania.

A minimum of 60 total graduate credits in professional counseling must be attained before the CAGS is granted. Each student will design a plan of study in conjunction with their Program Director that addresses licensure education requirements and the student's unique needs. Specific course work and clinical instruction requirements are subject to modification by the State Board. Further information is available in Graduate Studies Catalog.

CERTIFICATE OF ADVANCED GRADUATE STUDY IN APPLIED BEHAVIORAL ANALYSIS

Program Description

The Department will offer a Certificate of Advanced Graduate Study (CAGS) in Applied Behavior Analysis which is designed to meet the required competencies for coursework that, together with the supervised practicum hours, enable one to sit for the Behavior Analyst Certification Board (BCBA) exam. The purpose of the Certificate of Advanced Graduate Study in Applied Behavior Analysis is to prepare practitioners to contribute to the field of behavior analysis through research, education, and practice. The program includes coursework in the principles of behavior, within-subjects research methodology and direct observation of behavior, applied behavior analysis, conceptual issues, ethics, and behavioral interventions. A minimum of 21 total graduate credits in applied behavior analysis must be attained before the certificate is granted. Specific course work and clinical instruction requirements are subject to modification in accordance with any changing requirements from the Behavior Analyst Certification Board (BACB). For further information contact the ABA Program Director.

ACCELERATED B.S. /M.S. DEGREE PROGRAM

Undergraduate Counseling and Human Services majors with outstanding academic records may be eligible for early admission to either the Clinical Mental Health, Clinical Rehabilitation, and School Counseling graduate degree program through the Accelerated Baccalaureate/Master's Degree Program. Interested students must commit to this program no later than March 1 of their junior year of academic study, adhere to the time frame for application as outlined in the Counseling and Human Services section of the Graduate Studies catalog, and meet specific admissions criteria. Students can complete a maximum of twelve credits while they are pursuing their undergraduate degree. Contact the Counseling and Human Services Program Director for additional information. Interested undergraduate students from other relevant discipline areas may be considered.

In addition to meeting the minimum grade point average outlined for the accelerated program, each candidate will participate in the group interview and complete all the admission process elements required for their desired graduate program.

Brightspace

Brightspace is the University's Learning Management System (LMS). Narrative guidelines and descriptions are available on the Brightspace Link. In addition, there is a "student help videos" tab on the Learning Management System portion of the University's web site.

COMPUTER REQUIREMENTS

If you intend to bring a computer to campus, the computer must meet these minimum requirements:

- **Latest Windows OS or Mac OS**
- **16GB RAM**
- **500GB SSD**
- **Wireless**
- **University approved Antivirus Program (recommended): For PC, Defender (comes pre-installed). For Macintosh, Sophos Antivirus for Mac are recommended and free to download.**
- **Anti-Spyware software: Spyware and adware are one of our biggest concerns. To protect your computer, install and run one of the many free anti-spyware programs available online.**

The following program is highly recommended and free:

- **Microsoft Office Professional products are free to download once you receive your scranton.edu email address. There is no need to purchase these separately. Visit www.scranton.edu/office365 for more information.**

If you need assistance contact tech support at 570-941-4357.

CHS LIST SERV (CHSL)

In an effort to enhance overall program communications, the Department of Counseling and Human Services has developed a CHS ListServ. We ask that ALL students to subscribe as soon as possible. The ListServ will be used to send out important departmental and program announcements.

To subscribe to the CHSL list, send an email to sympa@royallists.scranton.edu with the following subject: subscribe chsl

Do not put anything in the message body. Be sure to remove any email signatures as well.

A reply will be sent confirming subscription to the list.

Contact the Technology Support Center (941-4357) if you need assistance formatting your e-mail. The Technology Support Center is familiar with both the SUBSCRIBE and UNSUBSCRIBE procedures.

OTHER INFORMATION

The student should refer to the General Information section of the most recent Graduate Studies Catalog (online) for additional relevant policies, procedures, and information.

Students will need to make arrangements for receiving a U of S photo ID and a parking decal. Photo ID is required to use the University library, computer labs, and McGurrin Hall.

OTHER TELEPHONE NUMBERS: Dial (570)-

| | | | |
|---|----------|--|----------|
| Bookstore | 941-7454 | Graduate and Continuing Education Services | 941-7600 |
| Bursar's Office | 941-4062 | Student Services and Advising Office | 941-7580 |
| Career Services | 941-7640 | Health Services | 941-7667 |
| Counseling and Human Services Department | 941-4236 | Information | 941-7400 |
| Counseling Center | 941-7620 | Library | 941-7524 |
| Center for Teaching and Learning Excellence | 941-4038 | Registrar | 941-7721 |
| Emergency | 941-7777 | Security | 941-7888 |
| Equity and Diversity Office | 941-6645 | Technology Support Center | 941-4357 |
| Financial Aid | 941-7700 | Weather conditions and closings | 941-5999 |

The **Center for Career Development** staff advises students and alumni on all aspects of career planning, including, but not limited to: career decision-making/major choice, internship/job search, resume/cover letter preparation, interview skills, application processes and negotiations. In addition, programs are held throughout the year to provide information and guidance on topics related to career preparation. The career team coordinates an effort to locate new internship and full-time opportunities for students and alumni. All opportunities available to The University of Scranton students and alumni can be found at www.scranton.joinhandshake.com. All graduate students are encouraged to complete a profile and upload a resume to ensure easy applications and visibility to interested employers. Office hours are 8:30 a.m. to 4:30 p.m. Monday through Friday. Contact the Center for Career Development in Loyola Science Center 235 or call 570-941-7640 to arrange an appointment. Inquiries can also be sent to careers@scranton.edu or through the website at www.scranton.edu/careers.

The **Counseling Center** provides a confidential, safe, comfortable, and caring place for students. Sometimes students have personal concerns they might wish to discuss with a member of the staff. The Counseling Center is staffed by licensed professionals including psychologists, counselors, and social workers who are available to help students make the most of their years at the University. Counselors may also provide referrals for psychiatric evaluations and consultation. The Counseling Center, located in O'Hara Hall, sixth floor, is open from 8:30 a.m. to 4:30 p.m., Monday through Friday. After-hours emergency crisis consultation is available on a 24-hour basis from August through May while classes are in session by contacting the Campus Police Department at (570) 941-7777. Appointments may be made by calling the Counseling Center at (570) 941-7620 or by stopping by the Center in O'Hara Hall, sixth floor.

FITNESS FOR THE PROFESSION OF COUNSELING

A Policy Statement from the Faculty and Staff of the Department of Counseling and Human Services, Panuska College of Professional Studies, University of Scranton.

PROFESSIONAL AND PERSONAL DEVELOPMENT

Entry into the profession of counseling is more than initiating a new career path or beginning a new job. It is similar to starting a lifelong journey. As in many other fields of endeavor, there is an intensive and rigorous training program to complete, which has academic and clinical requirements attached. However, because counseling is both a profession that deals with human living and a way of living in its own right, there are professional and personal challenges that students will encounter.

Meeting these challenges and learning to grow from them is an integral part of succeeding in the counseling profession. As counselor educators, the faculty and staff of the Department of Counseling and Human Services are committed to facilitating the professional development and personal growth of students, and to the education, supervision and mentoring of students in all aspects of their professional counseling journey.

The education of professional counselors demands evaluation of one's values, beliefs, attitudes and behavior patterns. In many ways the deepest challenge students will encounter is the combined task of self-assessment, self-correction and self-direction in collaboration with others and across many areas of life: academic, clinical, professional and personal. It is our hope and expectation that each student who joins the Department will succeed in these tasks.

To that end, we list below a number of the attributes, characteristics or behaviors that we believe are important for success in both counselor training and for the practicing professional counselor.

Students in each graduate program will be evaluated on a continuing basis with reference to these professional and personal attributes as well as to their academic performance and growing clinical skill. The list below is not exhaustive but is meant to provide a firm basis for discussion between students and faculty. Descriptions are given to help students in evaluating their own strengths and growing edges in each domain.

An important note: The faculty hope that providing these characteristics will help students understand what is expected of them and will stimulate self-assessment for continued growth. Ongoing professional and personal growth is an important practice, whether one is a counselor-in-training or a counseling professional. It is in this sense, then, that the faculty and staff of the Department commit themselves to fostering the development of our students as well as of one another. It is our hope to become a learning community of fellow professionals – faculty, staff, and students.

For all of us, it is to be hoped that growth will build upon our uniqueness as individuals while moving us toward professional excellence. With this in mind, the following attributes are provided to aid in our ongoing development.

Professional/Personal Attributes: Counseling

| Professional/Personal Attributes | Description |
|---|--|
| 1. Commitment to Wellness | <p>Wellness is a way of life oriented toward optimal health and well-being in which body, mind and spirit are integrated by the individual to live life more fully. It is particularly important as it impacts professional and clinical practice. “Commitment” includes:</p> <p>An understanding of, and decision to pursue, wellness as a lifestyle over the life span. Willingness to assess issues of wellness in one’s lifestyle and life-environments; an ongoing choice to become the best one can be spiritually, mentally, emotionally, physically, socially, and vocationally.</p> |
| 2. Commitment to Learning | <p>Demonstrated ability to self-assess, self-correct, and self-direct; to identify needs and sources of learning; to continually seek new knowledge and understanding.</p> <p>Demonstrated academic- and life-management skills: For example, ability to prioritize and manage a variety of commitments, time and stress; critical thinking skills; problem-solving and ethical decision-making skills; quality participation in class exercises and assignments; timeliness.</p> <p>Commitment to excellence as a counseling professional.</p> |
| 3. Core Academic and Clinical Competencies | <p>The counseling profession, through its various accrediting and certifying agencies (e.g., CACREP, CORE; NBCC, CCRC) has identified the knowledge-base that is essential for success in professional counseling. These core areas include: Human Growth and Development, Social and Cultural Foundations, Helping Relationships, Group Work, Career and Lifestyle Development, Appraisal, Research and Program Evaluation, and Professional Orientation. Acceptable performance in these academic areas is essential.</p> <p>In addition, clinical competency and an acceptable level of functioning in practicum and internships are required and expected (see revised <i>Internship Manual</i> and specific Program Objectives elsewhere in this <i>Program Manual</i>). The ability to form effective collegial working relationships with peers and supervisors.</p> <p>It should be noted that, in a number of academic courses involving these core academic and clinical areas, students will be challenged to review their own values, attitudes, experiences, beliefs, behaviors and biases. Willingness to engage in this self-review, its challenges and potential growth, is a critical element in growing as a professional counselor.</p> |
| 4. Professional Identity | <p>Commitment to ongoing development as a professional counselor and member of the “helping professions.”</p> <p>Commitment to high standards of practice as a counseling professional.</p> |

| | |
|---|---|
| | <p>An understanding of one's motivation for choosing the counseling profession. The ability to critically assess one's own values, attitudes, beliefs and behaviors as they relate to the standards of excellence and ethics, and the best practices, of the counseling profession.</p> <p>The ability to exhibit appropriate professional attitudes and conduct; ability to represent the profession ethically and effectively. Willingness to assume roles of service and advocacy.</p> <p>Ability to demonstrate theory-into-practice, that is, to translate learned values and content knowledge into professional/personal attitudes and action.</p> <p>Developing participation in the varied roles of the professional counselor and participation in professional organizations through membership, service and scholarship.</p> <p>Ability to see oneself as connected to a wider whole of regional/global needs, helping systems, and resources. A commitment to advocacy on behalf of clients and larger society, as well as to the pursuit of social justice, as consistent with one's professional counseling identity.</p> |
| <p>5. Multicultural Competence</p> | <p>Demonstrated multicultural knowledge, awareness, and skills with diversity, equity, and inclusion aspects including social justice and advocacy.</p> <p>Self-awareness of one's own cultural identities and worldview including assumptions, attitudes, perceptions, and behaviors towards self and others.</p> <p>Demonstrated ability to understand and recognize the concepts of power, privilege, oppression, barriers, prejudice, bias, and discrimination; and their implications of intersectionality that influence clientele, communities, and the profession.</p> <p>Demonstrated knowledge of and sensitivity to identity markers including but not limited to: race, ethnicity, sexual/affectional orientation, gender, gender identity, disability, religion/spirituality, age, and social class/socio-economic factors.</p> |
| <p>6. Personal Maturity</p> | <p>Ability to live and function at an appropriate level of emotional, psychological, and relational well-being; freedom from significant impairments that would affect one's ability to perform as a professional counselor. The ability to tolerate ambiguity and to patiently address areas of growth. Ability to balance personal and professional self-awareness.</p> |
| <p>7. Responsibility</p> | <p>Demonstrated ability to fulfill professional commitments and to be accountable for actions and outcomes. Demonstration of effective work habits and attitudes (e.g. reliability), evident in classes, assistantship assignments, and other areas of student performance.</p> <p>Demonstrated ability to act and respond in a variety of situations with honesty and integrity. Knowledgeable about professional ethical standards and competent in applying those standards to concrete situations.</p> |

| | |
|---------------------------------------|---|
| <p>8. Interpersonal Skills</p> | <p>Demonstrated ability to interact effectively with clients, families, colleagues, other helping professionals, and the community and to deal effectively with multiple diversities in a pluralistic society.</p> <p>Effectiveness in establishing positive interpersonal relationships on an individual and group basis; openness to constructive criticism; tolerance and openness toward differences; ability to develop appropriate support systems.</p> <p>The ability to identify sources of and seek out appropriate feedback from faculty and peers, and to utilize and provide feedback for improving personal and professional interactions; “supervis-ability.”</p> <p>Ability to be appropriately assertive and self-advocating.</p> |
| <p>9. Problem-solving</p> | <p>In both professional performance and personal development, the ability to recognize and define problems, analyze data from varied sources, develop and implement solutions, and evaluate outcomes. The ability to seek out resources for help, support, and insight.</p> |
| <p>10. Stress Management</p> | <p>The ability to identify sources of stress that (potentially) affect personal and professional functioning, and to develop effective coping behaviors. Existence of appropriate boundaries between personal stressors and professional performance. Obtaining appropriate supports, resources and help when needed.</p> |

STUDENT RETENTION POLICY AND PROCEDURES

Acceptance into a counseling program does not assure graduation from it. Successful completion of the Master’s degree in the Department of Counseling and Human Services is based upon the continuous evaluation of students to insure (a) effective demonstration of academic competence, (b) each student’s commitment to the program and the profession, and (c) their continued growth in personal or emotional characteristics and qualities related to successful performance in a helping profession (see above). The evaluation process serves two primary functions:

1. To provide students with direct feedback relative to their progress that will enable them to enhance their strengths and identify and remediate growing edges and weaknesses in their academic, professional and personal development.
2. To provide faculty with information about student progress which facilitates decisions in the best interest of students and the profession.

A student must have a cumulative GPA of at least a 3.0 at the end of his or her prescribed curriculum to receive the Master’s degree. In addition, all students must maintain a cumulative GPA of at least 3.0 to remain in good standing. If a student’s GPA drops below a 3.0, he or she is placed on academic probation. If satisfactory progress is not made toward removing probationary status, the student is subject to dismissal by the Dean of the Panuska College of Professional Studies (PCPS) in consultation with the student’s Program Director. Students whose GPA is below 3.0 will not be allowed to register for practicum or internship in Clinical Mental Health Counseling [COUN 595], Rehabilitation Counseling, [COUN 596, or School Counseling, [COUN 597 or COUN 598].

Students are expected to adhere to the professional code of ethics of the American Counseling Association and to codes of ethics of professional organizations in the student’s specialty area. Copies of these codes are available online through the professional organizations. Students are also expected to adhere to the Academic Code of Honesty of the University of Scranton.

The Department's annual "student review process" offers a vehicle for counseling faculty to evaluate student academic, professional and personal progress. Any faculty member may raise questions about a particular student's performance in any of the above areas at any point during the student's program. Additionally, a review will take place at least yearly with the initial review taking place following the student's first semester of enrollment. Written results of the review will be placed in the student's advising file, which is retained in the Department.

Students who have demonstrated satisfactory progress are given feedback by their mentor. ***It is the experience of the faculty and staff that the majority of students engage fully in the Program and progress in this way. In fact, many of our students excel in all areas of their development as counselors-in-training. However, at times, there are those students who need additional help.***

Students who have not demonstrated satisfactory progress are notified to make a mandatory appointment with their mentor. This "review process" ensures that each student is given feedback about academic, professional, and personal development throughout the program as they attain knowledge and skill in required and elective courses and clinical experience.

The following procedures are in place for students needing further progress:

Process 1:

Students receive feedback in an advising meeting with their mentor. In consultation with the mentor, the student will write a plan that addresses “growing edges” in that student’s development. Assuming that this plan is adhered to, the student’s performance improves to a satisfactory level.

Process 2:

Students may be unwilling and/or unable to follow through with **Process 1**; there is either lack of sufficient progress in, or resistance to, **Process 1**. In this case the Department will recommend to the PCPS Dean that the student be placed on probation and a more formal remediation plan be developed between the mentor and student, and ratified by the Department’s “retention committee.” This committee is composed of (1) the student’s mentor, (2) the Department Chair, and (3) one other full-time faculty member appointed by the Chair on an *ad hoc* basis.

A remediation plan may include but not be limited to the following: (1) Identification of the problem areas, (2) Expected behavioral and/or attitudinal changes, (3) Potential methods for achieving and demonstrating change, and (4) Timeline for completion.

Each student involved in this process has the option of bringing an advocate (neither a family member nor a lawyer) to meetings with the Retention Committee.

A copy of the plan will be given to the student, and one will be retained by the mentor, retention committee, and the PCPS Dean. Satisfactory completion of the plan and consistent demonstration of appropriate conduct should be assessed by the committee on an agreed timeline and will result in a decision to recommend removal from probation to the PCPS Dean.

Process 3:

If processes 1 & 2 fail, the entire faculty may (1) recommend voluntary termination/resignation to the student and/or (2) recommend dismissal to the PCPS Dean. If dismissal from the program is recommended, the Department will forward that recommendation to the PCPS Dean for disposition.

In rare cases the faculty may become aware of issues or behavior that raise doubts about a student's ability to either (a) successfully complete the program, or (b) move forward as a practicing professional counselor. When such information becomes available, the faculty have a duty to review the information fully and carefully, to notify the student of concerns and the outcome of the review, and to select a course of action that is commensurate with accepted ethical and legal procedures as well as the "best practices" of the profession.

In these instances the faculty, in consultation with the PCPS Dean, may find it necessary to forego the step-by-step procedures listed above and move directly to recommend probation and remediation or dismissal from the program.

The retention standards and policies of the University of Scranton and the Department of Counseling and Human Services are free of any limitation, specification, or discrimination on the grounds of race, religion, color, national or ethnic origin, sex, sexual orientation, age, or disability, except as provided by law. Applications for admission from members of groups that are traditionally underrepresented in the counseling profession are encouraged and welcomed.

NON-DISCRIMINATION POLICIES

The University of Scranton is committed to providing a safe and nondiscriminatory employment and educational environment. The University does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation, or other status protected by law. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in its educational, extracurricular, athletic, or other programs or in the context of employment.

Title IX of the Educational Amendments of 1972 Act:

Reporting Obligations as Responsible Employee – Faculty Member Statement

As a faculty member, I am deeply invested in the well-being of each student I teach. I am here to assist you with your work in this course. Additionally, if you come to me with other non-course-related concerns, I will do my best to help. It is important for you to know that all faculty members are required to report incidents of sexual harassment or sexual misconduct involving students. That means that I cannot keep information about sexual harassment, sexual assault, sexual exploitation, dating or domestic violence or stalking confidential if you share that information with me. I will keep the information as private as I can but am required to bring it to the attention of the University's Title IX Coordinator, Elizabeth Garcia, or Deputy Title IX Coordinator/Vice President for Student Life and Dean of Students, Lauren Rivera, who in conversation with you will explain available support, resources and options. Faculty will not report anything to anybody without first letting you know and discussing choices as to how to proceed. The University's Counseling Center (570-941-7620) is available to you as a confidential resource; counselors (in the counseling center) do not have an obligation to report to the Title IX Coordinator.

Additionally, Counseling Department Faculty and Staff will not be considered "responsible employees" when they are acting in a clinical capacity that would require confidentiality consistent with the ethics and expectations of the counseling profession. This applies to faculty and staff who are acting in a supervisory capacity with counseling students who are practicing and developing counseling skills. During this time a professional and ethical expectation of confidentiality is assumed. <https://www.counseling.org/resources/aca-code-of-ethics.pdf>

Elizabeth M. Garcia, Executive Director of the Office of Equity and Diversity is responsible for oversight and implementation of the University's Non-Discrimination and Anti-Harassment Policy. Anyone who has questions about the University's Sexual Harassment and Sexual Misconduct Policy, or the University's Non-Discrimination or Sexual Harassment Policy, or wishes to report a possible violation of one of the policies should contact:

Elizabeth M. Garcia
Title IX Coordinator
The Office of Equity and Diversity
Institute of Molecular Biology & Medicine, Rm 311
elizabeth.garcia2@scranton.edu
(570) 941-6645
<https://www.scranton.edu/equity-diversity/>

Filing a Complaint

The University provides individuals the ability to anonymously report incidents of bias, hate, discrimination and harassment pursuant to our Non-Discrimination and Anti-Harassment Policy and our Sexual Harassment and Sexual Misconduct Policy.

- **Incident Reporting Form:** <https://scranton.i-sight.com/external-capture>

Note: Reporting individuals may use this link to file reports anonymously. Reports made here are received by the Executive Director in the Office of Equity and Diversity. All anonymous reports will be reviewed and processed per the University's policy; however, anonymous reports may hamper the University's ability to fully respond.

PROFESSIONAL COUNSELOR PORTFOLIO

A requirement for Counseling Program Master's Degree Students

Counseling and Human Services Department

I. Introduction

- A professional counselor portfolio is a collection of experience-based materials and reflective information that demonstrates various dimensions of the counselor's work, philosophy, abilities, and attitudes. The goal is to demonstrate how diverse activities and insights have contributed to the professional counselor's development.
- The development of the professional counselor portfolio begins as the graduate student enters a counseling program, and continues throughout his/her program of study.
- A session will be held with all graduate students during their first semester of coursework to review the portfolio process.

II. **Purpose:** The portfolio is developed in an ongoing manner throughout the graduate counseling program, and used periodically as a tool for reflection, evaluation, and feedback. The overall purpose is to collect and combine examples of experience and mastery with reflection on their meaning or significance. The process of developing a professional counselor portfolio has several purposes:

- A. Portfolio development is designed to facilitate a thoughtful and intentional entrance into graduate studies. As students begin preparation in a professional career, it is important that they actively engage in each step of their learning. Reviewing one's strengths and "growing edges," setting goals for needed learning, pursuing a learning strategy, and regular evaluation of progress are all important steps in engaging with the learning process at the graduate level. Developing a portfolio is a vehicle for this engagement.
- B. The process of portfolio development also provides opportunities for regular faculty evaluation and feedback for each student in a manner which includes dialogue between faculty member and counseling student. Ongoing preparation for a profession is best accomplished with the guidance of professionals who can serve in the roles of consultant, teacher, mentor, and supervisor. Active dialogue enables the student to shape and modify his/her learning with attention to personal needs and professional requirements. The portfolio development process provides for dialogue and feedback throughout the course of study.
- C. Successful completion of the assessment components of the portfolio process serves as "marker events" in the course of graduate study.
- D. The portfolio assists with the professional counselor's job search process. A completed portfolio demonstrates proficiency and mastery and can be used as an employment tool.
- E. These purposes reflect the development of a student's portfolio as a process. Counseling program requirements focus elements of the portfolio into a coherent process that (1) facilitates students' intentional shaping of their learning, (2) provides for regular faculty feedback, (3) serves as "marker events" in the course of graduate studies, and (4) provides a format for presentation of professional qualifications.

III. Portfolio Structure and Format

Each entry should be accompanied by a **reflective statement**, which might consist of a few sentences or a paragraph. Reflective statements explain why each entry is included and why it represents you as a counseling professional. In writing reflective statements, ask "What did I do? What does it mean? How did I come to be this way? How might I do things differently? and What have I learned?" The entry is then made meaningful and placed in the context within which a student wants it to be understood.

The content of the portfolio is largely left to you. Some components are required as a part of the portfolio assessment process (see Section IV below). Other considerations for entries could include the following:

- Professional orientation and background information
- Statement of counseling philosophy (and perhaps education for those in school counseling)
- Professional development activities (for example, conferences and workshops attended)
- Evaluations and/or feedback received from supervisors
- Skill/content mastery
 - papers, projects, independent study or research, journals, or other professional activities
 - program designs, publications, presentations
 - evidence related to a specific area of focus within counseling
- Other work/background experiences
 - Summary of other professional activities and how these experiences add to your counselor preparation

IV. **Portfolio Assessment Process:** Selected elements of the counselor's portfolio will be completed during a specific time frame over the course of graduate study.

A. Statement of Professional Preparation and Goals

Time frame: Conclusion of the first semester of study (determined by Professional Issues Course Instructor)

Submitted to: Professional Issues Course Instructor

Reviewed by: Professional Issues Course Instructor

Returned by: Professional Issues Course Instructor

- Compose a Statement of Professional Preparation and Goals that outlines how you intend to utilize the counseling degree, and how you intend to gain the competencies necessary to fulfill the program objectives of your counseling program.
- Consult the published objectives of your program (see specific program sections of the Program Manual and the Fitness for Profession Document) and evaluate the strengths and growing edges you bring to graduate study, and construct a concrete action plan for graduate study including proposed course selections over a set time frame. The statement should also include a plan for other learning and professional experiences that you intend to pursue as part of your overall preparation: e.g., professional memberships, credentialing requirements, ongoing professional development outside the classroom, research involvement, areas of interest you may pursue in research papers, reading, etc.

Consult the relevant published objectives and competencies for your counseling program in the Counseling Program Manual

- Include the following components (which will be used in evaluating your portfolio):

- State your present interest and goals for graduate study, as well as your plans for utilizing your counseling degree.
- After reviewing the program objectives and competencies for your counseling program, consider how the program objectives and competencies complement your career goals.
- Describe your understanding of wellness and your commitment to wellness. Complete an assessment on the areas of the Fitness for the Profession.
- Describe and/or outline a concrete action plan for meeting the goals of your graduate study and other learning and professional experiences. For example, outline planned courses on a semester by semester basis.

B. Pre-practicum Submission of Professional Counselor Portfolio

Time frame: Week of November 1 or April 1 during the semester prior to practicum.

Submitted to: Counselor Training Center (CTC) Director, Prof. Geri Barber

Reviewed by: Program Director

Returned by: Practicum Course Instructor during the first week of practicum class

Table of Contents:

I. Competence and Readiness for Practicum

- a. Original Statement of Professional Preparation and Goals (from COUN 509)
- b. Revised and expanded Statement of Professional Preparation and Goals (pre-practicum – see below for more details)
 - i. Revised and expanded version of original statement
 1. Present interests and professional goals
 2. Meeting goals of graduate program and professional practice
 - ii. Added overview of the students' perception of their wellness and Fitness for the Profession areas
 - iii. Added assessment and discussion of strengths (at least $\frac{3}{4}$ of a page)
 - iv. Added assessment and discussion of growing edges
 - v. Added goals to address growing edges
 - vi. Added action plans to address goals for the growing edges (not just courses; at least 2 pages for the growing edges, goals, and the action plans)
- c. Counseling Skills Demonstration from COUN 501 Counseling and Interviewing Skills
- d. Recommendation Forms
 - i. Self
 - ii. CHS Faculty/Staff
- e. Clearances
 - i. FBI
 - ii. State Police
 - iii. Child Abuse
 - iv. Fair Credit and Reporting
- f. Evidence of Liability Insurance

- II. Professional Identity
 - a. Resume
 - b. Relevant Work Experience
 - c. Professional Memberships
 - d. Professional Certifications and Certificates
 - e. Professional Training (Workshops, Conferences, etc.)
 - f. Professional Presentations
 - g. Honors and Awards
 - h. Preparation for Professional Exams
 - i. Preparation for Licensure/Certification

Include the following required components in a self-reflective statement:

- Revised statement of Professional Preparation and Goals (include review of progress thus far). This is a revision and expansion to the COUN 509 Professional Issues version.
- Assess current strengths, continuing needs, and goals.
- Describe action plan.

C. Practicum Component of the Portfolio: Self-Reflection of Strengths, Growing Edges, and Dispositions

Time frame: Week of November 1 or April 1 during the practicum course (i.e., COUN 590, 591, or 592). Submitted to: Practicum Course Instructor

Reviewed by: Program Director

Returned by: Practicum Instructor

While enrolled in the counseling practicum course, add a written reflection on your growth to your portfolio. This reflection should discuss your growth and your counseling dispositions.

- Select three (3) aspects that you feel are your **strengths** at this time, and answer the following for each objective:

What have you learned in this area?

What learning experiences were particularly meaningful?

Which of the competencies, experiences, and skills relative to this objective do you consider most valuable?

In what settings have you used and do you plan to use this objective.

- Select three (3) additional aspects that you feel are your **weaknesses or growing edges** at this time, and answer the following for each objective:

What have you learned in this area?

What additional information do you need to increase your competence in this area?

Briefly outline a plan to achieve your desired competency level.

(Note: Approximately 1 page discussion for each objective in both strengths and growth sections)

- You will also need to evaluate yourself on each of the Domains of Counselor Dispositions. You will complete the form that was used for pre-practicum faculty recommendations for yourself by evaluating each domain on a 4-point scale and have an area for comments.

NOTE: If you entered the program prior to Fall 2019, talk to your program director or department chair about comprehensive exam requirements.

Revised April 2018

PCPS STUDENT APPLICATION FOR PROFESSIONAL TRAVEL FUNDS

This document is available in a fillable format on the Registrar's Office Website.

Please submit documentation to Tammy Manka, 111 McGurrin Hall

Date: _____ Academic Program: _____

Name: _____ R number: _____

e-mail: _____ Telephone #: _____

Organization Sponsoring Meeting: _____

Location of Mtg/Conf: _____ Date(s) of Mtg./Conf.: _____

A faculty member traveling to same destination (if relevant): _____

Check Type of Student Lodging: Hotel Dormitory Other lodging not private residence Private residence

Lodging Mailing Address _____

Paper/Poster Title and Authors _____

Scope of Meeting/Conference (please check): International National Regional State Area

Please indicate briefly the nature of the meeting/conference:

Purpose for attending the Mtg./Conf. (please check one below & attach appropriate documentation)

1. Presenting a paper, poster or other (specify). 2. General professional development but no presentation

Summarize Anticipated Expenses (registration, travel, lodging, food, etc.) Note that only a portion of expenses will be reimbursed.

Students should expect to self-fund a majority of professional travel:

Checklist for Approval

- Copy of meeting announcement or preliminary program is attached.
 Documentation of paper acceptance or other presentation/meeting involvement, if relevant, is attached.

Mailing Address for Check: _____

Signature of Applicant: _____

Signature of Program Director: _____

Dean's Approval: _____ \$200 \$100 Other _____

CLINICAL REHABILITATION COUNSELING PROGRAM

Rebecca Spirito Dalgin, Ph.D, CRC, Program Director

CLINICAL REHABILITATION COUNSELING MISSION

The Clinical Rehabilitation Counseling Program prepares students for careers in a variety of counseling settings with the primary goal of acquiring and applying the specialized knowledge, skills, and values that will enable them to effectively assist and support individuals with disabilities throughout the rehabilitation process. The Clinical Rehabilitation Counseling Program works towards this goal by creating an environment which encourages a commitment to life long learning, critical thinking, resource development, creative problem solving, the development of a professional network, and appreciation of the skills and abilities of persons with disabilities.

THE REHABILITATION COUNSELING PROFESSION

A Clinical Rehabilitation Counselor is a counselor who possesses the specialized knowledge, skills and attitudes needed to collaborate in a professional relationship with people who have disabilities to achieve their personal, social, psychological and vocational goals. The rehabilitation counselor determines and coordinates services for people with disabilities during the entire rehabilitation process and is the primary professional to manage components of the rehabilitation process. Rehabilitation counselors assist persons with physical, mental, emotional, or social impairments which may result from birth, illness and disease, work-related injuries, automobile accidents, and the stresses of war, work, and daily life. Roles and responsibilities of the rehabilitation counselor include: counseling to assist the individual with a disability to deal with social and personal problems, plan careers, and find and keep satisfying jobs; advocacy to assist individuals as both professional organizations and advocacy groups address environmental, social attitudinal barriers which create obstacles for people with disabilities; evaluation of an individual's capacity for independent living and employment through use of assessment procedures and through arranging for medical, psychological, and vocational evaluations and through consultation with physicians, psychologists, physical therapists, occupational therapists, vocational evaluators, rehabilitation engineers, rehabilitation technologists, and other allied health professionals; recommending and arranging appropriate rehabilitation services such as medical care, psychological services, educational services, return to work, vocational training, and job placement; working with employers and other rehabilitation professionals to identify and/or modify jobs and work tasks; and engaging in job development and placement efforts with individuals with disabilities.

EMPLOYMENT OPPORTUNITIES

The U.S. Department of Labor forecasts that Rehabilitation Counseling has a bright outlook and is expected to grow by 9-13% which is faster than the average for all occupations. Career opportunities in rehabilitation counseling are excellent. Additionally, the average starting salary of our recent graduates is \$52,000 and research shows that Rehabilitation Counselors make the highest salaries among all counseling professions ([ACA Counselor Salary Study](#)). Rehabilitation counselor education programs are not graduating sufficient numbers of qualified students to fill current and anticipated rehabilitation counseling vacancies. In addition, in many settings rehabilitation counselors work in positions with other job titles such as counselor, job placement specialist, alcohol and drug abuse counselor, probation and parole officer, independent living specialist, case manager, vocational evaluator, trainer, educator, university disability services coordinator, and administrator. Employment settings for rehabilitation counselors include: state rehabilitation agencies, comprehensive rehabilitation centers, universities and other school settings, insurance companies, private-for-profit rehabilitation companies, substance abuse rehabilitation programs, correctional centers, developmental disability agencies, mental health clinics, rehabilitation units in hospitals, veterans administration centers, special education/transition programs, vocational schools, programs for the elderly, independent living centers, employee assistance programs, residential programs, counseling centers, head injury rehabilitation centers, and other human service programs serving people with developmental and/or acquired disabilities. The number of people who will need rehabilitation counseling will increase as the size of the aging population, whose members become injured or disabled at a higher rate than other age groups, increases and as treatment for mental health related disabilities increase.

PROGRAM OBJECTIVES

The Clinical Rehabilitation Counseling program prepares rehabilitation counselors for entry into and/or advancement in counseling-related positions in public and private rehabilitation agencies, organizations, and systems.

More specifically, the program is designed to: 1. Enhance knowledge of rehabilitation concepts and practices; 2. Provide individuals with the counseling skills necessary for functioning in rehabilitation settings; 3. Increase awareness and sensitivity to disability issues; 4. Prepare individuals for certification as rehabilitation counselors; and 5. Enhance individuals' employability in entry-level or advanced clinical positions in rehabilitation settings. The program offers a learning environment in which the student can acquire the academic competencies of the profession and refine them through supervised practical experience. The program also provides a facilitative process through which the student can increase self-understanding, self-confidence, and personal effectiveness. Specifically, students develop:

1. a consideration of the developmental needs of individuals with disabilities in community settings and recognition of their needs at all developmental levels.
2. a commitment to treat each person with respect as a unique individual.
3. an awareness of societal trends, cultural diversity, and changing roles and lifestyle patterns of individuals and a comprehension of the impact of disability on physical, psychological, social, family, economic, and vocational functioning.
4. an understanding that the primary vehicle for assisting individuals with disabilities is a sound counseling relationship which empowers the person through all phases of the rehabilitation process, as well as skill in establishing and maintaining meaningful goals and objectives.
5. knowledge and skill in applying helping processes, theoretical frameworks, and facilitative skills to enhance the rehabilitation counseling relationship and the rehabilitation process.
6. knowledge of group dynamic processes and group counseling methods and skills as applied in rehabilitation counseling settings.
7. knowledge and skills in applying career development theory, decision-making approaches, and occupational/educational information sources to the rehabilitation process.
8. knowledge and skills in utilization of job development, job placement, job modification, and occupational and educational information sources to facilitate client decision-making, return to work, job development, job modification, and job placement efforts.
9. knowledge and skills associated with appraisal of the individual including applying assessment and data-gathering process, psychometric concepts, relevant ethical and legal concerns, and integrating results of medical, psychological and vocational evaluations with the rehabilitation process.
10. knowledge and skill in utilization of research design and implementation techniques in conducting relevant research studies and applying research findings to current rehabilitation counseling practices.
11. an accurate realization and perception of the multiple roles of the rehabilitation counselor and current trends of professional organizations in rehabilitation counseling.
12. an awareness of contemporary legal and ethical issues impacting the work of the rehabilitation counselor.
13. an awareness of the environmental, social, and attitudinal barriers which create obstacles for people with disabilities and knowledge and skills in assisting in the removal of these barriers.
14. a commitment to life long learning, critical thinking, resource development, creative problem solving, and the development of a professional network.

PROGRAM LEARNING OUTCOMES (PLOs)

Our three graduate counseling programs (Clinical Mental Health Counseling, Rehabilitation Counseling, and School Counseling) are guided by curricular experiences designed towards student achievement of the four common Program Learning Outcomes (PLOs). Our Clinical Mental Health Counseling program has one additional learning outcome. The CMHC PLOs are listed below:

1. Demonstrate master's level professional counseling dispositions
2. Demonstrate master's level theoretical knowledge and competencies in all core counseling domains
3. Demonstrate, apply, and evaluate master's level theoretical knowledge and competencies in clinical practice
4. Use of research and program evaluation to inform professional counseling practice
5. Program specific outcome:
Clinical Rehabilitation Counseling: Apply the specialized knowledge, skills, and attitudes to identify and implement evidence-based practices in collaboration with individuals who live with disabilities to achieve their personal, social, psychological, and vocational goals.

THE PROGRAM

The Clinical Rehabilitation Counseling Program is a 60-credit curriculum leading to the Master of Science degree. This consists of 42 required credits in foundations of counseling and 18 credits of coursework in principles and practices of rehabilitation counseling including three credits of practicum [100 hours of supervised counseling experience] and six credits of internship [600 hours of supervised field experience].

PRACTICUM

The Practicum in Rehabilitation Counseling [COUN 591] is attempted in the semester immediately prior to enrollment in the internship. A full-time student is expected to complete 30 credits of coursework to include the prerequisites COUN 501, 502, 503, 504, & 509 prior to the practicum. The practicum provides for the development of individual and group counseling skills under supervision. It consists of 100 clock hours and must [1] include a minimum of 40 hours of direct service work with clientele appropriate to the student's program (individuals with disabilities); [2] include a minimum of one hour per week of individual supervision by a program faculty member; [3] include an minimum of one and one-half hours per week of group supervision by program faculty with other students in similar practicum; [4] include a variety of professional activities other than direct service work; [5] allow the student to obtain audio- and/or videotapes of interactions with clientele for use in individual and group supervision; [6] allow the student to gain supervised experience in the use of a variety of professional resources such as appraisal instruments, computers, print and non-print media, professional literature, and research; and [7] include formal evaluation of the student's performance by a program faculty member, off-site supervisor, and self-evaluation. Please note: Practicum is a pre-requisite to internship.

INTERNSHIP

The Internship in Rehabilitation Counseling [COUN 596] is attempted after at least 36 credits of full-time coursework has been completed. A prerequisite for attempting the internship is successful completion of COUN 591--Practicum in Rehabilitation Counseling. The internship requires the student to complete 600 clock hours of supervised field experience in a rehabilitation setting which must include the following: [1] orientation to program components including policies and procedures; introduction to staff and their role and function; and identification of the expectations for the intern; [2] observation for all aspects of the delivery of rehabilitation counseling services; [3] performance of work assignments required of an employed rehabilitation counselor in a rehabilitation setting from client intake to discharge; [4] reporting, including all required academic reports as well as logs, weekly progress reviews, and summaries of activities; [5] evaluation of student performance, including evaluation by the field supervisor, the faculty supervisor, and self-evaluation by the intern; [6] supervision, including a minimum of one hour per week of individual supervision provided by the agency supervisor and a minimum of one and one-half hours per week of group supervision normally provided by the faculty supervisor. The agency supervisors must have an M.S. in Rehabilitation Counseling and maintain Certification as a Rehabilitation Counselor. In most cases, the 6 Credit 600 clock hours will be completed over the course of one semester or term. In selected cases a student

may elect to complete the 600-hour requirement over two semesters/terms. Students who elect this option will be required to register for three credits of internship per semester.

PROGRAM ACCREDITATION

The Rehabilitation Counseling program is fully accredited by the [Council on Counseling and Related Education Programs \(CACREP\)](#) through 2031. Our curriculum is guided by these national standards and, as a result, our students have the advantage of applying to take their national certification exam during their final semester. Rehabilitation graduates in Pennsylvania can also work towards their licensure as a Professional Counselor. Recently our program has been listed in the top third of programs nationwide by *U.S. News and World Report*.

RELATED FEES FOR REHABILITATION COUNSELING PROGRAM

**Please note that these fees are estimates and are subject to change with or without notice. They serve as a guide to assist you with your graduate school financial planning.*

1. Clearances needed for Clinical Experiences (Practicum and Internship)

Castle Branch registration (CMHC and CLRC: \$51 and SC: \$55)

FBI fingerprints \$24.50

Child Abuse \$10.00

State police (no charge if done through Castle Branch), \$10.00 otherwise

TB Test - \$15.00 at the University of Scranton OR through private physician (price varies)

2. Student Liability Coverage Needed for Clinical Experiences (Practicum and Internship)

Free Insurance through American Counseling Association (ACA) with a student membership (\$105.00) OR through HPSO \$35.00

3. Psychological Assessments Fee (May be assessed as part of Appraisal Techniques course or within clinical experiences such as Practicum and Internship) - approximately \$50

4. CPCE EXAM - Required for all students (starting in 2019 or later). Currently \$150 (for site-based or home-based testing (as per CCE and Pearson Testing Center policies and procedures)

5. National Certification Exam - Consult your Program Director for guidance on this decision as different states have different licensure requirements. You may choose to take one exam or both

CRC - Certified Rehabilitation Counselor Exam (CRC) - OPTIONAL BUT HIGHLY RECOMMENDED

The cost to register for the CRC exam is \$420. The CRC does not constitute a license, but it does indicate to potential clients that you have met the educational and exam requirements for licensure (in some states). More information can be found at <https://crrcertification.com/get-certified/>

(NCE) - National Counselor Exam - OPTIONAL BUT HIGHLY RECOMMENDED

The cost to apply for the National Certified Counselor (NCC) credential at the same time as you register for the exam will be approximately \$375 (all costs subject to change). The NCC does not constitute a license, but it does indicate to potential clients that you have met the educational and exam requirements for licensure.

REHABILITATION COUNSELING CURRICULUM

(all courses listed are 3 Credits each unless specified)

Professional Foundations of Counseling:

COUN 501 Counseling and Interviewing Skills
COUN 502 Counseling Theories
COUN 503 Group Process and Practice
COUN 504 Appraisal Techniques
COUN 505 Research Methods
COUN 506 Diversity and Social Justice
COUN 507 Career and Lifestyle Development
COUN 508 Life Span Development
COUN 540 Family Counseling and Therapy
COUN 547 Psychiatric Rehabilitation
COUN 549 Assessment and Diagnosis
COUN 560 Addictive Behaviors
COUN 563 Crisis Intervention
COUN 589 Comprehensive Examination - CPCE
1 Elective Course

Rehabilitation Counseling Foundations:

COUN 509R Professional Issues: Rehabilitation Counseling
COUN 521 Physical and Psychosocial Aspects of Disability
COUN 522 Disability and Employment
COUN 591 Practicum: Rehabilitation Counseling
COUN 596 Internship: Rehabilitation Counseling (6 Credits)

TOTAL CREDITS REQUIRED FOR DEGREE: 60 Credits

The Graduate and Continuing Education Services (CGCE) allows six years for a graduate student to complete their degree requirements.



Master of Science Degree Rehabilitation Counseling

Plan of Study (60 credits)

Student Name _____

Program Start Date _____

Acceptance Status: _____

Graduation Date _____

Acceptance Conditions: _____

Foundations of Professional Counseling

(These classes cover the content of the CPCE and CRC.)

- ___ COUN 501 *Coun. & Interviewing Skills* ^{F & Sp}
- ___ COUN 502 *Counseling Theories* ^F
- ___ COUN 503 *Group Process and Practice* ^{I & Sp}
- ___ COUN 504 *Appraisal Techniques* ^{F & Sp}
- ___ COUN 505 *Research Methods* ^{F & Sp}
- ___ COUN 506 *Diversity and Social Justice* ^{F & Su}
- ___ COUN 507 *Career and Lifestyle Dev.* ^{Sp & Su}
- ___ COUN 508 *Lifespan Development* ^{F & Su}
- ___ COUN 589 *Comprehensive Examination-CPCE*

RC Specialty Courses

- ___ COUN 521 *Psychosocial and Medical Aspects of Disability* ^{Sp}
- ___ COUN 522 *Employment & Disability (507 req.)* ^F
- ___ COUN 540 *Family Coun. & Therapy* ^{F & Sp}
- ___ COUN 547 *Psychiatric Rehabilitation* ^{Sp}
- ___ COUN 549 *Assessment & Diagnosis* ^{Sp & Su}
- ___ COUN 560 *Addictive Behaviors* ^{F & Sp}
- ___ COUN 563 *Crisis Intervention* ^{F & Sp}
- ___ COUN 509R *Professional Issues: RC* ^F

Clinical Experience

- ___ COUN 591 *Practicum (100 hrs)*
Req. 501, 502, 503, 504, & 509
- ___ COUN 596 *Internship (600 hrs)*
- ___ COUN 596 *Internship (600 hrs)*

Electives for Specialization

1. _____

| Semester | Foundations (9 courses) | Specialty (6 courses) | Clinical Experiences (3 courses) | Electives (2 courses) |
|-------------------|----------------------------|--------------------------|-------------------------------------|--------------------------|
| Fall 2023 | | | | |
| Intersession 2024 | | | | |
| Spring 2024 | | | | |
| Summer 2024 | | | | |
| Fall 2024 | | | | |
| Intersession 2025 | | | | |
| Spring 2025 | | | | |
| Summer 2025 | | | | |
| Fall 2025 | | | | |
| Intersession 2026 | | | | |
| Spring 2026 | | | | |
| Summer 2026 | | | | |
| Fall 2026 | | | | |
| Intersession 2027 | | | | |
| Spring 2027 | | | | |
| Summer 2027 | | | | |

Student are eligible for CPCE and CRC after completing 7 and enrolling in 9 of the foundational courses.

CPCE Date: _____ (required)

CRC Date: _____ (recommended)

Career Interests: _____

Professional Liability Insurance: _____ **Professional Membership(s):** _____

Counseling Core Competency Areas

| | Formative | Date | Summative | Date |
|--|-----------|-------|-----------|-------|
| 1) Prof. Orientation & Ethical Practice | 1 2 3 4 | _____ | 1 2 3 4 | _____ |
| Notes: | | | | |
| 2) Social and Cultural Diversity | 1 2 3 4 | _____ | 1 2 3 4 | _____ |
| Notes: | | | | |
| 3) Human Growth and Development | 1 2 3 4 | _____ | 1 2 3 4 | _____ |
| Notes: | | | | |
| 4) Career Development | 1 2 3 4 | _____ | 1 2 3 4 | _____ |
| Notes: | | | | |
| 5) Counseling & Helping Relationships | 1 2 3 4 | _____ | 1 2 3 4 | _____ |
| Notes: | | | | |
| 6) Group Counseling & Group Work | 1 2 3 4 | _____ | 1 2 3 4 | _____ |
| Notes: | | | | |
| 7) Assessment and Testing | 1 2 3 4 | _____ | 1 2 3 4 | _____ |
| Notes: | | | | |
| 8) Research and Program Evaluation | 1 2 3 4 | _____ | 1 2 3 4 | _____ |
| Notes: | | | | |
| 9) Speciality Area | 1 2 3 4 | _____ | 1 2 3 4 | _____ |
| Notes: | | | | |

Consultations with Student:

| | Date | Topic | Action Items |
|-----|-------|-------|--------------|
| 1) | _____ | _____ | _____ |
| 2) | _____ | _____ | _____ |
| 3) | _____ | _____ | _____ |
| 4) | _____ | _____ | _____ |
| 5) | _____ | _____ | _____ |
| 6) | _____ | _____ | _____ |
| 7) | _____ | _____ | _____ |
| 8) | _____ | _____ | _____ |
| 9) | _____ | _____ | _____ |
| 10) | _____ | _____ | _____ |

Checklist for Comprehensive Professional Counselor Exam (CPCE)

To be eligible to take the Comprehensive Professional Counselor Exam (CPCE), you have to have successfully completed at least 7 of the 9 classes and be currently taking the remaining classes. These courses cover the 8 core competency areas for the CPCE (as well as the Certified Rehabilitation Counselor Exam (CRCE), National Counselor Exam (NCE), and National Clinical Mental Health Counselor Exam (NCMHCE).

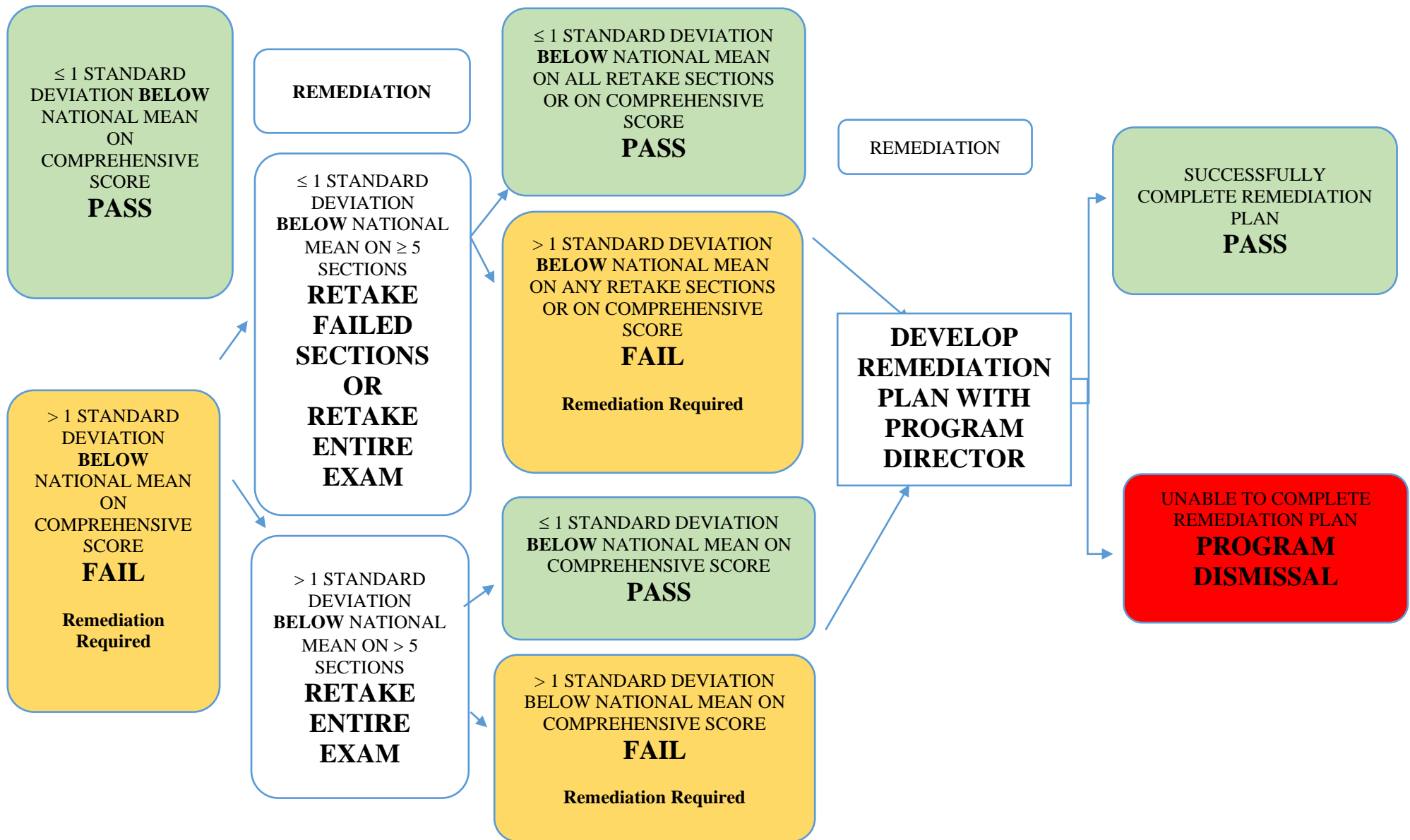
The CPCE can be completed during the fall or spring semesters. To be eligible for the exam, applicants must meet the requirements outlined on this checklist and register for “COUN 589: Comprehensive Exam” in the semester *immediately preceding* the semester they plan to take the exam. **Failure to register for COUN 589 at the appropriate time may delay your graduation date.** After registering for the course, students must follow instructions provided by the course instructor (the department’s CPCE Coordinator) and pay the associated fees (currently \$150 per administration, which is subject to change) in order to successfully complete the exam process. Additional departmental policies regarding the “pass” requirements for this exam are provided elsewhere in this manual.

The following checklist is to be used to help determine your eligibility.

| Currently Taking | Completed | Courses |
|------------------|-----------|--|
| | | 501 Counseling and Interviewing Skills |
| | | 502 Counseling Theories |
| | | 503 Group Process and Practice |
| | | 504 Appraisal Techniques |
| | | 505 Research Methods |
| | | 506 Diversity and Social Justice |
| | | 507 Career and Lifestyle Development |
| | | 508 Lifespan Development |
| | | 509/509C/R/S Professional Issues |

Anticipated Test Date (circle): Fall Spring Year: _____

Appendix A
Comprehensive Exam (CPCE) Decision-Making Tree





Revised 8/2023