

4/4/95

**APA SITE VISIT
COUNSELING PSYCHOLOGY DOCTORAL PROGRAM**

CONCERNS AT THE TIME OF THE PREVIOUS SITE VISIT IN 1992

1. Gender climate issues

- o Workshops on awareness of and sensitivity to gender issues in the workplace.
1992 Archibald/Berkus consulting team workshop
1993 Betz workshop
Diversity workshops for faculty and graduate students.
- o Appointment of Dr. McNamara as Associate Department Chair.
- o Promotion of one woman to Professor and 2 women to Associate Professor.
- o Better representation of women faculty on Executive Committee.
- o Monitor salary equity for women and minority faculty.
- o College support of women science faculty.

2. Mentoring of minority graduate students/minority faculty role models

- o Former department chair will take on responsibilities as minority student recruiter.
- o Better use of part-time and affiliate faculty from the Counseling Program and the Tri-Ethnic Center.

3. Budgetary support

- o Department support for Director of Training position.
- o Plans to switch a portion of the overhead return from support of instruction to graduate programs and Tri-Ethnic Center programs.

4. Adequacy of space

- o The Department of Psychology will be allocated additional space in the Clark Building as a result of the relocation of the College of Business (approx. 10,000 square feet). The Counseling Program will be allocated a significant portion of the space.

5. Department administration

- o New permanent department chair.
- o Access to information and decision making process more open and accessible to faculty.

6. Connection between the Tri-ethnic Center and the Counseling Program

- o Strengthen connections by better utilizing Center staff for Counseling Program activities and graduate training.

7. Faculty involvement at the graduate level

- o New guidelines for temporary faculty appointments.
- o Use part-time faculty more creatively where they can make unique contributions.

8. New concerns

- o Possible declines in federal support for research and training in the behavioral sciences.
- o Impact of projected undergraduate enrollment increases.
- o Support of the graduate program.
- o Faculty is becoming increasingly top-heavy, need faculty turnover (only one nontenured faculty in the Department).
- o Changes in psychological practice due to health care changes.
- o Provide for continuation of leadership of the Counseling Section.