Prior to the start of the doctoral candidacy exam, doctoral students are expected to demonstrate proficiency in each of the following areas. Under each main competency area, strategies listed are either suggested (e.g., a starting place for discussion) or required. Students are to work individually with their advisors to determine how each of these competencies will be met and demonstrated.

**CORE COMPETENCY: LEADERSHIP**

The Ph.D. Program in Counselor Education develops future leaders in the counseling profession. Doctoral students are expected to develop a strategy to enhance their own leadership ability and to demonstrate competence in this area through a self-reflective and self-determined project and product. Students can work with their advisors and in the Doctoral Leadership class to develop their Leadership Competency plans.

**ADDITIONAL COMPETENCIES**

The competencies on this list are intended to supplement classroom or course-based student learning. All PhD students are required to demonstrate competence in counseling, supervision, teaching, and research through required coursework. In addition, doctoral students must demonstrate the following:

**Cultural Competence/Social Justice**

Suggested strategies:
- Involvement with leading groups or experiences in M.A. multicultural counseling class
- Involvement in legislative or social advocacy

Suggested documentation:
- Written description of experiences that support student’s competence

**Computer/Technology Skills**

Suggested strategies:
- Research/statistical packages (e.g., SPSS)
- Electronic course management systems (e.g., Carmen, Blackboard)
- Instructional design (e.g., website, Wiki, Computer-mediated learning)

Suggested documentation:
- Written description of experiences that support student’s competence in each of these areas

**Professional Identity Development**

Suggested strategies:
- Membership (state and national) in professional counseling associations
- Attendance at two state or national counseling conferences (not workshops)

Suggested documentation:
- List conferences attended, sponsoring organization(s), dates, and locations
- Provide evidence of membership in counseling association(s)
Research Team Involvement

Required strategies:
- Significant contribution to one or more of the following on a research study:
  - Study design
  - Data collection and preparation
  - Data analysis
  - Manuscript preparation

Suggested documentation:
- Letter from project director
- Copy of the research manuscript or outcome

Scholarly Publication(s)

Required strategies:
- Manuscript submitted for publication

Suggested documentation:
- Title of manuscript, journal, date submitted
- Receipt letter/email from journal editor
- Copy of the manuscript

Scholarly Presentation(s)

Required strategies:
- Presentation submitted at state, regional, national, or international counseling conference

Suggested documentation:
- Title of presentation, organization, and location.
- Receipt letter/email of acceptance/rejection from the organization

Pedagogy

Required strategies
- Co-teach a graduate course in counselor education with a faculty member or present in a graduate level counselor education class.

Suggested documentation:
- Copy of the course syllabus with student’s name included
- Letter from the faculty member indicating the student’s involvement in class
- Evaluation (self, faculty, or UCAT) of teaching

Note: These requirements must be completed prior to the start of the doctoral candidacy exam. Documentation must be turned in to the student’s advisor and approved by the advisor before the start of the exam.