Mission Statement: The Department of Counseling and Psychological Services is an urban-based, multidisciplinary department. Our mission is to engage local and international partners and allies in order to achieve two priorities:

- Conduct research, promote scholarship, and advocate for effective social policy, prevention, intervention, and treatment processes and outcomes for diverse populations.
- Prepare exceptional professionals who strengthen and promote thriving in the diverse individuals and communities that they serve.

To enhance the implementation of our mission, we have identified the following goals, action steps, and progress indicators for the next 5 years. Although presented as distinct elements of our Strategic Plan, the goals represent both implicitly overlapping features of the department as well as intentionally interconnected aspirations and activities.

Goal #1: Research: The department is committed to making significant contributions to the fields of counseling and psychology by engaging in scholarly work.

**Action Steps for Goal #1- The department is committed to:**

1. an interdisciplinary approach to research
2. research and scholarly work in collaboration with students that leads to presenting findings in professional publications (e.g., peer reviewed journals, books, book chapters) and regional, national, and international conferences
3. research conducted in a manner that integrates and contributes to our understanding of diversity issues
4. research that extends the knowledge, teaching, and practice of counseling and psychological services, including advocacy
5. efforts to obtain external funding for ongoing research

Goal #2: Academic and Clinical Training: The department is committed to teaching that integrates diversity considerations throughout its training programs. All degree and certification programs in CPS are designed for training counseling and psychology professionals, or undergraduates interested in such programs. Therefore, training programs emphasize skills and intervention strategies, professional standards and ethics, professional identity, research, and evaluation.

**Action Steps for Goal #2- The department is committed to activities that result in:**

1. rigorous scholarly programs of study that prepare students for positions in academic and human service settings
2. the advancement of best practices for school counseling, school psychology, mental health counseling, rehabilitation counseling, counselor education, and counseling
psychology

3. quality supervision of students in order to ensure a smooth transition from theory to practice through field based practica and internships
4. support for doctoral students through graduate assistantships and fellowships
5. quality undergraduate courses integrated with teacher-training for the graduate students who teach those courses

Goal #3: Collaboration with Campus Colleagues and Community Stakeholders to Identify Needs and to Work to Promote Diversity and Social Justice: The department is committed to the development and initiation of special programs in response to identified community needs. All special programs will strive to integrate teaching, service and research. When appropriate, the development of these special programs will support the College of Education’s focus on urban education.

Action Steps for Goal #3-The department is committed to activities that result in:

1. support for special programs that identify community and professional needs by collaborating with schools, agencies, and other community organizations
2. support for special programs and centers that seek to promote basic applied research, facilitate outreach efforts, and promote social justice
3. evaluation of the effectiveness of special programs
4. continuing education efforts to meet the needs of the profession and community
5. the development of a new interdisciplinary stress prevention and resilience center or office (SPARC; or Matheny Center for Interdisciplinary Research on Stress Prevention and Resilience MC-IRSPAR)

Goal #4: International Scholarship and Training: The department is committed to globalization.

Action Steps for Goal #4-The department is committed to activities that result in:

1. high-quality international research
2. international partnerships to enhance international research and training
3. the establishment of study abroad and exchange programs to develop global competencies of students and faculty
4. recruitment of international students

Goal #5: Personnel Development: The department is committed to the recruitment, retention and development of faculty and staff who represent the diversity of the public at large and who contribute to program excellence.

Action Steps for Goal #5:

Staff Development-In order to ensure that the CPS staff members are able to provide quality support to the students and faculty and ensure department efficiency, the department is committed to activities that result in:
1. support of quality staff development and training opportunities related to the unique and shared responsibilities of staff
2. staff involvement in decision-making regarding policies and organization of responsibilities that affect departmental services and resources
3. recruitment and maintenance of staff reflecting the department’s commitment to diversity
4. encouragement of staff to serve in department, college, and university governance structures

Faculty Development - In order to ensure the quality and diversity of the CPS faculty, the department is committed to activities that result in:

1. mentors for junior faculty, including mentorship of grant writing and professional development
2. a reduced teaching load for the first two years for new tenure-track faculty members
3. exemption for new, tenure-track faculty from serving on major college and university committees for the first two years in the department
4. financial and other assistance to support faculty research projects and professional development
5. support for attending and participating in professional meetings in order to stay abreast of current developments in the field

In conclusion, the CPS department is committed to the pursuit of these goals and their corresponding outcomes. With our spirit of teamwork and mutual respect, we are confident that, with administrative support, we can successfully implement this plan.

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