

# Graduate Handbook<sup>1</sup>: Master's of Advanced Studies In Marriage & Family Therapy

## Guide to Graduate Program Procedures

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Graduate College Homepage: <http://graduate.asu.edu/>

Graduate College Catalog On-Line:  
<https://catalog.asu.edu/>

Graduate College On-Line Application:  
<https://webapp4.asu.edu/dgsadmissions/Index.jsp>

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<sup>1</sup> Archived versions of the program handbook are available at:  
<https://thesanfordschool.asu.edu/resources/graduate-students/handbook-archives>

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**\*Please note: This handbook is subject to change to maintain compliance with the university's Graduate College Policies and Procedures (<https://graduate.asu.edu/current-students/policies-forms-and-deadlines/policy-manuals>).**

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## MAS-MFT Program Objectives

The purpose of this self-contained accelerated program is to provide high quality coursework and supervised internship/practicum<sup>2</sup> experiences that meet the degree requirements for licensure in the State of Arizona to practice marriage and family therapy as determined and set forth by the Arizona Board of Behavioral Health Examiners (BBHE)<sup>3</sup>– <http://azbbhe.us/>. The degree requirements are specified by the Arizona Board of Behavioral Health Examiners; the MAS-MFT program is designed to train practitioners who wish to practice marriage and family therapy.

This 39-semester hour<sup>4</sup> program will prepare the student to:

1. Use appropriate written, verbal, and nonverbal communication skills with therapy clients and professionals.
2. Apply ethics to marriage and family therapy incorporating the rules and regulations of the profession, critical thinking, and compassion.
3. Conduct marriage and family therapy with clients of diverse backgrounds based upon an awareness and appreciation of diversity.
4. Apply knowledge of Systems Theory into practice.
5. Apply knowledge of marriage and family therapy models to practice.
6. Provide reasoning in support of diagnosis and treatment interventions.
7. Complete the educational requirements for MFT licensure eligibility in Arizona as defined by the Arizona Board of Behavioral Health Examiners (BBHE).

Faculty: Courses are taught by state-licensed marriage and family therapists.

## Admission to the MAS-MFT Program/Program Requirements

1. **Submit Graduate College Application.** The first step in applying to a graduate program at Arizona State University (ASU) is completing the online application to the Graduate College at ASU and submitting all application materials cited in the Graduate Catalog (<https://webapp4.asu.edu/programs/t5/majorinfo/ASU00/LAMFTMAS/graduate/false>).

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<sup>2</sup> “Internship” is defined as the clinical placement at a community mental health agency/clinic approved by the MAS-MFT faculty. “Practicum” is defined as the MAS-MFT program class in which a student must be registered and enrolled for the entire duration of the internship.

<sup>3</sup> The Arizona BBHE granted approval to the MAS-MFT Program curriculum as meeting the degree requirements for licensure in May 2016. Programs must reapply every five years to maintain approval.

<sup>4</sup> If a student does not complete the required total of 300 direct client contact hours and 60 hours of clinical supervision by semester’s end in December of year two, the student will be required to register for an additional two semester hours of practicum for Spring Semester in order to complete the internship/practicum.

To apply: <https://webapp4.asu.edu/dgsadmissions/>. The application deadline is February 1 each year. All supplemental materials must be received by February 10 or the application will be disqualified as late.

2. **Assemble the following materials.** Supplemental materials are submitted electronically: letters of recommendation, resume/vita, and personal goal statement.
  - a. **Resume/Vita** – Current Resume or Vita. Please include educational history, academic honors, awards/scholarships/fellowships, publications, membership in professional organizations, volunteer activities, and employment history.
  - b. **Letters of Recommendation.** Three letters of recommendation, including at least one from an undergraduate instructor. Letters from employers, supervisors or other professional mentors are also acceptable, but letters from friends or family are not. In extenuating circumstances when an applicant has been out of school for a number of years and is unable to contact a former undergraduate instructor for a letter, three professional letters are acceptable. Applicants should, however, make every effort to secure at least one letter from an undergraduate instructor.
  - c. **Professional Statement.** In three pages or less (double-spaced) please address the following:
    - i. What has led to your decision to apply to this MFT Program?
    - ii. What are your professional goals and aspirations?
    - iii. What are the strengths you have that will help you succeed in an accelerated clinical graduate program?
    - iv. What, if any, clinical and/or research experiences do you have (either paid or volunteer)?
    - v. Include any additional information that will help the committee evaluate your application.
  - d. **Other.**
    - i. **Foreign Language Requirements.** None, except when English is not the student's primary language, in which case TOEFL scores must be submitted to demonstrate proficiency in English. Specific information about this requirement is available at: <https://admission.asu.edu/international/graduate/english-proficiency>.
    - ii. **International Applicants.** Additional information for International applicants is available at: <https://issc.asu.edu/>.
    - iii. **Thesis Requirements.** None.
    - iv. **GRE Scores.** GRE scores are waived for this program and are not taken into consideration as an admission criterion.
    - v. **Transportation.** For the internship/practicum, students are **required** to have a vehicle, a valid driver's license, and proof of current automobile

insurance, which must be maintained for the duration of the internship/practicum in accordance with Arizona law. This requirement is in place because student therapists must be able to transport themselves not only to their assigned internship site for in-office therapy sessions, supervision meetings, and case management activities, but also to clients' homes when in-home therapy is part of the client's service plan.

- vi. **Local residency.** Because of the program's accelerated format and the year-long local clinical internship, it is required that students reside in the Greater Phoenix area (includes Phoenix and surrounding cities) for the duration of the program. Commuting from outside this area (for example, from Tucson or Flagstaff) interferes with the student's availability at the clinical internship. Students who maintain a permanent residence outside the Greater Phoenix area will need to establish local housing for the duration of the program.
3. **Application Review Timeline.** The MAS-MFT Graduate Committee will begin reviewing applications after the February 1 deadline has passed. This process generally takes several weeks. Some applicants will be selected to proceed to the next phase of the application process, which is an interview with the MAS-MFT Graduate Committee. Applicants selected for an interview will be contacted by early March for an interview. Admission and denial recommendations are made to the Graduate College. Applicants may check on their application status at MyASU. The Graduate Committee will not disclose admission/denial recommendations via phone calls, email, or in person – only through the Graduate College via MyASU.
  4. **Admission and Denial Criteria.** No single criterion will serve as the sole basis for admission or denial to the MAS-MFT program. Admission is a competitive process. Criteria for admission will include:
    - a. Admission to ASU's Graduate College.
    - b. A minimum cumulative undergraduate GPA of 3.00 based on a 4.00 scale. Note: A cumulative undergraduate GPA of 3.00 or higher does not by itself guarantee admission to the MAS-MFT program.
    - c. Evidence of outstanding academic and clinical potential from previous academic record, and previous field-related work and/or volunteer experience as addressed in the applicant's personal statement and letters of recommendation.
    - d. Professional goals which are compatible with the MAS-MFT program.
    - e. Ability to pass a background check per the applicant's report: background checks are required by all internship site placements; individuals with felonies and/or certain misdemeanors on their record will not satisfactorily pass a

- background check in accordance with agency/clinic requirements. Internship sites may also require a Motor Vehicle Record from the Department of Motor Vehicles. Applicants who have concerns about their ability to pass a background check are encouraged to contact the State of Arizona's Department of Public Safety at: <http://az.gov/>. For concerns about Motor Vehicle Records or for any other questions about vehicle registration and driver's licenses, contact the State of Arizona's Department of Motor Vehicles at: <http://az.gov/>.
- f. For international students, proficiency in English as demonstrated by satisfactory TOEFL scores as required by the Graduate College.
  - g. Three letters of recommendation.
  - h. For selected applicants, the successful completion of an interview with MAS-MFT Graduate Committee.
5. **Application Outcomes** will be one of the following:
- a. **Regular Admission** is granted when the applicant meets the criteria of satisfactory grade point average, adequate field-related work and/or volunteer experience, favorable letters of recommendation and a successful interview when enrollment limits have not been met.
  - b. **Admission is denied** when either the student does not meet the requirements for admission, the student does not rank sufficiently high to be selected for available slots and/or it is deemed that the graduate program fails to match the applicant's needs, goals and interests.
  - c. **Deferred admissions** are not available for this program. If an admitted student decides not to attend the program the year they were accepted, they will need to reapply if they wish to be considered for admission in the future.
6. **Additional Requirements/Considerations**
- a. **Financial Information**, including tuition, program fees, and residency status. Students pay graduate tuition (in-state or out-of-state), fees, and a per-semester-hour program fee of \$475 for each of the 39 semester hours. Residency status is determined by University Registrar Services, not by the Sanford School or by the MAS-MFT program. Because this is an applied accelerated program, assistantships and other sources of funding from the T. Denny Sanford School are not available. Students are encouraged to pursue scholarships or other forms of financial aid independently. All questions about tuition and tuition payment schedules should be directed to Student Business Services at: <https://students.asu.edu/tuitionandfees>. All questions about financial aid should be directed to Financial Aid and Scholarship Services at: <https://students.asu.edu/financial-aid>. All questions about residency status

should be directed to the University Registrar Services at:

<https://students.asu.edu/residency>.

- i. **Special Note:** The University has an online tuition calculator for estimating tuition costs (<https://students.asu.edu/tuition>). Please note that the estimator defaults to 9 semester hours for its calculations in the grid at the top of the page. Students in the MAS-MFT program will register for 12 semester hours during the first fall semester, 11 semester hours for spring semester, 8 semester hours for summer, and 8 for the final fall semester. Select 'Marriage and Family Therapy, Master of Advanced Studies' from the drop-down menu under 'Academic programs with undergraduate college fee, differential or program tuition' so that program fees are included in the estimate. Be sure to scroll down the calculator screen to look at estimates for these semester hour totals and remember that this is an estimate only.
- b. **External Employment.** Because of the demands of any accelerated clinical graduate program, students can expect to accommodate, **at most**, flexible part-time employment of no more than 15-20 hours per week while enrolled in the program. Both coursework and internship/practicum require that students be available during weekday hours and some evenings for the duration of the program.
- c. **Clinical Employment.** Any clinical employment or nonpaid work experience outside the primary internship placement will **not count** toward the degree requirements. Under no circumstances will the university assume any liability for any work, paid or unpaid, outside of the parameters of the pre-approved internship placement.
  - i. **Background Check.** Although ASU will not conduct a background check, applicants need to be aware that potential internship sites will. Some internship sites will require a drug test. (**A special note regarding marijuana usage:** although recreational marijuana was legalized in Arizona in 2020, the law allows employers to maintain a drug-free workplace, to drug-test potential and current employees, including interns, and to refuse to hire, and to terminate anyone who does not follow the employer's policy.) Potential interns will need to obtain a state-issued Fingerprint Clearance Card. Any felonies and/or certain misdemeanors in an applicant's or student's background will make them ineligible to receive a Fingerprint Clearance Card and/or work at an approved internship site and thus be unable to complete the program. Applicants who have concerns about passing a background check must address their concerns with MAS-MFT faculty during the

application process and should contact the State of Arizona's Department of Public Safety at: <http://az.gov/>. Any student who fails a background check or whose Fingerprint Clearance card is denied or revoked, or who fails a drug test will be ineligible to begin or continue their internship and will be recommended for dismissal from the MAS-MFT program. Failure to apply for a Fingerprint Clearance Card before the start of the internship will delay the ability to see clients and may result in the student being recommended for dismissal from the program. A student may appeal this recommendation (see the following section on the appeal process and timeline).

- ii. **Minimum Age Eligibility.** The program partners with government-subsidized community mental health agencies who require a minimum age of 21 for employment/internships. A student who has not reached 21 years of age by the start of the internship (January) should bring this to the attention of the program co-directors and recognize that it could take longer to match him/her with an approved placement.
- iii. **Appeal Process.** If a student is recommended for dismissal from the program, that student has the right to appeal the decision by petitioning the Graduate Director/School Director of The Sanford School in writing within 10 business days of receiving the dismissal notice. The appeal must include the student's name, ASU ID number, the name of the program the student is enrolled in, reasons for the appeal and any correspondence or documentation relating to the appeal. Graduate College policies will determine whether the student will be dismissed from the program. Students should refer to the official ASU Graduate Policies and Procedures document for details: <https://graduate.asu.edu/current-students/policies-forms-and-deadlines/policy-manuals>.
- d. **Joining AAMFT/Liability-Malpractice Insurance.** Every MAS-MFT student must carry liability-malpractice insurance (available as a benefit through membership with the American Association for Marriage and Family Therapy (AAMFT) student membership. Thus, students are required to join AAMFT and maintain membership for the duration of the program. A copy of the liability-malpractice insurance certificate must be submitted to MAS-MFT faculty before a student will be cleared to register for Practicum and begin to see clients. Information about becoming a student member of AAMFT can be found at: <http://www.aamft.org/>. Students are encouraged to join AAMFT in December of the first year and must maintain their liability coverage for the duration of the internship.



## MAS-MFT Program Policies

### 1. Timelines and Coursework

- a. **Timelines.** Students who have been admitted to the MAS-MFT program and who have accepted admission will begin the program in the fall semester of the year they are admitted. Continuous enrollment that follows the sequence of courses on pages 31-32 of this handbook is required. Unless a student has been granted a medical/compassionate withdrawal or approved leave of absence from the university, failure to enroll will result in the student being recommended for dismissal. At the end of Session A of the first year fall semester, students will take a Comprehensive Exam (see page 19) to assess readiness for the community internship (see page 21). Students who pass the Comprehensive Exam will continue coursework and, in January, will begin a 12-month community-based clinical internship where the student is required to accrue 300 hours of direct client contact and 60 hours of clinical supervision. Students who successfully complete all coursework and the clinical internship will graduate at the end of the fall semester of their second year in the program (approximately 16 months after beginning the program).
- b. **Coursework.** A Master's of Advanced Studies in Marriage & Family Therapy is a cohort-based program that requires the successful completion of a minimum of 39 semester hours, including required coursework and completion of 300 direct client contact hours and 60 clinical supervision hours in a community internship placement approved by the MAS-MFT faculty. The program is self-contained, which means that only the students admitted to this program will be permitted to register for and attend the MAS-MFT classes. Classes outside this program cannot be used to meet the requirements for this degree, meaning that there are no elective courses, and that courses taken elsewhere, either within ASU or at another institution, cannot be transferred or substituted for any of the courses required for this degree. Courses must be taken in the established course sequence, and students are expected to complete all program requirements with their cohort (see the Course Schedule on pages 31-32). Courses, except for Practicum, will meet twice each week during daytime hours, for 7.5 weeks (except for Summer Semesters, which follow the university's six-week format). Practicum will follow a fifteen-week semester format, except for Summer Semester, which is eight weeks. For a full list of the course and course sequence, please see the Course Schedule on pages 31-32 of this handbook.

- i. **Registration Requirements and Continuous Enrollment.** According to the Graduate College's continuous enrollment policy, a graduate student who does not enroll at any point during one calendar year (Fall/Spring semesters) for a minimum of one appropriate graduate credit hour is automatically dismissed from their program. Because the MAS-MFT program is cohort-based, students are expected to register for the prescribed number of courses each semester to maintain satisfactory academic progress. Any deviation from this schedule requires an approved medical/compassionate withdrawal or approved leave of absence (see sections ii and iii on this and the next page). Failure to maintain satisfactory academic progress can result in dismissal from the MAS-MFT program.
  1. **Registering for classes.** Because registration for the MAS-MFT classes is restricted to MAS-MFT students, students will be given an override each semester to enable them to register. MAS-MFT faculty will work with the Sanford School's Graduate Coordinator to process the overrides each semester and will provide the students with registration information. It is up to each student to stay informed of registration dates. Graduate students register through MyASU according to their enrollment appointments. Details regarding registration and course drop/add procedures are provided in the Registration and Tuition Payment Guide (<https://students.asu.edu/registration-and-tuition-payment-guides>). For additional information, please see the university's academic calendar at: <https://students.asu.edu/academic-calendar>.
- ii. **Request for Leave of Absence.** Graduate students who want to discontinue registration for one semester or more must submit a *Leave of Absence* request via their iPOS (Interactive Plan of Study). This request must be submitted and approved by the appropriate Sanford School and Graduate College representatives before the anticipated semester of non-registration. Students may request a maximum of two semesters (including summer) of leave during their entire program. If a student is granted a withdrawal, the student will have to wait to repeat the course(s) missed the next time that course(s) is/are offered, typically one year later. See page 29 of this handbook for additional information if practicum is interrupted by an approved leave of absence. Students who do not register for a fall or spring semester without an approved leave of absence are considered withdrawn from the university under the assumption that they have decided to

discontinue their program. Students removed for this reason may reapply for admission by submitting a new application to resume their degree program; the application will be considered along with all other new applications to the degree program.

- iii. **Medical/Compassionate Withdrawal.** Due to unfortunate circumstances, students sometimes need to withdraw from courses. For more information about requesting a medical/compassionate withdrawal, please visit: <https://thecollege.asu.edu/resources/medical-withdrawal>. The university policies for such withdrawals are the same for both undergraduate and graduate students. Types of withdrawals and procedures can be found at: <https://students.asu.edu/drop-add>. If a student is granted a withdrawal, the student will have to wait to repeat the course(s) missed the next time that course(s) is/are offered, typically one year later. See page 29 of this handbook for additional information if practicum is interrupted by an approved withdrawal.
- iv. **Voluntary Withdrawal.** If a student wishes to withdraw from the MAS-MFT program and from the university, they must complete a Voluntary Withdrawal Form, which can be found at: <https://students.asu.edu/voluntary-withdrawal-form>. If the student is currently enrolled in classes and/or has registered for classes, it is also necessary that they drop their classes. For additional information please see: <https://students.asu.edu/drop-add>. International students should also contact the International Student and Scholars Center (ISSC) before submitting a *Voluntary Withdrawal* form, as it most likely will affect their visa status. If a student who has voluntarily withdrawn wishes to return, he or she must reapply for consideration for readmission.
- v. **Plan of Study (iPOS).** The Plan of Study (iPOS) functions as a contract between the student, the academic unit, and the Graduate College. Students are expected to complete the Plan of Study by the time they have enrolled for 50 percent of the minimum credit hours required for their degree program. Students will receive email notifications from the Graduate College early in the spring semester with instructions for completing the iPOS and the deadline for submitting the iPOS. Because the MAS-MFT program is cohort-based, every student in the cohort will follow the same sequence of courses and have the same iPOS. Please refer to the Course Schedule on pages 31-32 of this handbook. The program's co-directors, Amanda Olson and Dr. Darrian McKiernan, also serve as Faculty Advisors for

MAS-MFT students. For additional information see:

<https://graduate.asu.edu/current-students/completing-your-degree/your-plan-study-ipos>.

- vi. **Program Completion.** Students who do not successfully complete all the program requirements within these timelines and for whom an exception has not been granted will be given a deficiency notice first and a deadline for completing all requirements. If the student does not comply with the deadline outlined in the deficiency notice, the student will be recommended for dismissal from the master's program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the "Appeals" section on page 8 of this handbook.
- vii. **Petitions.** In rare circumstances when a student is unable to complete program requirements in the expected timeline (this does not include the necessity of registering for an additional semester of Practicum to complete the required number of client contact hours and supervision hours), a student may petition for a special exception. Petitions are reviewed by the Graduate College for a final determination. For additional information see: <https://graduate.asu.edu/current-students/completing-your-degree/your-plan-study-ipos>.
- viii. **Additional resources.**
  1. **Student Accessibility and Inclusive Learning Services.** The ASU Student Accessibility and Inclusive Learning Services provides services to qualified students. For additional information please visit: <https://eoss.asu.edu/accessibility>.
  2. **Health Services.** ASU offers health services on each campus. To get more information or to schedule an appointment please visit: <https://eoss.asu.edu/health?destination=health>.
  3. **Counseling Services.** ASU Counseling Services offers professional and crisis counseling for students at each of its campuses, as well as a 24-hour hotline. For additional information about available services, please visit: <https://eoss.asu.edu/counseling>.
  4. **Graduate Student Veteran Services** - <https://veterans.asu.edu/> - find out more information on ASU's support for veterans and more links to other resources around campus.

5. **International Student Services** – <https://issc.asu.edu> – Resources and information for international students.
6. **Graduate Professional Student Association** - <https://gpsa.asu.edu/> - Join a prestigious team of graduate students at ASU who can help with graduate project funding and travel grants, and get involved with the community at ASU and around the phoenix metropolitan area.
7. **ASU Libraries:** <https://lib.asu.edu/> - locate all your research resources and speak with specialized librarians to help you find what you need to succeed in your program.
8. **Graduate Academic Support Center** - <https://tutoring.asu.edu/student-services/graduate> - University Academic Success Programs offers a dynamic, supportive learning environment and programs for ASU graduate students enrolled in any graduate certificate or graduate degree program. Graduate writing tutoring, statistics tutoring, writing groups, and workshops and webinars are available.
9. **Career and Professional Development Services** – <https://career.asu.edu/> - ASU's own career services department can help you with your resume, cover letters, and even provide a portal to find potential future job placements.
10. **Off Campus Student Housing** - <https://offcampushousing.asu.edu/> - Resource for finding information on off campus housing for ASU Students.
11. **ASU Parking and Transit** – <https://cfo.asu.edu/parking> - Find options for parking or public transportation around ASU campuses.
12. **ASU Student Business Services** - <https://students.asu.edu/contact-tuition-billing> - Account services such as tuition and billing, student refunds (including financial aid), receipt and payment processing, support for past due accounts and more.
13. **SunCard Services** - <https://cfo.asu.edu/cardservices> - Find information about your SunCard (replacement, fees, locations, etc.)
14. **Title IX – Office of Equity and Inclusion.** ASU is committed to providing an environment free of discrimination based on sex. For students who believe they have experienced or witnessed discrimination, sexual harassment or sexual assault, several options are available. Please visit: <https://www.asu.edu/titleIX/>.

- 15. Prohibition Against Discrimination, Harassment, and Retaliation** - ASU prohibits all forms of discrimination, harassment and retaliation. To view ASU's policy please see <https://www.asu.edu/aad/manuals/acd/acd401.html>. Title IX protects individuals from discrimination based on sex in any educational program or activity operated by recipients of federal financial assistance. As required by Title IX, ASU does not discriminate on the basis of sex in the education programs or activities that we operate, including in admission and employment. Inquiries concerning the application of Title IX may be referred to the Title IX Coordinator or to the U.S. Department of Education, Assistant Secretary, or both. Contact [titleixcoordinator@asu.edu](mailto:titleixcoordinator@asu.edu) or 480-965-0696 for more information. Office located at 1120 S. Cady Mall, INTDSB 284. For information on making a report please go to [www.asu.edu/reportit/](http://www.asu.edu/reportit/).
- 16. Graduate Wellness Resources** – here is a link to a one-page guide to Financial, Social, Emotional, and Physical Health and Wellness Resources for ASU Graduate Students was developed by the Graduate and Professional Student Association at ASU: [https://spgs.asu.edu/sites/default/files/wellness\\_resources\\_flyer\\_final.pdf](https://spgs.asu.edu/sites/default/files/wellness_resources_flyer_final.pdf).
- 17. 10 Best Practices in Graduate Student Wellbeing** – Here is a link to 10 proven ways to help graduate students better care for themselves under the increasing demands of graduate school: <https://graduate.asu.edu/blog/best-practices/10-best-practices-graduate-student-wellbeing>.
- 18. TA/RA Handbook:** <https://graduate.asu.edu/current-students/policies-forms-and-deadlines/policy-manuals>
- 19. Campus Amenities**
- i. **Memorial Union** – <https://eoss.asu.edu/mu> - main multi-purpose hub of the Tempe campus at ASU; provides event space for conferences, student organization meetings, student entertainment, dining options, space for meditation/religious practices and yoga.
  - ii. **Banks and ATMs** - [https://eoss.asu.edu/mu/whats\\_in/banks](https://eoss.asu.edu/mu/whats_in/banks) - ASU currently works with MidFirst Bank in the Tempe and Downtown Phoenix campuses, as well as OneAZ Credit Union at the Tempe campus.

- iii. **Sun Devil Fitness and Wellness** - <https://fitness.asu.edu/> - find recreation, fitness, and sport options including intramurals, group fitness, personal training, sport clubs and instruction classes on campuses.
  - c. **Internship/practicum** is expected to begin in January of the student's first year in the program and last for approximately 12 months (see page 21 for additional information). Students are expected to participate at their assigned internship – alternate placements are not permitted. Exceptions must be approved by the MAS-MFT faculty and the head of the academic unit. (See page 28 for additional information about internship/practicum interruption.)
- 2. **Maintaining Satisfactory Academic Progress.** Satisfactory academic progress is indicated by course grades as well as by clinical competence and professional conduct. University policies for maintaining satisfactory progress apply to all graduate students. Here are additional MAS-MFT program-specific requirements for maintaining satisfactory progress.
  - a. **Attendance Policy.** Because this is an accelerated clinical graduate program, students are required to attend all classes. Program policy allows students one excused absence (one day) per course each semester at the discretion of MAS-MFT faculty, not to exceed a total of five excused absences (one day each) during the entire program. The only exception to this is a documented emergency. Any nonemergency unexcused absences will result in a loss of one letter grade for each day absent for the semester, which may result in the student being placed on academic probation. A student who stops attending class and who fails to communicate the reason with MAS-MFT faculty will be recommended for dismissal from the program after three unexcused absences for any single class. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the "Appeals" section on page 8 of this handbook.
  - b. **Course Grades.** Graduate students are required to maintain a minimum of 3.0 GPA in (a) all coursework taken for graduate credit (courses numbered 500 or higher; Graduate GPA); (b) all coursework in the student's approved plan of study (Plan of Study GPA); and (c) all coursework taken at ASU post baccalaureate (Overall GPA).
    - i. If any of the Graduate GPA, the Plan of Study GPA, or the Overall GPA falls below 3.0, the student will be placed on academic probation and will receive a deficiency notice from the Sanford School.
    - ii. The student will be required to raise the Graduate GPA, the Plan of Study GPA, and the Overall GPA to a minimum of 3.00 in one

semester.<sup>5</sup> The exception to this rule concerns the two required classes taken during the first 7.5-week semester of the program: FAS 570 – Introduction to Marriage & Family Therapy and FAS 581 – Professional Issues & Ethics. Students who fail to earn the minimum GPA of 3.0 during the first 7.5-week semester and/or students who fail to earn a grade of B or better for either of these courses will be recommended for immediate dismissal from the program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.

- iii. If the student fails to raise the Graduate GPA, the Plan of Study GPA, and the Overall GPA to a minimum of 3.0 within the allotted time as defined in the preceding section, the student will receive a letter from the Sanford School notifying him/her that he/she will be recommended for dismissal from the program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.
- iv. **Incomplete Grades.** A MAS-MFT student cannot accumulate more than two incompletes at any given time while completing a graduate program of study.
  1. If a student accumulates three or more incompletes at any given time, the student will be placed on academic probation and receive a deficiency notice from the Sanford School.
  2. The student will be required to complete all incompletes within one semester (note: for classes within the 7.5-week semester format, the incomplete must be completed within the next 7.5 weeks).
  3. If the student fails to complete all incompletes within one semester, the student will receive a letter from the MAS-MFT Program Co-Directors notifying him/her that he/she will be recommended for dismissal from the program.
  4. Additional information about requesting an Incomplete is available at: <https://students.asu.edu/forms/incomplete-grade-request>.
  5. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.

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<sup>5</sup> Semesters in the MAS-MFT program are 7.5 weeks in the fall and spring semesters, and six weeks in the summer. Practicum runs on a 15-week semester (spring and fall) and on an eight-week semester (summer) concurrent with the community internship.



- v. **Coursework Feedback.** MAS-MFT faculty will provide feedback on academic work to students and, if necessary, meet with the students to expand on feedback and provide resources, e.g., The Graduate Writing Center. In terms of specific course content, i.e., concepts related to the material, feedback will be specific to that course. In other cases, feedback will be applicable to all MAS-MFT courses going forward, and any penalty for repeated infractions will be cumulative. Examples of this include but are not limited to turning in assignments late, not following assignment instructions in terms of required length, not following up on resources provided by MAS-MFT faculty. Be aware that whenever an adjunct faculty member teaching an MAS-MFT course encounters an issue with a student's academic performance, that issue will be shared with MAS-MFT Co-Directors to ensure that grading outcomes are consistent with feedback already provided to that student.
- vi. **Grade Grievance Procedures.** Course grades are determined by the criteria provided in the course syllabus. If a student feels that a given grade is not a fair and accurate representation of their work per the stated requirements of the syllabus and wishes to appeal the grade, the first step is to speak with the instructor and present the evidence the student believes supports the appeal. If this step does not resolve the situation, the student should ask to meet with the MAS-MFT co-directors as a next step. Most grade appeals can be resolved at this first or second step. Additional information about the appeal process can be found at: <https://thecollege.asu.edu/resources/academic-grievance>.
- c. **Clinical Competence and Professional Conduct.** All students admitted to the MAS-MFT program are subject to the general standards of academic integrity of the university (see <https://thecollege.asu.edu/resources/academic-integrity> and <https://provost.asu.edu/academic-integrity/policy>). Academic standards alone, however, do not necessarily guarantee that a student will be allowed to continue in or to graduate from the program. Because students obtaining a clinical master's degree are placed in positions of dealing with the public, including the internship site supervisors and staff, other mental health and social service professionals, and clients, they must also demonstrate the requisite qualifications for successful professional performance including sound mental health, interpersonal skills, basic communication skills and appropriate professional conduct:

- i. Students must follow the American Association for Marriage & Family Therapy (AAMFT) Code of Ethics (see Appendix D; also available online at <http://www.aamft.org/>.)
  1. Students are required to follow the policies and protocols specific to their internship site, which may include pre-internship and/or random drug testing, and to satisfactorily meet the expectations of the agency/clinic supervising their internship. (**A special note regarding marijuana usage:** although recreational marijuana was legalized in Arizona in 2020, the law allows employers to maintain a drug-free workplace, to drug-test potential and current employees, including interns, and to refuse to hire, and to terminate anyone who does not follow the employer's policy.) Each internship site will have its own written policies and procedures, which the site supervisor will review with the student at the start of the internship. An internship site supervisor or administrator may elect to terminate a student's internship if the student engages in unprofessional conduct that would not be tolerated by an employee of that agency or clinic. Examples of behavior that might lead to termination include but are not limited to behavior having a negative impact on clients, other interns and/or other employees at the agency, not being available for the required time for therapy sessions, shadowing, groups, completing documentation, staff meetings, failing a drug test, etc. Unprofessional conduct would also include misrepresenting to MAS-MFT faculty what is occurring at the internship. Termination from the internship for unprofessional conduct will normally result in the student being recommended for dismissal from the program, with some exceptions. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the "Appeals" section on page 8 of this handbook.
- ii. MAS-MFT faculty will check in with internship site supervisors informally on a monthly basis to inquire whether any concerns about any of the assigned students have arisen. If any concerns are identified, the MAS-MFT faculty, in consultation with the site supervisor, will determine how to proceed; the next step would typically include a meeting with the MAS-MFT faculty and the student and, if necessary, devise an Action Plan (see iv below).
- iii. To formally assess students' adherence to the AAMFT Code of Ethics and to the policies and protocols of the internship site, the student's

internship supervisor(s) will complete an evaluation twice during the internship (see the Internship Evaluation, Appendix C for the evaluation domains).

- iv. If any ratings of “unsuccessful” are given by the internship supervisor(s), the MAS-MFT faculty will meet with the student and the internship supervisor. The MAS-MFT faculty and internship supervisor(s) may devise a formal Action Plan for the student to meet the requirements of a satisfactory standard. All parties will sign the Action Plan and a deadline for complying with the requirements will be specified.
- v. If the internship supervisor or MAS-MFT faculty become aware of the student committing any university, program, and/or agency/clinic policy violation(s), the MAS-MFT faculty and, if appropriate, the internship supervisor, may devise a formal Action Plan for the student to meet the requirements of a satisfactory standard. All parties will sign the Action Plan and a deadline for complying with the requirements will be specified. Examples of policy violations include but are not limited to: violating the agency/clinic or program dress code, failing to attend scheduled sessions or groups for clients, failing to report at the internship site when scheduled, failing to notify the internship site supervisor in the case of an emergency absence, failing to spend adequate time at the internship site each week or failing to complete clinical documentation within the agency/clinic deadlines.
- vi. In special circumstances, a policy and ethical violation can be so egregious that it warrants an immediate recommendation that the student be dismissed from the program without an ensuing Action Plan. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.
- vii. If the student does not comply with the Action Plan and the deadline, the student will be recommended for dismissal from the master’s program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.
- viii. Classroom Behavior. All students are expected to comply with the university’s Student Code of Conduct (available online at <https://eoss.asu.edu/dos/srr/codeofconduct>). In addition, students are expected to conduct themselves in a manner befitting appropriate clinical demeanor. Examples of inappropriate behavior include an

aggressive and/or raised tone of voice, an implied or real threat against another, a hostile demeanor, or an implied or stated disrespect toward another. MAS-MFT faculty will meet with any student demonstrating these or other disruptive behaviors to determine an appropriate course of action. If a student fails to remedy these behaviors or refuses to cooperate in devising and following an Action Plan to remedy the behaviors, the student will be recommended for dismissal from the program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.

3. **Comprehensive Exam.** Prior to starting the interview process for an internship placement, students must complete and pass the Comprehensive Examination. The purpose of the examination is to ensure that students demonstrate sufficient knowledge and fluency with MFT theoretical, research, ethics and application concepts in order to be adequately prepared to begin clinical work. Exams will be written. MAS-MFT faculty reserves the right to amend the written exam with an oral exam when deemed necessary to evaluate the student’s knowledge and competency.
  - a. **Eligibility to take the Comprehensive Examination.** To be eligible to take the comprehensive exam, the student must:
    - i. Receive a grade of B or better in **each** of the first two classes, FAS 570 – Introduction to Marriage & Family Therapy, and FAS 581 – Professional Issues & Ethics.
    - ii. Demonstrate appropriate classroom behavior (see page 19, section viii).
      1. Students who are ineligible to take the Comprehensive Examination (see preceding section) will be recommended for immediate dismissal from the program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.
  - b. **Outcome of the Comprehensive Examination.** Students who are eligible to take the Comprehensive Examination will do so following the conclusion of the first 7.5-week semester. Students taking the exam will earn one of the following outcomes:
    - i. **Passed:** A score of 80% or greater in **each and both** exam areas of theory and ethics.
      1. Students who earn a “Pass” on the Comprehensive Examination will be eligible to interview for an internship placement at an approved local site beginning in January and continuing for 12

months or until the student completes the required 300 hours of direct client contact.

- ii. **Passed with Conditions:** A score between 70-80% in **either or both** exam areas of theory and ethics.
  - 1. Students who receive a “Pass with Conditions” will meet with MAS-MFT faculty within one week of the original exam date to receive feedback and will be given **one** opportunity to remediate their exam to bring their overall score in **each and both** exam areas of theory and ethics to a minimum score of 80%. If the score is not raised to the required level after one remediation attempt, the student will be judged to have failed the exam.
- iii. **Failed:** A score of less than 70% in **either or both** exam areas of theory and ethics.
  - 1. Students failing the exam will not be permitted to begin interviewing for an internship placement and will be recommended for immediate dismissal from the MAS-MFT program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.

#### 4. Clinical Internship/Practicum

a. **Approved internship sites** are selected by MAS-MFT faculty and are designed to provide students with a broad-based clinical experience working with couples/families in outpatient clinical settings. We do not offer specialized placements that are restricted to certain age groups or to specific presenting problems; students should be prepared to work with a diverse array of clients and with a range of presenting problems. Under no circumstances are students permitted to contact agencies or other mental health entities, including private practitioners, on their own to solicit a placement without prior written approval from MAS-MFT faculty, nor are students permitted to “swap” or exchange placements with another student. Such contact will result in the student being placed on Probation with a written Action Plan. Pre-approved sites are either state-funded community behavioral health agencies or private clinics serving the community. All sites are located throughout the Metro-Phoenix and surrounding areas. All students will be supervised by a state-credentialed, licensed marriage and family therapist. Additionally, students must have:

- i. **Their own car.** This is required because student therapists must be able to transport themselves not only to their assigned internship site for in-office therapy sessions, supervision meetings, and case management activities, but also to clients’ homes when in-home therapy is part of the client’s service plan.
- ii. **Local residency.** Because of the program’s accelerated format and the year-long local clinical internship, it is required that students reside in the Greater Phoenix area (includes Phoenix and surrounding cities) for the duration of the program. Commuting from outside this area (for example, from Tucson or Flagstaff) interferes with the student’s availability at the clinical internship. Students who maintain a permanent residence outside the Greater Phoenix area will need to establish local housing for the duration of the program.
- iii. **A valid driver’s license** (out-of-state students with a valid driver’s license should check with Arizona’s Department of Motor Vehicles about requirements concerning state residency, driver’s licenses and vehicle registration at <http://az.gov/>.) Internship sites may also require a Motor Vehicle Record from the Arizona Department of Motor Vehicles or the equivalent report from the state issuing the student’s current driver’s license. A potential intern who has an unsatisfactory Motor Vehicle Record may be ineligible for internship placement and may be recommended for dismissal from the program. In some

instances, a student may be allowed to try to locate an internship placement that meets with program approval. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.

- iv. **Proof of current automobile insurance**, which must be maintained for the duration of the internship.
- v. **Ability to pass the internship site’s background check.** All potential interns must be able to pass a background check for the purposes of obtaining a state-issued Fingerprint Clearance Card. Some sites might additionally require a Motor Vehicle Record and/or a drug test. (**A special note regarding marijuana usage:** although recreational marijuana was legalized in Arizona in 2020, the law allows employers to maintain a drug-free workplace, to drug-test potential and current employees, including interns, and to refuse to hire, and to terminate anyone who does not follow the employer’s policy.) Students who do not have a current Fingerprint Clearance Card are encouraged to apply for one by November as the process can take up to six weeks. For information about obtaining a Fingerprint Clearance Card, contact the State of Arizona’s Department of Public Safety at: <http://az.gov/>. Any student who is unable to pass this check, obtain a Fingerprint Clearance Card and/or whose Fingerprint Clearance Card is revoked will be ineligible to work at the internship site and will be recommended for dismissal from the program. A student who is denied a placement based on a Motor Vehicle Record or failing a drug test may be ineligible to continue in the program and may be recommended for dismissal. In some instances, a student may be allowed to try to locate an internship placement that meets with program approval. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.
- vi. **Liability-Malpractice Insurance.** Every MAS-MFT student must carry liability-malpractice insurance for the entire duration of the internship. This insurance is available as a no-cost membership benefit through the American Association for Marriage and Family Therapy (AAMFT) student membership. A copy of the student’s insurance certificate must be submitted to MAS-MFT faculty before a student will be cleared to register for Practicum or start seeing clients. Information about becoming a student member of AAMFT can be found at: <http://www.aamft.org/>. Students are encouraged to join AAMFT in

December of their first year and must maintain their liability coverage for the duration of the internship.

- b. **Acceptance for an internship placement** is at the discretion of the internship site. While MAS-MFT faculty will assist students in preparing for one placement interview, the outcome of the interview is beyond the control of MAS-MFT faculty or of ASU. Students who fail the internship interview will be required to:
- i. Locate their own community internship placement that meets the approval of the MAS-MFT faculty. The student must realize that a delay in starting the internship will delay their graduation from the program.
  - ii. Failure to secure an approved internship placement by the start of the first spring semester will result in the student needing to drop the practicum course (it is the student's responsibility to stay aware of the university's drop/add deadline dates).
  - iii. If the student has not secured an approved internship placement by the start of the first summer semester, they will be recommended for dismissal from the program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the "Appeals" section on page 8 of this handbook.
- c. **Enrollment in Practicum.** Practicum runs concurrent with the clinical internship. All students are required to be enrolled in Practicum for the entire duration of the internship (2 semester hours each for spring, summer and fall semester). If a student fails to accrue the required 300 hours of direct client contact (at least 150 of these hours must be couple/family hours) and the required 60 hours of supervision<sup>6</sup> (at least 15 of these must be individual supervision<sup>7</sup>) by the last day of the fall semester's final exam schedule as stated in ASU's academic calendar, the student must enroll for an additional 2 semester hours of Practicum for the Spring semester, which will include tuition, program fees, and any other required university fees. The student must remain in Practicum until the required hours have been met for direct client contact and for supervision to be eligible for graduation.
- d. **Internship/Practicum Attendance.** The internship/practicum places significant time demands on students. Student clinicians registered for clinical practicum are required to spend a minimum of 15-20 hours during the work week at their internship site, which includes time spent seeing clients in home

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<sup>6</sup> The ratio of supervision-to-client contact is 1:5 – 1 hour of supervision for every 5 hours of client contact.

<sup>7</sup> Of the 60 hours of clinical supervision: a minimum of 15 hours must be individual supervision (the supervisee and the supervisor). The remaining 45 hours may be group supervision. Additional information will be provided by MAS-MFT faculty at the beginning of the internship.



and in the office, attending supervision sessions, and completing required paperwork and case management responsibilities. In some circumstances, this might entail providing therapy via telehealth (either telephonic or via a video platform approved by the agency/clinic) and participating in supervision and other meetings remotely. Students who are employed part-time outside the program must schedule their work hours so that they are able to meet their internship requirements. Interns who can spend part of three days during the work week at their internship site typically have the most success accommodating these activities and accruing client contact hours. At the same time, students are expected to schedule internship activities around scheduled classes. All internship site directors are aware that class attendance is a priority for student interns. Students will not be excused from class to complete internship activities, including sessions with clients, supervision, case management meetings or agency/clinic-related training.

- i. **Practicum meetings.** Practicum meetings with MAS-MFT faculty will be held once a month. Attendance is mandatory. Dates, times, and locations for these meetings will be announced at the beginning of each semester.
- ii. **Internship attendance.** The internship is an intensive experience requiring a minimum of 15-20 hours during the work week at the internship site or, if special circumstances like the 2020 pandemic warrant, via remote platforms approved by the internship site. Extended vacations or absences of any kind are discouraged. Any absences exceeding 3 business days must be approved in advance by both the internship site supervisor and MAS-MFT faculty. In no instance except a documented emergency will a student be permitted to be absent from the internship longer than 5 business days; only two absences longer than 3 business days will be allowed during the internship. Unapproved absences will result in a reduction of the student's practicum grade for the semester and may place the student at risk for termination from the internship site and recommended dismissal from the program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the "Appeals" section on page 8 of this handbook.
- iii. **Internship Benchmarks.** Students are required to complete 300 hours of direct client contact and 60 hours of clinical supervision during the clinical internship. A minimum of 150 of the direct client contact hours must be with couples or families. While accrual of these hours will vary

from week to week and from month to month, students should strive to accrue 100 hours of direct client contact by the end of May and an additional 100 hours (for a total of 200 hours) by the end of August to ensure they are on track to complete the 300 hours by the end of the second fall semester in time to graduate. If a student does not complete 300 hours of direct client contact and 60 hours of supervision by the last day of the fall semester, he or she will be required to enroll in two semester hours of Practicum for the following spring semester to complete the internship/Practicum requirements.

- iv. **Professional Conduct.** Participation in the clinical internship/practicum should be seen as a privilege rather than as a right. It is important to understand that the welfare of the client is just as important as the training needs of the student. Students enrolled in clinical practicum are expected to abide by the American Association of Marriage & Family Therapy (AAMFT's) Code of Ethics (Appendix D), the university's Code of Student Conduct, the policies of the MAS-MFT program, and the agency/clinic's own policies and procedures. Additionally, strict adherence to the federally mandated Health Insurance Portability and Accountability Act (HIPAA) guidelines (<https://www.hhs.gov/hipaa/index.html>) is also required to protect the privacy and confidentiality of clients being served at internship site. Violations of the Code of Ethics, the program policies and/or the internship site agency/clinic policies may result in permanent termination of and dismissal from both internship/practicum placement opportunities and may additionally subject the student to be recommended for dismissal from the academic degree program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the "Appeals" section on page 8 of this handbook.
- v. **Special Note about Social Media.** The therapist-client relationship carries with it special obligations for the therapist. One of those is protecting both the confidentiality and privacy of the client. A second is that therapists must conduct themselves in accordance with the highest professional standards at all times. Therefore, students are prohibited without exception from discussing clients and experiences with clients, even unidentified clients, via any form of social media. Students are also prohibited from making negative comments about their internship placement, site supervisors, or other staff or when representing the profession for the duration of the program.

- e. **Professional Attire.** The student's work at the assigned internship site represents a professional position; as such, the student is representing both ASU and the internship agency/clinic. Therefore, it is important that the student's attire reflect that position and level of professionalism. It is recommended that women wear dresses or slacks/skirts and a blouse. Dresses and skirts should be of a professional length. The recommended dress for men is dress slacks or appropriate casual slacks, e.g., khakis. Jeans are not to be worn unless they are accepted on "casual Fridays" per the agency/clinic's policy. Shorts, midriff-baring tops, low-cut tops and short dresses or skirts are never acceptable. Students must adhere to the agency/clinic's policy regarding tattoos and visible body piercings. This dress code is in effect any time the student is at the agency/clinic, is seeing clients or in any way is representing the agency/clinic or ASU. Students participating in therapy and in meetings via an approved remote platform should adhere to the professional dress code dictated by the internship site.
- f. **Clinical Internship/Practicum Requirements:**
- i. **Conduct 300 total hours of therapy.** Students will need 8-10 hours of direct client contact<sup>8</sup> per week for three semesters: Spring, summer, and fall, for a total of a minimum of six semester hours. Meeting this goal requires that the student spend a minimum of 15-20 hours per week at the internship site during the work week, including workdays, some evenings and Saturdays depending on the agency/clinic's hours of operation. In some circumstances, when mandated by the internship site, services may be conducted remotely via a platform approved by the internship site. Note: Students cannot exceed 10 hours of direct client contact per week unless the supervisor is willing and able to provide extra supervision. The supervision/client contact ratio is 1:5; that is, one hour of supervision (either group or individual) for every five hours of direct client contact.
    1. **Therapy format.** Students should ensure that at least 150 of the 300 hours is therapy with either couples or families, which is a requirement to complete practicum and graduate from the program.

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<sup>8</sup> Direct client contact is defined as face-to-face (therapist and client) therapy with individuals, couples, and families. In special circumstances, telehealth services approved by the internship site will count as direct client contact. Activities such as routine telephone contact, case planning, observation of therapy without active participation, record keeping, travel, administrative activities, consultation with community members or professionals, or supervision, are not considered direct client contact. Assessments (intakes) may be counted as direct client contact if they are face-to-face or approved telehealth processes that are more than clerical in nature and focus.

A maximum of 150 hours can be with individual clients. This will generally not be an issue since internship sites are agencies/clinics that mainly serve children and families. Therapy is typically conducted either on-site at the internship, or in the client's home depending on the service plan for the client.

- ii. **Attend weekly supervision.** Students will meet with their clinical supervisor(s) regularly for a total of 60 hours of supervision. It is the student's responsibility to schedule regular supervision with the designated supervisor. At least 15 of the supervision hours must be individual supervision (i.e., the student will meet one-on-one with the supervisor). The remaining supervision may be group supervision, where the supervisor meets with one or more supervisees together (see page 23 for additional information).
- iii. **Maintaining a record of supervision and therapy hours.** It is important for the student to keep an ongoing record of all supervision and therapy hours he or she participates in for two reasons: first, when applying for AAMFT Clinical Membership and for state licensure, applicants must document the number of hours and dates when they occurred. Second, prospective employers will want to know how much experience the applicant has had when the applicant applies for professional positions. Therefore, the Internship Reporting Form (see Appendix B) is a monthly requirement. This completed form is to be submitted to the MAS-MFT faculty by the 15<sup>th</sup> of each month, signed by both the student and their supervisor(s). The internship agency/clinic may have a separate log that must be completed in accordance with agency/clinic policy. The supervisor and student should each keep a copy of all signed forms. Reporting forms must accurately reflect the student's therapy and supervision activities. Falsification of any reporting form is an ethical violation that is subject to the student's dismissal from both the internship/practicum and from the MAS-MFT program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the "Appeals" section on page 8 of this handbook.
- iv. **Completion of the Capstone Project.** The Capstone Project is the culminating experience of the MAS-MFT program; successful completion of this project is required for graduation. The Capstone is an ongoing project completed over the three (or more) semesters the student is enrolled in Practicum. Details about this project will be given

during the student's first semester in Practicum; semester-by-semester requirements will be included in the Practicum Syllabi.

**g. Continuing in Internship/Practicum.**

- i. Once students have been admitted to internship/practicum, continuing is not automatic, but is decided by the MAS-MFT faculty on a semester-by-semester basis and is dependent on the student's performance per the evaluation of the internship supervisor and MAS-MFT faculty. In rare circumstances, students who do not demonstrate sufficient clinical competence, conscientiousness, responsibility, or who commit ethical violations of the AAMFT Code of Ethics (see Appendix D) program policies and/or agency/clinic policies may be prohibited from continuing in internship/practicum or in the MAS-MFT program. Students are expected to adhere to the policies and procedures of the MAS-MFT program, the internship agency/clinic and the AAMFT Code of Ethics at all times they are representing the agency/clinic or ASU in clinical activities that impact client welfare. If the internship supervisor or MAS-MFT faculty become aware of the student committing any ethical or policy violation, the MAS-Faculty and, if appropriate, the internship supervisor, may devise a formal Action Plan for the student to meet the requirements of a satisfactory standard. All parties will sign the Action Plan and a deadline for complying with the requirements will be specified. Examples of policy violations include but are not limited to: violating the agency/clinic or program dress code, failing to attend scheduled sessions or groups for clients, failing to report at the internship site when scheduled, failing to notify the internship site supervisor in the case of an emergency absence, failing to spend adequate time at the internship site each week or failing to complete clinical documentation within the agency/clinic deadlines.
- ii. If a student fails to cooperate with devising an Action Plan or fails to comply with an Action Plan and deadline, the student will be recommended for dismissal from the program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the "Appeals" section on page 8 of this handbook.
- iii. Completion is also dependent upon the student remaining in good standing with state requirements to keep and maintain a Fingerprint Clearance Card. If a student's Fingerprint Clearance Card is revoked by the state for any reason, the student will not be permitted to continue working at the internship site and will be recommended for

dismissal from the program. A student may appeal actions concerning dismissal. For appeal timeline and procedures, please see the “Appeals” section on page 8 of this handbook.

- h. **Completion of Internship/Practicum.** During the semester the student anticipates meeting the required number of client contact hours (typically the fall semester of Year Two)<sup>9</sup>; the student should initiate a meeting with the supervisor to discuss active cases. Clients wishing to continue therapy will need to be transferred to another therapist, which should be determined in consultation with the supervisor in accordance with agency/clinic protocol. The student should then schedule a follow-up meeting with MAS-MFT faculty to keep them informed of the internship/practicum completion timeline.
- i. If a student completes the required number of 300 client contact hours early in the final semester, the student must continue the internship until the end of the semester, including spending a minimum of 15-20 hours per week at the internship site and completing 8-10 direct client contact hours per week and obtaining clinical supervision.
  - ii. **Practicum interruption.** Students are expected to adhere to the prescribed cohort-based course schedule, including practicum. If circumstances arise necessitating the student to apply for and be granted a medical/compassionate withdrawal or a leave of absence by the university, the student will be allowed to rejoin the program the following year to complete the requirements. This extension will be granted **only** under circumstances of a dire emergency which makes it impossible for the student to continue, and which meet the university’s requirements for a medical/compassionate withdrawal or request for leave of absence (see page 10 for additional information). Whether the student will be able to return to his or her original internship placement will depend on whether the internship agency/clinic is able to accommodate the intern in terms of supervisory and client availability. If the original agency/clinic cannot accommodate the student, the MAS-MFT faculty will try to assist the student in locating an alternate placement; however, ultimately the student will be responsible for securing an alternate local placement that meets the approval of MAS-MFT faculty. Students who are unable to rejoin the program the following year will need to reapply and start the program from the

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<sup>9</sup> The last date a student is permitted to accrue client contact hours is the last day of the final exam schedule reflected in the university’s online academic calendar. If the student does not accrue the required direct client contact and supervision hours by that date, the student will be required to register for practicum for the next semester (2 semester hours) and keep their AAMFT membership/malpractice liability insurance policy current.

beginning. Program fees are not refundable, either in part or in whole. Tuition refunds or partial refunds are subject to University policies and timelines. See the university's academic calendar:

<https://students.asu.edu/academic-calendar>.

## 5. Graduation

Students who successfully complete all coursework and the clinical practicum within the expected timeframe will graduate in December of their second year. A 3.0 is required by the University to graduate from any graduate program. During the final semester in the program, students must apply for graduation by the deadline set forth by the university: <https://students.asu.edu/registration/graduation-apply>. Please visit the university's graduation page for additional information about ceremony dates, times and locations, cap and gown rentals and diplomas at: <https://students.asu.edu/graduation>.

## Post-Graduate Information

- 1. State Licensure.** Currently there are two licensure levels for marriage and family therapists in the state of Arizona, as defined by the Arizona Board of Behavioral Health Examiners (BBHE): Licensed Associate Marriage and Family Therapist (LAMFT) and Licensed Marriage and Family Therapist (LMFT). Graduates are also eligible to apply for a Temporary License. Please visit the BBHE website for current restrictions and requirements. Upon graduation, it is advisable to contact the BBHE and follow the required instructions to obtain licensure at the Associate level and, if desired, a Temporary License. Note: BBHE requirements are subject to change. It is the graduate's responsibility to obtain a copy of the current requirements. The BBHE website is: <http://azbbhe.us/>.
- 2. American Association for Marriage & Family Therapy (AAMFT)** is the national professional organization for marriage and family therapists. By joining, members automatically become a member of the state organization, the Arizona Interest Network (AIN) of AAMFT. Once a student graduates from the program, membership must be upgraded from Student to Pre-Clinical Fellow. After a period of 24 months, members are eligible for Clinical Fellow when all the requirements are met. The AAMFT website is: [www.aamft.org](http://www.aamft.org).

## **MAS-MFT Program Course Schedule<sup>10</sup>**

### **FALL, Year One (12 semester hours)**

- FAS 570 – Introduction to Marriage & Family Therapy (August-October) – 3 semester hours. 7.5-week semester.
- FAS 581 – Professional Issues & Ethics (August-October) – 3 semester hours. 7.5-week semester.
- FAS 571 – Assessment in Marriage & Family Therapy (October-December) – 3 semester hours. 7.5-week semester.
- FAS 576 – Applied Issues in Human Development: Psychopathology (October-December) – 3 semester hours. 7.5-week semester.

### **SPRING, Year One (11 semester hours)**

- FAS 577 – Applied Issues in Children & Adolescents (January-February) – 3 semester hours. 7.5-week semester.
- FAS 572 – Advanced Techniques in Marriage & Family Therapy (January-February) – 3 semester hours. 7.5-week semester.
- FAS 575 – Applied Issues in Couple's Therapy (March-April) – 3 semester hours. 7.5-week semester.
- FAS 580 – Practicum, concurrent with clinical internship (January-April) – 2 semester hours. Fifteen-week semester.

### **SUMMER, Year One (8 semester hours)**

- FAS 578 – Applied Issues in Sexuality (First Six-Week Semester) – 3 semester hours.
- FAS 573 – Dysfunctional Families (Second Six-Week Semester) – 3 semester hours.
- FAS 580 – Practicum, concurrent with clinical internship (Eight Week Semester) – 2 semester hours.

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<sup>10</sup> Some courses may be presented in a hybrid format, combining in-class and online instruction. This schedule is subject to change as needed to comply with university scheduling.



**FALL, Year Two (8 semester hours)**

- FAS 579 – Applied Research Issues in Marriage & Family Therapy (August-October) – 3 semester hours. 7.5-week semester.
- FAS 574 – Family Theory for Marriage & Family Therapy (October-December) – 3 semester hours. 7.5-week semester.
- FAS 580<sup>11</sup> – Practicum, concurrent with clinical internship (August-December) – 2 semester hours. Fifteen-week semester.

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<sup>11</sup> Students are required to remain in the clinical internship/practicum until the semester ends in December, even if they complete their 300 hours while the semester is in progress. If the student has not completed the required hours by the end of the semester, defined as the last day of the final exam schedule per the university's academic calendar, the student must register for practicum (2 semester hours) for the following semester and remain in internship/practicum until the required client contact hours and supervision hours are completed. .

## Frequently Asked Questions

### Can I attend this program part time?

Because the program is a self-contained, accelerated program, students must attend full time and take courses according to the class schedule provided in the Program Description.

### Can I take some of the MAS-MFT courses as a non-degree student?

Enrollment is limited to students who have been formally admitted to the MAS-MFT program.

### Can I attend this program long-distance?

No. Because of the program's accelerated format and the year-long local clinical internship, it is required that students reside in the Greater Phoenix area (includes Phoenix and surrounding cities) for the duration of the program. Commuting from outside this area (for example, from Tucson or Flagstaff) interferes with the student's availability at the clinical internship. Students who maintain a permanent residence outside the Greater Phoenix area will need to establish local housing for the duration of the program.

### Can I keep my job while I'm in school?

It is important to remember that most master's programs take 2-3 full years to complete. This program is an **accelerated** advanced degree program and is very demanding. Consequently, the program is unable to flex to meet the demands of a student's work schedule. While students can usually manage a flexible, part-time job (approximately 15-20 hours per week), we discourage students from attempting to work full-time, even with a flexible schedule. Remember, you will be attending classes two full days per week and, after the first two 7.5-week semesters, be spending a minimum of a minimum of 15-20 hours each work week at your internship placement. This does not take study time into account. You will be very busy with this program!

### Are assistantships available?

Because this is an accelerated, applied program with no research activity, assistantships are not available. Assistantships in other Sanford School graduate programs and in other ASU programs are typically granted to students admitted to and enrolled in those programs. Students are encouraged to independently pursue scholarships or other forms of financial aid.

**How much does the program cost?**

Contact the Graduate College directly for **all** questions about tuition, the tuition payment schedule, and determination of residency status at: <http://graduate.asu.edu/>. There is a program fee of \$475 per each of the 39 semester hours in addition to tuition. The student is also responsible for books, transportation, parking, fees charged by the university, and any other miscellaneous expenses.

**When are classes offered?**

Classes are held two days each week on the Tempe campus (days may vary from semester to semester depending on classroom availability). Typically, students will attend two three-hour classes twice a week. Evening and weekend classes are not offered.

**What is the class attendance policy?**

Because this is an accelerated, clinical graduate program, students are required to attend all classes. Program policy permits students a maximum of one excused absence (one day) per course each semester at the discretion of MAS-MFT Faculty, not to exceed a total of five excused absences (one day each) during the entire program. The only exception to this is a documented emergency. See page 15 of the Student Handbook for additional information.

**Will I be licensed as soon as I graduate?**

At present, the State of Arizona has two levels of licensure: Associate and Independent, plus a Temporary License for new graduates who are planning to take the licensing exam on the next available date it is offered. Upon graduating, you can apply to take the licensing exam and, upon passing it, you will receive an Associate License. (Whether or not you apply for a Temporary License depends on the timing of your exam date.) This requires that you work for a minimum of 24 months in an approved setting while accumulating additional supervision and client contact hours. Once you have obtained these hours, you can apply for full licensure, which allows you to practice independently. For the most current information, go to <http://azbbhe.us/>.

**Will I be able to get licensed in other states?**

The MAS-MFT program is designed to meet the educational requirements for licensure in Arizona. Each state determines its own credentialing requirements for mental health professionals. If you are considering a move to a particular

state, we recommend visiting that state's website to find out what credentialing requirements are. Click here for a list of links to other state licensing boards:

[https://www.aamft.org/Advocacy/State\\_Resources/MFT\\_State\\_Resources.aspx](https://www.aamft.org/Advocacy/State_Resources/MFT_State_Resources.aspx)

**Determination (Meets)** Arizona Michigan Minnesota Tennessee

**Determination (Does Not Meet)** Alabama Alaska Arkansas California [Colorado](#) [Florida](#) [Georgia](#) Idaho Illinois Iowa [Indiana](#) [Kansas](#) [Kentucky](#) Louisiana [Maine](#) Maryland Massachusetts Mississippi Missouri Montana Nebraska [Nevada](#) New Mexico New York North Carolina North Dakota Ohio Oklahoma South Dakota South Carolina Texas Vermont Virginia Wyoming U.S. Virgin Islands Utah Wisconsin

**Determination (Unable to Determine)** American Samoa Connecticut Delaware District of Columbia Hawaii New Hampshire New Jersey Oregon Pennsylvania Puerto Rico Rhode Island Washington West Virginia

For important disclosure about licensing, please visit:

<https://admission.asu.edu/academics/licensure>

### **Can I transfer credits from another MFT program into this program?**

No. All the courses in this self-contained program must be taken as prescribed in the course schedule. No transfer credits or course substitutions are permitted.

### **Who teaches the classes in the MAS-MFT program?**

All MAS-MFT faculty are licensed as marriage and family therapists in Arizona. Co-Director Amanda Olson has been a practicing Marriage and Family Therapist since 2011. She has provided clinical supervision, training for clinical supervisors, and has lectured for marriage and family therapists in different capacities over the years. Co-Director Dr. Darrian McKiernan has been practicing clinically since 2018 and is a Licensed Marriage and Family Therapist and clinical supervisor in the states of Arizona, Florida, and Nevada. Clinically she has focused on supporting survivors of trauma, sexual abuse, abusive relationships, and relational maltreatment.

### **Do I have to find my own internship?**

In most instances no. All approved MAS-MFT internship sites are selected by MAS-MFT faculty. Sites are located throughout the greater Phoenix area. In some specific instances, such as a student failing the internship interview, it will be the student's responsibility to secure an alternate internship placement that meets the approval of MAS-MFT faculty.

### **Can I choose a specialty at my internship?**

The internship is designed to provide students with a broad-based clinical training experience working with couples/families in outpatient settings. Consequently, we do not provide specialized internship experiences in terms of limited populations or specialized clinical issues. Specialization paths can be chosen post-graduation.

### **Do I automatically start my internship/practicum in the Spring Semester?**

Although our first two 7.5-week semester's classes will prepare you to begin your internship/practicum, students will be required to pass a comprehensive examination after successfully completing the first two 7.5-week classes in the fall semester with a grade of 3.0 or higher. Once a student passes this exam, they will be able to interview with internship site directors at potential placements. Each agency/clinic will also conduct a background check before approving a student. **Important: A felony and/or certain misdemeanors in a candidate's background will make the candidate ineligible for placement at internship sites and thus unable to complete the program. In some cases, the internship may require drug testing.** A special note regarding marijuana usage: although recreational marijuana was legalized in Arizona in 2020, the law allows employers to maintain a drug-free workplace, to drug-test potential and current employees, including interns, and to refuse to hire, and to terminate anyone who does not follow the employer's policy.

### **When are internship/practicum hours?**

Hours of operation vary from site to site. Students must be at their internship site for a minimum of a minimum of 15-20 hours each work week and can expect to work a combination of daytime hours, evening hours, and, in some cases, on Saturdays. This reflects the typical work schedule of employed therapists. The more flexible you can be with your schedule, the sooner you will be able to complete your client contact and supervision hours.

### **Why do I need a car for my internship?**

Although Phoenix has public transportation, it is not adequate to get you to and from your internship. In addition, you will likely be providing services to clients in their home as part of your internship. Internship sites will also require a valid driver's license and proof of current automobile insurance, which must be maintained for the duration of the internship in accordance with Arizona law. Having one's own car is also required because student therapists must be able to

transport themselves not only to their assigned internship site for in-office therapy sessions, supervision meetings, and case management activities, but also to client's homes when in-home therapy is part of the service plan.

### **How is in-state residency determined?**

Residency status is determined by ASU's Graduate College.  
<http://graduate.asu.edu/>.

### **What is the English language requirement for international students?**

For international students, proficiency in English as demonstrated by satisfactory TOEFL scores is required. Contact ASU's Graduate College directly through:  
<http://graduate.asu.edu/>.

### **Do you admit students each semester?**

No. Students are admitted for the fall semester only.

### **Is this program accredited with COAMFTE (Commission on Accreditation for Marriage & Family Therapy Education)?**

No, and there are no plans to apply for accreditation. While the role of accreditation is to ensure a high standard of quality across all MFT programs, we have demonstrated a high standard: our graduates are successfully passing the national licensing exam and becoming licensed in Arizona as MFT's, which is what our program is designed to do. Our faculty members are all Arizona-licensed MFTs with experience in all aspects of working in Arizona as an MFT, including community mental health and community-based private clinics. In addition, the MAS-MFT program has been granted curriculum approval by Arizona's licensing Board, the Arizona Board of Behavioral Health Examiners (approval is granted for five-year increments) at: <http://azbbhe.us/node/553>. Prospective students who wish to investigate accredited programs will find a list of them at <http://www.aamft.org>.

### **How do I apply?**

Click here for application information:  
<https://webapp4.asu.edu/dgsadmissions/Index.jsp>. The application deadline each year is February 1 for admission for the following fall. All supplemental materials must be received by February 10 or the application will be disqualified as being late. We do not admit students in the spring semester.

**When will I know if I've been accepted?**

The application deadline is February 1. After the Co-Directors review the pool of applications, some applicants will be selected for a personal interview, which is the next stage of the admission process. Interviews are typically scheduled in mid-February and are conducted in March. At the conclusion of the interviews, we will make admission recommendations to the Graduate College. Not all applicants who are interviewed will be recommended for admission into the program. The Graduate College makes the final admission determination and will notify applicants of the outcome of their application, typically by late April.

**If I'm admitted to the program, can I defer my admission?**

No. Deferred admissions are not available for this program. If a student who has been admitted determines that he or she cannot attend the program for the year of admission, the student will need to reapply to the program and resubmit the required application materials.

**How do I learn more?**

Because of the high volume of prospective applicants, it is no longer possible to schedule individual meetings with prospective students. We encourage prospective students to attend one of the group informational meetings on campus in the fall (dates will be posted on the program's webpage by late summer) and spring to learn more about the program. Specific questions that are not covered on this webpage can be directed to either [Amolso23@asu.edu](mailto:Amolso23@asu.edu) or [Darrian.McKiernan@asu.edu](mailto:Darrian.McKiernan@asu.edu).

**APPENDICES****Appendix A****Course Descriptions****Appendix B****Internship Reporting Form****Appendix C****Internship Evaluation Form****Appendix D****AAMFT Code of Ethics**



## Appendix A – MAS-MFT Program Course Descriptions

- FAS 570**     **Introduction to Marriage & Family Therapy**  
An introduction to family systems theory, and an overview of the major theories of marriage and family therapy
- FAS 581**     **Professional Issues & Ethics**  
Examination of legal and ethical concerns of marriage and family therapists, emphasizing Arizona licensing standards and the AAMFT Code of Ethics
- FAS 571**     **Assessment in Marriage & Family Therapy**  
A critical examination of the assessment process for individuals, couples and families, with emphasis on the current state-mandated assessment format used in community mental health agency settings
- FAS 576**     **Applied Issues in Human Development: Psychopathology**  
Emphasis on developing skills necessary to recognize and diagnose maladaptive behavior according to current Diagnostic & Statistical Manual (DSM) criteria while maintaining a systemic perspective
- FAS 577**     **Applied Issues in Children & Adolescents in MFT**  
An overview of the research and major treatment modalities for children and adolescents with an emphasis on developmental and systemic factors
- FAS 572**     **Advanced Techniques in Marriage & Family Therapy**  
Practical implementation of systemic intervention skills in marriage and family therapy
- FAS 575**     **Applied Issues in Couples' Therapy**  
A critical examination of issues unique to couples therapy from a systemic perspective, including consideration of multicultural diversity
- FAS 578**     **Applied Issues in Sexuality for Marriage & Family Therapy**  
Examination of major methods used to assess and treat sexual disorders, utilizing both behavioral and non-behavioral methods
- FAS 573**     **Dysfunctional Families**  
Evaluation of family lifespan development from a multicultural perspective, and a review of factors related to the development of family dysfunction.

- FAS 580      Practicum**  
Community-based placement designed to give students a scope of experience under the supervision of Arizona-licensed marriage and family therapists who have completed the mandatory state-supervisory course
- FAS 579      Applied Research in Marriage & Family Therapy**  
A critical examination of research concepts, quantitative and qualitative research designs, statistics and applicability of clinical settings.
- FAS 574      Family Theory for Marriage & Family Therapy**  
An in-depth examination of the major family theories, including the evolution, premises and assumptions of each.

## Appendix B – Internship Reporting Form

### ARIZONA STATE UNIVERSITY: MAS-MFT PROGRAM

#### Internship Reporting Form

This form is to record your hours once per month, beginning on the first day of the month and ending on the last day of the month (if a new month begins in the middle of the week, start a new form; do not overlap months). The original form is to be signed by your internship supervisor(s) each month and given to the co-directors Amanda and/or Darrian **NO LATER THAN 12:00 noon on the 15th** of the next month (if the 15<sup>th</sup> falls on a weekend or holiday the form is due on the next business day no later than 12:00 noon). If you are not scheduled to be on campus by the 15<sup>th</sup>, you must email a scanned copy to both co-directors by the 15<sup>th</sup> AND **bring the original hard copy** the next time you are on campus. **Late submission will result in a loss of one letter grade for practicum for each late submission.**

Student Name: \_\_\_\_\_ Month: \_\_\_\_\_

Internship Site: \_\_\_\_\_ Supervisor's Name(s): \_\_\_\_\_

Contact Hours <sup>12</sup> Week Beginning:	Direct Client			Supervision Hours			Total
	Indiv.	Family	TOTAL	Indiv. (1:1) <sup>13</sup>	Group (1:2) <sup>14</sup>	(1:3-6) <sup>15,16</sup>	
Current Month Totals							
<b>CUMULATIVE TOTALS (All Monthly Totals to Date)<sup>5</sup></b>							

\_\_\_\_\_  
Student's Signature Date

\_\_\_\_\_  
Internship Supervisor's Signature Date

<sup>12</sup> Direct client contact is defined as face-to-face (therapist and client) or approved telehealth therapy with individuals, couples, and families. Activities such as telephone contact, case planning, observation of therapy, record keeping, writing documentation, travel, administrative activities, consultation with community members or professionals, or supervision, are not considered direct client contact.

<sup>13</sup> 1:1 is defined as 1 supervisee (you) meeting with the MFT Clinical Supervisor. At least 15 of the 60 hours **must** be in this format. You are allowed to exceed 15 hours of supervision in this format up to the entire 60 hours of supervision.

<sup>14</sup> 1:2 is defined as you and one other supervisee meeting with the MFT Clinical Supervisor. A maximum of 45 of your 60 hours **may** be in this format.

<sup>15</sup> 1:3-6 is defined as you and 2-5 other supervisees meeting with the MFT Clinical Supervisor. A maximum of 30 of your 60 hours **may** be in this format.

<sup>16</sup> This is a running total of all of the hours you have accumulated since the beginning of your internship. Hours should be rounded to the nearest quarter hour i.e., .25, .50, .75.

## Appendix C – Internship Evaluation Form



Intern Name: \_\_\_\_\_ Clinical Supervisor: \_\_\_\_\_

Evaluation Type (Mid-Year or Final): \_\_\_\_\_

Intern Evaluation	RATING
<p><b><u>Attendance and Punctuality</u></b> (the degree to which the intern can be depended upon to be available for work and to fulfill position responsibilities)</p> <ul style="list-style-type: none"> <li>◆ Time off is scheduled in advance</li> <li>◆ Work is begun on time</li> <li>◆ Partial and full day absences are kept within guidelines</li> <li>◆ Job responsibilities are covered when absent (if appropriate)</li> </ul>	<input type="checkbox"/> Surpasses <input type="checkbox"/> Successful <input type="checkbox"/> Inconsistent <input type="checkbox"/> Unacceptable
<p><b><u>Client Service</u></b> (the degree to which the intern provides effective front line services to external customers/clients)</p> <ul style="list-style-type: none"> <li>◆ Client confidence is increased through education</li> <li>◆ Clients receive accurate guidance in service processing</li> <li>◆ Clients are respected, encouraged, and provided opportunities to inform staff as to the nature of their needs</li> <li>◆ Cultural and socioeconomic characteristics of the service population are utilized</li> </ul>	<input type="checkbox"/> Surpasses <input type="checkbox"/> Successful <input type="checkbox"/> Inconsistent <input type="checkbox"/> Unacceptable
<p><b><u>Interactions with Others</u></b> (the extent to which the intern shows understanding and sensitivity to the needs and problems of others internal to the organization or doing business with the agency/clinic, i.e., contractors, vendors, consultants, etc.)</p> <ul style="list-style-type: none"> <li>◆ Working relationships are effective</li> <li>◆ Positive image of self and others is displayed</li> <li>◆ Demeanor is respectful and cooperative</li> </ul>	<input type="checkbox"/> Surpasses <input type="checkbox"/> Successful <input type="checkbox"/> Inconsistent <input type="checkbox"/> Unacceptable
<p><b><u>Work Habits</u></b> (the manner in which the intern conducts him or herself in the work environment)</p> <ul style="list-style-type: none"> <li>◆ Applicable laws, rules, policies and directives are observed (including HIPPA, Confidentiality Standards, Employment Compliance Requirements, etc.)</li> <li>◆ Safety standards and procedures are followed</li> <li>◆ Agency/clinic equipment is properly used and maintained</li> </ul>	<input type="checkbox"/> Surpasses <input type="checkbox"/> Successful <input type="checkbox"/> Inconsistent <input type="checkbox"/> Unacceptable

<p><b><u>Assessment &amp; Planning</u></b> (the degree to which the intern manages client assessment, planning and termination activities)</p> <ul style="list-style-type: none"> <li>◆ Client assessments are completed as appropriate</li> <li>◆ Clients are actively engaged throughout the process</li> <li>◆ Educational activities are made available as appropriate</li> <li>◆ Discharge criteria is utilized</li> <li>◆ Service assessment is consistent with the Arizona Model and 12 Principles where applicable</li> </ul>	<input type="checkbox"/> Surpasses <input type="checkbox"/> Successful <input type="checkbox"/> Inconsistent <input type="checkbox"/> Unacceptable
<p><b><u>Intervention Strategies</u></b> (the degree to which the intern applies appropriate intervention methodologies)</p> <ul style="list-style-type: none"> <li>◆ Service Deliveries to families are consistent with the MFT Models</li> <li>◆ Crisis intervention techniques are utilized as needed</li> <li>◆ Age-specific treatment is applied in accordance with Human Development and Family Life Cycle standards</li> <li>◆ Culturally sensitive knowledge and applications are appropriate and timely applied</li> <li>◆ Service assessment is consistent with the Arizona Model and 12 Principles where applicable</li> </ul>	<input type="checkbox"/> Surpasses <input type="checkbox"/> Successful <input type="checkbox"/> Inconsistent <input type="checkbox"/> Unacceptable
<p><b><u>Clinical Records Management</u></b> (the degree to which the intern demonstrates ability and proficiency in maintaining clinical/case records )</p> <ul style="list-style-type: none"> <li>◆ Clinical/case records are created and maintained in accordance with required protocols</li> <li>◆ Appropriate time frames are established and met</li> <li>◆ Documents are appropriately completed pursuant to licensing requirements and records management standards</li> <li>◆ Documents and files are accurately and confidentially maintained</li> </ul>	<input type="checkbox"/> Surpasses <input type="checkbox"/> Successful <input type="checkbox"/> Inconsistent <input type="checkbox"/> Unacceptable
<p><b><u>Case Management</u></b> (the degree to which the intern demonstrates proficiency in utilizing resources, maintaining boundaries/ethics, and professional relationships)</p> <ul style="list-style-type: none"> <li>◆ Coordination with Client occurs on systems of care</li> <li>◆ Knowledge of Community Resources is observed</li> <li>◆ Professional demeanor and ethical conduct are observed with Clients and other professionals</li> </ul>	<input type="checkbox"/> Surpasses <input type="checkbox"/> Successful <input type="checkbox"/> Inconsistent <input type="checkbox"/> Unacceptable
<p><b><u>Education</u></b> (the degree to which the intern reflects professional standards in a public setting or within the agency/clinic when providing educational services )</p> <ul style="list-style-type: none"> <li>◆ Educational presentations are clear, concise and appropriate to the audience</li> <li>◆ Pre-established curricula and other related educational materials are utilized</li> <li>◆ Reporting and documentation requirements are in accordance with agency/clinic training protocols</li> </ul>	<input type="checkbox"/> Surpasses <input type="checkbox"/> Successful <input type="checkbox"/> Inconsistent <input type="checkbox"/> Unacceptable

**Evaluation Narrative** (reflects an overview of performance)

Please describe a minimum of 2 strength areas as a clinician:

Please describe a minimum of 2 growth areas/goals as a clinician:

**SIGNATURE SHEET****1. Rating Supervisor's Signature**

I conducted a progress review discussion with the intern during the appraisal cycle. I also reviewed the performance appraisal ratings and, if appropriate, used the time to explain internship expectations, areas needing clarification, or performance issues requiring improvement.

**Rating Supervisor:** \_\_\_\_\_ **Date:** \_\_\_\_\_

*Rater Comments:*

**2. Intern's Signature**

I was given the opportunity to discuss the contents of this evaluation with the Rating Supervisor. I understand that I may respond to the appraisal within five (5) calendar days from the date of issuance in the space provided below or by attaching one (1) supplemental typewritten page (or handwritten, if legible).

**Intern:** \_\_\_\_\_ **Date:** \_\_\_\_\_

*Intern Comments:*

## **Appendix D – AAMFT Code of Ethics (2015)**

**(Please click on the link below to access the Code at the AAMFT Website)**

[https://www.aamft.org/Legal\\_Ethics/Code\\_of\\_Ethics.aspx](https://www.aamft.org/Legal_Ethics/Code_of_Ethics.aspx)