

The University of Louisiana at Monroe



Marriage and Family Therapy

Handbook for Online Non-Clinical PhD Program in MFT
(Effective, and Contents Last Updated, April, 27, 2020)

Note: Name Changed to PhD in Family Systems (Effective
Fall, 2025 - Contents remain the same until further notice)

Policies and Procedures

The provisions of this catalog do not constitute an offer for a contract, which may be accepted by students through registration and enrollment in the University. The University reserves the right to change any provision or requirement, including fees, at any time with or without notice. The University further reserves the right to require a student to withdraw from the University for just cause at any time.

Failure to read this catalog does not excuse students from the requirements and regulations described herein.

The University of Louisiana Monroe adheres to the principles of equal educational and employment opportunity without regard to race, color, creed or religion, national origin, sex, marital or parental status, age, disability, veteran status, or political belief. This policy extends to all programs and activities supported by the University.

The University of Louisiana Monroe, an institution of higher learning, maintains compliance with the requirements and regulations set forth by the Family Educational Rights and Privacy

Act, as amended June 17, 1976. The Family Educational Rights and Family Act Compliance Guidelines are available to parents and students in the Office of Student Affairs, Division of Information Services, Registrar, and Student Government Association.

For the most current version of the Catalog of Graduate and Professional Programs, look online at www.ulm.edu/academics/catalogs. The ULM Marriage and Family Therapy Program Faculty, as a committee, reserves the right to change any provision or requirement of the MFT Program at any time with or without notice.

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Introduction

This handbook provides information specific to the online Doctor of Philosophy Degree program in Family Therapy with a concentration in Systemic Studies. It gives details about the policies and procedures of the program. Rules and regulations that are university wide, as well as course descriptions, can be found in The University of Louisiana Monroe Graduate Catalog, the policies and procedures handbooks of ULM and the College of Health Sciences, and the ULM Student Handbook.

I. The Program Purpose

The Doctor of Philosophy Degree in Marriage & Family Therapy with a concentration in Systemic Studies is a nonclinical online program at The University of Louisiana Monroe that prepares graduates for careers as scholars, teachers, and systemically oriented agents of change. The Marriage and Family doctorate is a 60-credit hour (minimum) post master's degree, which integrates systemically oriented philosophy and theory. Students should anticipate finishing the coursework in two years, followed by successful completion of a doctoral dissertation, minimally an additional one to three years.

Full time enrollment must be maintained throughout the program (part time students are not admitted); however, in special circumstances a leave of absence may be obtained. Once a student completes his/her coursework and begins the dissertation, the student is considered full time when registered for at least three credit hours per semester.

The program shall sequentially offer courses required for the completion of the Ph.D. in Marriage and Family Therapy. Courses shall be offered on a regular basis, which allows the student to complete the coursework within a two-year period as defined in this handbook.

The ULM Marriage and Family Therapy Program adheres to the principles of equal educational opportunity without regard to race, color, religion, national origin, sex, marital or parental status, age, disability, veteran status, sexual orientation, or personal philosophy.

The University of Louisiana Monroe values diversity. Our valuing of diversity extends to and beyond ethnic, race, cultural, socioeconomic, religious, age, and gender differences among individuals. We celebrate the richness and opportunities afforded by a diverse university community. To manifest this value the following conditions apply:

- a. A respectful environment that nurtures diversity and where students from the region and the larger global community find opportunity to learn and develop their full potential;
- b. An environment that ensures equal protection under the law and equal opportunity for work, service, and the opportunity to acquire a top level education;
- c. An atmosphere that acknowledges and celebrates diversity of cultures, traditions, and practices; and
- d. Deliberate recruitment programs to reach the diverse population of the region and the world.

II. Program Mission

As described in the 2016-2021 *Strategic Plan*, the mission of the University of Louisiana Monroe is as follows:

The University of Louisiana at Monroe seeks students who find value in our programs and prepares them to compete, succeed, and contribute in an ever-changing global society through a transformative education.

The Doctor of Philosophy degree program in Marriage and Family Therapy with a concentration in Systemic Studies helps the university to achieve its purpose, thus making the program a vital component in the success of ULM. The mission is to encourage transdisciplinary study, for those concerned with change, of therapy, counseling, coaching, consultation, teaching and social service learning. It emphasizes the utilization of situational resources in all social domains from the clinic to the classroom, the workplace and the home.

Like the University of Louisiana Monroe, the Marriage and Family Therapy programs value diversity. Diversity encompasses the unique contextual dynamics that extend to and beyond the similarities and differences with regard to gender, gender identity, sexual orientation, age, race, ethnicity, culture, citizenship, nation of origin, health status, ability, spirituality, religious affiliation, language, political view, social economic status, and their intersectionality. Diversity contributes to the richness and complexities of individuals, relationships, and human experiences. Thus, our mission includes the celebration of the richness and opportunities afforded by a diverse university community.

III. Program Objectives/Goals

The Doctor of Philosophy degree program is designed as an advanced degree program that prepares students as systemic scholars and practitioners. The program fosters the passionate epistemologies and practical knowledge. This unique doctoral track is designed for the clinician, counselor, coach, clergy, healer, educator, scholar, artist and professional who desires deeper study of the contexts that advance the practices of the transformative arts.

Program objectives are:

1. To examine the students' systemic understandings and practices of human expression in diverse contexts;
2. To academically prepare students to make significant contributions to systemic studies;
3. To prepare students to function as professionals in a variety of roles as teachers, scholars, practitioners, and administrators;
4. To develop effective interpersonal skills and attitudes for professional development and interaction with peers in the profession;
5. To expose students to a broad body of professional and scholarly literature relevant to systemic studies, especially those traditions that arose within the history of family therapy; and
6. To prepare students to be able to participate in the future development of systemic studies and practice.

IV. Learner Outcomes

Students in this program will achieve:

1. Comprehensive knowledge of systemic theory and scholarship;
2. Professional competency as a systemic oriented change agent; and
3. An ability to interpret, conduct, and present findings of systemic oriented scholarship and practice as an instructor/teacher and as a professional presenter.

V. Learner Evaluations

Learning evaluations are accomplished through the following:

1. Course evaluations through scholarly writing, class projects and specific exams in each class as specified in the course syllabi; and
2. Comprehensive exam.

VI. Admissions

Students admitted to the program will have successfully completed a master's degree program (clinical degree preferred, but not required) from a regionally accredited institution, or the equivalent

All applicants must submit:

- **Curriculum Vitae**
Please indicate employment history, education, scholarship, and other creative work.
- **Scholarly Writing Sample**
Submit an 8-10 page sample of scholarly writing. You may submit a previous academic paper. This is one of the most important parts of your application since the goal of a doctoral program is to write a dissertation.

Doctoral Program Goal Statement

Submit a 2-3 page (typed, double spaced) statement regarding what you are looking for in a doctoral program

VII. Faculty Advisors

Upon acceptance into the program a new student is assigned a faculty advisor from the MFT program. This person will assist the student with information about classes, policies, the campus, etc. The student should contact his/her assigned advisor before registering for courses. Whenever a dissertation chair is selected and approved by the Graduate School, that person shall automatically become the student's faculty advisor

VIII. Program of Study

8.1 CURRICULUM OFFERING

The University of Louisiana Monroe shall offer courses online. Any deviation from this policy shall be approved in writing by the program, the Dean of the College of Health Sciences, and the Dean of the Graduate School.

At the beginning of each semester, students must be furnished a course syllabus containing the course outline, course objectives, and grading scale or method by which a final grade will be

computed. The syllabus also indicates the approximate number and types of tests to be administered, requirements such as research papers, class participation, and required and ancillary textbooks. Faculty members are expected to develop their courses within the framework of the general course descriptions appearing in the university graduate catalog.

Examinations and other written work should be consistent with the stated instructional objectives for the course and should be graded within an appropriately sufficient time to make them a part of the students' learning experiences. At least one examination must be administered and its results made known to the students prior to the final date for dropping a course with an automatic "W". Mid-semester grades shall be computed and permanently recorded in the class record book and made known to the student upon request. In accord with the policies of the College of Health Sciences, a final examination must be administered in all courses.

8.2 THE CORE CURRICULUM

MAFT 7000 Family Systems I	3
MAFT 7002 Family Systems II	3
MAFT 7008 Creative Systemic Scholarship	3
MAFT 7009 Improvisation	3
MAFT 7010 Family Therapy I	3
MAFT 7011 After Therapy	3
MAFT 7012 Family Therapy II	3
MAFT 7013 Art of Creative Transformation	3
MAFT 7014 Couple and Marital Therapy	3
MAFT 7015 Absurdity, Nonsense, and Play	3
MAFT 7020 Advanced Family Studies/Human Development	3
MAFT 7022 Social Ecology	3
MAFT 7024 Ecology of Psychopathology	3
MAFT 7040 Issues/problems in Systemic and MFT Research	3
MAFT 7042 Qualitative And Ethnographic Research	3
MAFT 7046 Dissertation Seminar	3
<u>MAFT 7099 Dissertation</u>	<u>12 (min)</u>
Total = 60 credit hours	

8.3 TYPICAL COURSE SEQUENCE

First Year

Fall	Spring
MAFT 7000 (3 Cr.) Family Systems I Study of the paradigm shift represented by the systems/cybernetics/ecological perspective, the constructivist, social constructionist, narrative perspectives, and the implications of these perspectives for society, social policy, assessment, research, and mental health practice.	MAFT 7002 (3 Cr.) Family Systems II A study of the historical roots, foundation ideas, and philosophical evolution of systemic, cybernetic, and ecological perspectives in individual, marriage and family therapy.
	MAFT 7042 (3 Cr.) Qualitative and Ethnographic Research

<p>MAFT 7040 (3 Cr.) Issues and Problems in Systemic and MFT Research Intensive study of philosophical, theoretical, and practical issues in conceptualizing, designing, and conducting research on social systems from the perspective of modernist/structuralist and postmodernist/poststructuralist philosophical traditions. Systemic/cybernetic, constructivist, social constructionist, and quantum physics perspectives will be an important focus.</p> <p>MAFT 7013 (3 Cr.) Art of Creative Transformation The art of bringing forth change through utilization, improvisation, resourcefulness, creativity, rhapsodic expression, and embodied interactional circularity.</p>	<p>An examination of a broad base of qualitative research techniques used in academic and the marriage and family therapy practice settings. Prerequisites: Doctoral student in marriage and family therapy.</p> <p>MAFT 7020 (3 Cr.) Adv. Fam Studies/Human Dev. This course focuses on the major theories used in the study, assessment, and understanding of family interaction. Particular emphasis is placed on the application of theory to a variety of family issues, weighing special considerations and implications of the rural/semi-rural context in such applications.</p>
<p>Full Summer</p>	<p>Full Summer</p>
<p>MAFT 7009 (3Cr.) Improvisation Performance of improvisation in therapy, counseling, consultation, coaching, and other venues that address transformation of lives.</p>	<p>MAFT 7022 (3 Cr.) Social Ecology Macrosystemic study of the interface between families and work, religion, education, medical, social service, and mental health systems. Skill development includes a focus on systemic approaches to consultation and collaboration with members of other social systems as an adjunct to marriage and family therapy.</p>

Second Year

Fall	Spring
<p>MAFT 7010 (3 Cr.) Family Therapy I Building on the philosophical perspectives of modernism/structuralism and postmodernism/poststructuralism, this course involves intensive study of brief models of marriage and family therapy, including Communications/MRI, Strategic (Haley & Madanes), Systemic (Milan), constructivist, social constructionist, and narrative/language (Andersen, Goolishian & Anderson, deShazer, O'Hanlon, White and Epston).</p> <p>MAFT 7046 (3 Cr.) Dissertation Seminar This is an advanced seminar which is designed to assist students in selecting a dissertation topic, and designing a quantitative, qualitative, philosophical or theoretical dissertation research proposal. It is expected that students will</p>	<p>MAFT 7024 (3 Cr.) Ecology of Psychopathology An examination of the psychopathology nomenclature, on identifying individual and family strengths, and on viewing behavior in context. Particular emphasis is placed on understanding the individual/family and environment interaction by means of a systems perspective.</p> <p>MAFT 7012 (3 Cr.) Family Therapy II Building on the philosophical perspectives of modernism/structuralism and postmodernism/poststructuralism, this course involves intensive study modernist models of marriage and family therapy. Models to be studied include communications (Satir), experiential (Kempler and Whitaker), family of origin: psychodynamic (Bowen, Boszormenyi-</p>

complete drafts of the first two chapters of their dissertation in this course. Prerequisites: MAFT 7040, MAFT 7042	Nagy, & object relations), structural (Minuchin), and behavioral.
<p>MAFT 7008 (3 Cr.) Creative Systemic Scholarship Cybernetic and communication research strategies including recursive frame analysis, cybernetic epistemology, circular poetics, and embodied interactively.</p>	<p>MAFT 7014 (3 Cr.) Couple and Marital Therapy Examination of interactional and relational know-how as a paradigmatic alternative to narrative knowing.</p>
<p>Full Summer MAFT 7015 (3 Cr.) Absurdity Theory and practice of absurd means of creative transformation, including the production of nonsensical text and performance in psychotherapies of the absurd.</p>	<p>Full Summer MAFT 7099 (3 Cr.) Dissertation</p>

Third Year

Fall	Spring
<p>MAFT 7011 (3 Cr.) After Therapy Development of new forms of creative transformation inspired by diverse global healing traditions and the performing arts.</p> <p>MAFT 7099 (3Cr.) Dissertation</p>	<p>MAFT 7099 (3 Cr.) Dissertation</p>
	<p>Full Summer MAFT 7099 (3Cr.) Dissertation</p>

IX. Comprehensive Examination

The comprehensive examination is administered during the last semester of your second year. The date of the exam is established by the university and the MFT program. This examination consists of a written examination. The particulars of the exam will be determined by the Graduate Advisory Committee and/or the Dissertation Committee.

9.1 EXAMINATION PRESENTATION

The intent of the comprehensive exam is to allow the student to synthesize information learned in previous coursework in such a way as to demonstrate a clear understanding of foundational systemic theory and systemic application. The multi-layered question is designed to comprehensively examine the student's mastery of the two-year course of study and will not generally be course specific. The comprehensive examination oral presentation will be given during the scheduled comprehensive examination week. The oral presentation covers research design, application of systemic theory and professionalism.

There are no exemptions for the comprehensive examination.

9.2 FAILURE TO PASS

Failure to successfully complete the comprehensive examination will result in the student's retaking the examinations the following semester. Failure to pass this examination after two attempts will result in termination of the student from the program. After satisfactory completion of this examination, the student may then apply for candidacy status. The student must pass the comprehensive examinations prior to graduating.

9.3 ROLE AND RESPONSIBILITY OF MAJOR ADVISOR

The Major Advisor shall, along with the appropriate committee (Advisory Committee or Dissertation Committee), construct, administer, and evaluate the examination. The Major Advisor shall assume the responsibility for personally notifying the student of the results and appropriate written notifications shall be sent to both the College of Health Sciences and the Graduate School.

X. Dissertation

In addition to the research course requirements, all doctoral students are required to complete a dissertation. Before beginning the dissertation, it is important for the student to obtain a copy of the current Guidelines for the Preparation of Field Studies, Theses, and Dissertations available at the following link of the ULM Graduate School Website: <http://ulm.edu/gradschool/>.

Dissertation topics will be related to the field of marriage and family therapy. Students are encouraged to pursue the identification of a dissertation topic and the review of the literature prior to the comprehensive examination (typically this can be done while taking MAFT 7046). The student's Dissertation Committee must approve the dissertation proposal.

10.1 REQUIREMENTS FOR CONTINUOUS ENROLLMENT

The student must register for, and accrue, a minimum of twelve semester hours (4 consecutive semesters of 3 credit hours) of dissertation credit for successful completion of the dissertation. However, given that the student is required to enroll continuously for a minimum of three semester hours of dissertation credit each semester until completion of the dissertation, completing the dissertation in the minimum of twelve semester hours (or four semesters) is the exception rather than the rule. Most students are enrolled in MAFT 7099 continuously for two years (and many for longer than this) before successfully defending their dissertation study. Following satisfactory completion of the dissertation as determined by the Dissertation Committee, an oral defense is required. The dissertation, with recommended changes will then

be submitted first to the departmental reviewer and then to the Graduate School for final approval.

10.2 DISSERTATION COMMITTEE

The student's Dissertation Committee shall consist of the Dissertation Chair and a minimum of two additional Members who are representative of the general field of study in which the student expects to perform his/her work. The Dissertation Committee Chair must be selected from the ULM Marriage and Family Therapy graduate core faculty. The student's Dissertation Committee is selected by the student in collaboration with the Dissertation Chair from the remaining Marriage and Family Therapy graduate core faculty and must be approved by the College of Health Sciences Graduate Studies Committee, the Dean of the College of Health Sciences, and the Director of the Graduate School. You may request a committee member from outside of ULM, however, outside committee members must be approved by the College of Health Sciences Graduate Studies Committee, the Dean of the College of Health Sciences, and the Director of the Graduate School. The committee shall have the sole responsibility for evaluating both the formal proposal defense and the dissertation defense. The dissertation proposal defense and the dissertation defense each must be publically announced by the Dissertation Chair with at least a two-week notice.

10.3 DISSERTATION TOPICS

Dissertation Topics will be in the field of marriage and family therapy. Students are encouraged to pursue the identification of a dissertation topic after having taken adequate systemic theory and application courses to insure they are well grounded in the discipline. The topic will be approved by the Dissertation Chair and the Dissertation Committee prior to the formal defense of the proposal.

10.4 COMMITTEE FEEDBACK

Committee members require ample time to read draft dissertation proposals and studies, and to provide the student with meaningful feedback. Therefore, in order to ensure the integrity of the dissertation process and study, students are to be mindful of the time required of members to assist in preparing and strengthening the document. As a courtesy, it is expected that students allow for a minimum two-week period for each committee member to provide feedback. However, workloads vary from committee member to committee member and dissertations vary in the complexity of feedback and changes required. Therefore, a two-week turn-around cannot be guaranteed. After receiving feedback from all members of the committee, students are expected to make all requested changes before requesting to schedule either their proposal or defense (whichever stage he or she is at).

All students must formally pass a proposal defense before submitting an IRB application and collecting data, and a dissertation defense before being ultimately eligible for graduation.

All proposal and defense announcements must be made by the chair with at least two weeks' notice.

Dissertation committee members may require the opportunity to re-read documents with changes prior to approving moving forward to proposal or defense. No proposal or final defense will be scheduled without the approval of each committee member.

Timeframes from submitting a draft document to the chair and scheduling an actual proposal or final defense will therefore vary from student to student. Students are required to consult with the university calendar for final dates to defend each semester and for final dates to submit their completed draft documents to the Graduate School and still be eligible for graduation that same semester.

10.5 PROPOSAL DEFENSE

A student is only eligible to schedule their proposal defense if at least twelve hours of study has been successfully completed and the entire dissertation committee approves. Announcements of proposal defenses must be posted by the Dissertation Chair with at least two weeks advanced notice. All MFT faculty members, appropriate administrators, students, and other interested faculty and students on campus will be invited to all proposal defenses.

The dissertation proposal shall be evaluated by the student's Dissertation Committee during the formal proposal defense. Pass/Fail decisions will be at the discretion of the dissertation committee only, and must be unanimous for a student to pass.

10.6 INSTITUTIONAL REVIEW BOARD

A student must have successfully defended his or her dissertation proposal before initiating Institutional Review Board (IRB) approval of the study.

The IRB is designed to review, approve initiation of, and conduct periodic review of all research projects involving human subjects conducted by The University of Louisiana Monroe (ULM) faculty, students, or staff (including collaborative projects with other institutions and agencies). Before submitting a project for review, investigators are urged to read *The Handbook for Ensuring Protection of Human Research Subjects* available at the following link on the ULM Graduate School website: <http://www.ulm.edu/gradschool/HumanSubjects.htm> (ULM Office of Sponsored Programs and Research web page at <http://www.ulm.edu/research/irb.html>). To view this handbook or for more information about Human Subjects Research at the University of Louisiana Monroe, please visit the Office of Sponsored Programs and Research web page found at the following link: <http://www.ulm.edu/research/>.

No data collection involving the use of human subjects can begin until after successful proposal defense and IRB approval of the study.

10.7 DATA COLLECTION

Data collection for dissertations requiring approval from the IRB will begin only after a written proposal has been formally approved by the student's Dissertation Committee. Data collection from the ULM MFT Clinic must follow procedures specified in the Clinic Policy and Procedures Manual.

10.8 DISSERTATION DEFENSE

Following completion of the dissertation to the satisfaction of the Dissertation Committee, there will be a formal defense to which the committee, all MFT faculty members and students, and other interested faculty and students on campus will be invited. Announcements of the dissertation defense must be posted by the Dissertation Chair with at least two weeks advance notice. No dissertation defense will be held after the posted Graduate School and University deadlines and the student still graduate that semester. If a dissertation defense is held after the posted Graduate School and University deadlines, then the student will not be eligible for graduation until the following semester. The Dissertation Committee alone shall make the decision to pass/fail the defense, and decisions to pass a student must be unanimous. The dissertation, with recommended changes if applicable, will then be submitted to the college editor (turn around could take up to three weeks) and then to Graduate School for final approval. Please constantly consult the university calendar to be aware of all applicable deadlines.

10.9 DISSERTATION REVIEW POLICY

This document review policy is established to clarify the processes used to guide students and faculty in processing final thesis and dissertation documents through the review process post final defense.

Here is how the process tracks.

1. The student defends their final dissertation.
2. After the final defense, the student is required to make whatever changes/revisions the committee suggests. Once the changes have been made, the Dissertation Chair will review said changes and once satisfied with the document will then deliver the document to the Program Director.
3. The Program Director will deliver the document electronically to the program reviewer.
4. The program reviewer has a **minimum** two-week turnaround period in which time they will review the document and note whatever changes/suggestions are necessary for the document to conform to APA/ULM Guidelines. Upon completion of the departmental review, the department reviewer will return the document to the Program Director.
5. Upon receiving the reviewed document from the departmental reviewer, the Program Director will check the document. If the department reviewer approved the document to move forward with no additional changes, the Program Director will deliver the document back to the student, via their Chair, for submission to the Graduate School through ProQuest.
6. If the department reviewer identifies difficulties with the document, the Program

Director returns the document to the Chair, who in turn, will address the identified changes with the student.

7. Once all of the department reviewer's corrections have been addressed and said corrections have been approved by the dissertation chair, the student will send an electronic copy to the Graduate School reviewer, through ProQuest, who may identify any changes/additions/ suggestions deemed necessary to fit the format and the standards of the Graduate School. The Graduate School reviewer will inform the Dissertation Chair and student of the need for revisions and return the document to the student to address the required changes. This will go back and forth between the Graduate School reviewer and the student until the Graduate School is satisfied with the completed document.

This Document Review policy has been established to provide the Graduate School with the completed dissertation document, which upholds the standards of the Marriage and Family Therapy Program, School of Allied Health, College of Health Sciences and The University of Louisiana Monroe.

10.10 BOUND COPIES OF DISSERTATIONS

The MFT Program requires that students purchase Hardcover 8 ½ x 11 in. bound copies to be distributed as follows:

1. MFT Program Copy (To be retained by the Program Director)
2. ULM Library Copy
3. Dissertation Chair's Copy
4. Dissertation Committee Members' Copies

If the dissertation committee is made up of three total members, then that would result in purchasing 5 copies. If the dissertation committee is made up of four total members, then that would result in purchasing 6 copies.

Students are also highly encouraged to purchase additional bound copies, beyond those required, so they will have one for themselves and/or loved ones.

10.11 GRADUATION DATE

Consult the university calendar for the specific date that the student's dissertation defense must be successfully completed and reported in order to qualify for the next graduation date.

XI. Eligibility to Remain in the Ph.D. Program

Students enrolled in the doctoral program must maintain a minimum grade point average of 3.0 during each semester of enrollment. Failure of the student to maintain an overall graduate grade point average of 3.0 or receipt of any grade lower than a C, or receipt of more than six semester hours of C in graduate course work, may result in termination from the program and further graduate work at The University of Louisiana Monroe.

XII. Transfer of Credit

A maximum of nine semester hours of graduate credit appropriate to the student's degree program may be transferred from other institutions offering regionally accredited graduate

programs. Courses transferred into the ULM doctoral program must have been completed within 3 years prior to admission. No credit for which a grade of less than a “B” has been earned may be transferred. Exceptions may be granted on a case-by-case basis upon the approval of the MFT faculty and the Dean of the Graduate School. Dissertation credit may not be transferred into the ULM program.

XIII. Time Limit for the Ph.D. in Marriage and Family Therapy

All coursework, internships, and the dissertation must be completed within a seven-year time period from the date of the first registration in the program. Any appeal for extension beyond the 7-year requirement must be approved by the Marriage and Family Therapy Doctoral Faculty and the ULM Graduate Council.

XIV. Ph.D. Program Committee

There shall be a Ph.D. program policy and procedures committee who shall have the responsibility of general oversight of the doctoral program. Membership of the committee shall be: three Marriage and Family Therapy faculty members, a student representative from the first year class, a student representative from the second year class, and the Program Director.

XV. Sexual Harassment Policy

Sexual harassment, like harassment on the basis of color, race, religion, gender orientation, or national origin, has long been recognized as a violation of Section 703 of Title VII of the Civil Rights Act of 1964, as amended. The University of Louisiana Monroe strongly disapproves of sexual harassment and intimidation of its employees and is taking affirmative steps to eliminate and/or prevent such actions.

Harassment on the basis of sex exists when there are unwelcome sexual advances, requests for sexual favors, and other verbal or physical contact of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly as a term or condition of an individual’s employment or student’s grade; (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions or grading status thus affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working or learning environment.

XVI. Grievance Procedure

All faculty, staff, and students of the MFT online program shall follow these policies and shall perform their duties and studies according to the policies of the University of Louisiana Monroe.

Students, faculty, or staff who believe that a student, faculty member, or staff member has not acted according to these policies are encouraged to contact the student, faculty member, or staff member directly to informally resolve the situation. If the student, faculty member, or staff member cannot achieve an informal resolution of the difficulty, the complainant should notify the MFT Program Director in writing of the problem. The complaint should include a description of the perceived problem behavior and of attempted solutions. A copy of the complaint will be given to the student, faculty member, or staff member about whom the complaint has been written. The MFT Program Director may then meet with the parties involved, separately or together, may convene a faculty or staff meeting to resolve the issue, and/or may request a recommendation from the MFT Supervision Committee whenever the

complaint is related to clinical concerns. All decisions will be recorded in writing and signed by all parties.

Complainants who are not satisfied with the action of the MFT Program Director as specified above may avail themselves of the grievance procedures delineated in university policies.

XVII. Code of Conduct

The code of conduct for Ph.D. students and faculty shall be the AAMFT Code of Conduct.

XVIII. Non-Discrimination Policy

“The University of Louisiana Monroe recognizes that members of the University Community (students, faculty, and staff) represent different groups, according to age, culture, ethnicity, gender, physical or mental ability, nationality, race, religion, and sexual orientation. The University further recognizes that, in a pluralistic society such as ours, these differences must be recognized and respected by all who intend to be part of the University Community. Faculty, staff, and students should be aware that any form of harassment and any form of discrimination against any group or individual is inconsistent with the policies of the University.”