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KENT STATE UNIVERSITY

College of Education, Health and Human Services

Doctoral Dissertation Defense

Of

Zachary Ratchen

For the degree of

Doctor of Philosophy

Major: Counselor Education and Supervision

THE EMIC AND ETIC MULTICULTURAL COUNSELING
SURVEY: AN EXPLORATORY ASSESSMENT OF ITS
DIMENSIONALITY

Friday, March 17th, 2023

10:00 am

327 White Hall

Kent State University

Zoom:

Meeting ID: 837 9405 4771

Passcode: 931532

Zachary Ratchen

M.A. Counseling,

Heidelberg University, 2013

B.A. Psychology,

Heidelberg University, 2009

Zachary is a Licensed Professional Counselor in Ohio and has over six years of teaching at the undergraduate and graduate level. Previously he has taught at Kent State University, Heidelberg University and Walsh University. Currently, he is employed at a private practice and focuses on working with LGBTQ clients. As a researcher, he is interested in multicultural counseling competencies, intersectionality in counseling, and assessment development.

The Emic and Etic Multicultural Counseling Survey: An Exploratory Assessment of Its Dimensionality

The purpose of the current study was to develop a multicultural counseling instrument and identify the factor structure of emic and etic constructs and understand how much the extracted factors explain the variance of emic and etic constructs in an assessment. The assessment was developed using a deductive approach and by exploring the constructs of emic and etic through a counselor's lens.

Participants included 294 practicing counselors, contacted through listservs and email listings from the Ohio State Licensure Board. These participants completed the *Emic and Etic Multicultural Counseling Survey*. An exploratory factor analysis was used to explore the data. Analysis revealed a three-factor solution: The Counseling Relationship, Emic and Etic. The instrument was tested for normality and reliability, which were acceptable. Eight multivariate analyses of variance resulted in no significant findings.

Counselors and supervisors could use this instrument to evaluate either etic or emic approaches used during multicultural counseling. Counselor educators could use this instrument during practicum and internship to evaluate how students broach topics of diversity with their clients. Future research could improve the tool, by using another exploratory factor analysis followed by a confirmatory factor analysis. Predictive studies may also improve the instrument.