

# Doctoral Internship in Professional Psychology

The psychology internship at Counseling and Psychological Services is designed for qualified doctoral students whose professional goals include:

- Treating adults on an individual and group outpatient basis
- Supervising psychologists in training
- Engaging in consultation and outreach

The internship prepares students for work in university counseling centers and other outpatient settings.

The internship is a one year (mid July – mid July) training program that combines practical clinical experience with mentorship from experienced practitioners and rigorous didactic training. Over the course of the internship, participants progress from a highly structured and supportive experience into positions of increasing autonomy. The Doctoral Internship in Professional Training is an independent training program from other (PhD Psychology and Masters of Social Work practica) training programs offered at CAPS.

## Diversity

Indiana University recognizes the importance of a diverse student body and of appropriate services for students. The Commission on Multicultural Understanding dates back to 1982 and has led the university's efforts to promote understanding and tolerance within the campus community. More recently, the post of Vice President for Student Development and Diversity and the Office of Academic Support and Diversity were founded as part of a recommitment of the university to selection, recruitment, retention, and graduation of Latinos, African Americans, Native Americans and other underrepresented students. CAPS and the internship program likewise are committed to supporting these goals of the university.

By establishing and developing liaison relationships with campus offices and programs that support the diverse student body, CAPS builds bridges to traditionally underserved populations. Interns can participate in these liaison relationships, expand on current offerings, and develop new ones.

On the Bloomington campus, approximately 9 percent identify of students as African American, Native American, Asian American, or Hispanic. Among our CAPS clientele, nearly 13 percent identify as members of these populations. Approximately 7 percent of Bloomington students are from outside the United States. Approximately 5 percent of CAPS clients are international students.

## Who Can Apply

The internship follows the recruiting practices outlined by the Association of Psychology Postdoctoral and Internship Centers (APPIC). In order to be considered for an internship, candidates must fulfill the following qualifications:

- Current enrollment in a doctoral program in counseling or clinical psychology
- Departmental documentation that all formal course work, practica, comprehensive examinations and dissertation proposal defense have been successfully completed by the time internship begins in mid-July
- Completion of a minimum of three years of graduate training in psychology by the time internship starts in mid-July
- Completion of a minimum of 800 practica hours, of which a minimum of 450 were in direct provision of clinical services by the November 1 deadline for application
- Note - Due to dual role conflicts, anyone who has accessed IU-CAPS services, *beyond an initial intake*, during their doctoral career is **not** eligible for an internship at IU-CAPS

Indiana University and Indiana University Health Center CAPS are committed to being open and accessible to clients, staff, and trainees from all ethnic, racial and personal backgrounds. CAPS and the internship fully abide by Indiana University's Equal Employment Opportunity / Affirmative Action policy.

## Internship Administration

The internship is designed and administered by the CAPS training committee. Its members include:

- The Director of Training
- The CAPS psychology staff, including the coordinator of the doctoral psychology practicum
- The coordinator of the social work practicum

This training committee meets regularly to discuss trainees' progress and address problems as they arise.

## Policy Regarding Home Department Request for Supplemental Evaluations:

*"APPIC does NOT require its member programs to complete evaluation forms/materials requested by the academic program in addition to those created by the internship program itself." (from the APPIC Application for Psychology Internships).*

The doctoral internship in professional psychology includes these components:

### 1) Individual Assessment

Each week, interns will conduct three or four hour-long sessions for initial intake appointments. Interns typically continue to meet with these clients but may also refer them for other services (in consultation with their supervisor)

### 2) Individual Counseling

Interns will spend approximately 16 hours a week meeting with individual clients or couples. At the start of the internship, all sessions will be recorded via webcam for review by the intern's primary supervisor, though this requirement may be relaxed as interns progress through the program. At CAPS, we do not subscribe to a single theoretical orientation. However, we do draw from interpersonal-psychodynamic and cognitive-behavioral perspectives to frame clinical problems and guide treatment.

### 3) Emergency Services Coverage

Interns will spend four hours a week providing daytime walk-in service for patients in crisis. They will assess students, work with them to manage their crisis, consult via phone or in person with family, friends, or other concerned parties, and collaborate with their supervisors and CAPS psychiatric staff to facilitate hospitalization when needed. Interns are encouraged to consult with colleagues as needed, and senior staff members will be available for backup.

### 4) Primary Supervision

Interns are supervised by a licensed psychologist for all individual and couples counseling work. They meet for 2 hours each week with their supervisor to review clinical interviews, webcam recordings of therapy sessions, written reports, and other work related to clinical contact. Interns are expected to notify their supervisor of any emergent issues with their clients, including possible threats to self or others, hospitalizations, or psychosis. Supervisor relationships last for six months. Interns can submit a list of their supervisor preferences among the psychologists available.

Wilson Hsiao  
Carolyn Lee  
Chris Meno  
Stefanie Mokhtarian  
Laurie Rushlow  
Andrew Shea  
Brad Stepp  
Nancy Stockton  
Paul Toth

### 5) Group Counseling

Interns will spend at least three hours a week co-facilitating counseling groups with senior staff. Group counseling sessions typically last 1.5 hours a week and meet for 10 weeks over the course of the academic year. In the latter stages of the internship, interns may be asked to co-facilitate a group with another intern.

Group counseling is supervised as follows:

- Weekly 30-minute meetings with the senior staff co-facilitator of the group
- Semiweekly 1-hour group meetings with the Group Program Coordinator
- Semiweekly 1-hour "group team" meetings with all senior staff who facilitate groups

### 6) Provision of Primary Supervision

CAPS interns will spend 1.5 hours a week supervising predoctoral psychology practicum clinicians. Each supervisory session is recorded via webcam. All practicum clinician notes are signed off by the intern supervisor and the coordinator. Intern supervisors are responsible for final evaluations that are signed off by the practicum coordinator before being sent to home departments. Practicum clinicians also receive one hour of group supervision by the practicum coordinator.

## 7) Outreach and Consultation

Interns initially "shadow" senior staff in outreach projects of presentations to students and campus groups. As they gain experience, interns will eventually develop outreach projects in line with their own interests and in consultation with the coordinator for consultation and outreach. Each intern is expected to individually facilitate a minimum of three outreach programs per semester, as well as other programs that interns present as a group.

Each intern will also co-chair a national screening/awareness day event with a senior staff member.

## 8) Clinical Concentrations

CAPS offers three separate year-long concentrations:

- [Sexual Assault Crisis Services](#), focused on treatment of survivors of sexual assault
- [Coalition for Overcoming Problem Eating/Exercise \(COPE\)](#), a multidisciplinary approach to disordered eating/exercise and body image issues
- [Diversity Outreach](#), focused on reaching out to underserved populations through various university diversity-themed student centers.

After a thorough orientation to all three concentrations, interns will submit a ranked list of the three options. The training committee will then appoint each intern to one of the concentrations. Because our agency works with many students with a diverse range of presenting concerns, interns will have opportunities to work with clients whose concerns lay outside the scope of assigned concentrations.

Concentrations are supervised conjointly by specialized staff in the area of concentration and by intern's primary individual licensed psychologist supervisor.

## Expected Doctoral Intern Competencies:

- **Assessment** - demonstrate mastery at a basic and intermediate skill level, associated with integrating information from the clinical interview, prior treatment history, if available, formal assessment, if available, and formulating a conceptualization of the client, including DSM 5 diagnosis and treatment plan. Demonstrate mastery at a basic and intermediate skill level, associated with ethically and efficiently administering, integrating, interpreting and applying the results of measurement instruments frequently used in college mental health.
- **Individual Interventions** - demonstrate mastery at a basic and intermediate skill level, associated with alliance building, problem definition, symptom reduction, problem amelioration/resolution and termination of psychotherapy with special emphasis on skill development in the areas of interpersonal brief dynamic psychotherapy and cognitive behavioral therapy.
- **Crisis Intervention** - demonstrate mastery at a basic and intermediate skill level, associated with responding to students in crisis, calming them, consulting appropriately when needed, arranging for appropriate follow-up which might include appointment within a couple of days, psychiatric assessment, involvement with campus police, hospitalization, and or consultation with parents.
- **Cultural and Individual Differences** - demonstrate mastery at a basic and intermediate skill level, associated with a) developing increased awareness of how human differences – including but not limited to those involving ethnicity, culture, sexual orientation, gender, socioeconomic status - may influence all elements of the counseling and consultation process, c) having greater understanding and knowledge of how their own cultural background influences their work, d) realizing that sensitivity to individual and group differences needs to be maintained/enhanced throughout their professional careers.
- **Professional Values Attitudes and Behavior**- demonstrate mastery at a basic and intermediate skill level, associated with an attitude involving staying abreast of clinical developments, both theoretical and applied in mental health and related fields over the span of their career and interns will develop professional relationship building skills.
- **Ethical and Legal Standards**- demonstrate mastery at a basic and intermediate skill level, associated with maintaining a working knowledge of APA ethical guidelines and related state law;

applying basic ethical principles in clinical practice; consulting appropriately with other professionals; maintaining timely clinical notes and correspondence, maintaining professional relationships with all clients, CAPS, IUHC and Indiana University personnel.

- **Supervision Skills**- demonstrate mastery at a basic and intermediate skill level, associated with forming a solid working alliance with the supervisee; creating a safe atmosphere in which the supervisee can expose vulnerabilities as well as strengths; giving helpful feedback.
- **Group Therapy Skills** - demonstrate mastery at a basic and intermediate skill level, associated with understanding group process, using group structure and interactions to facilitate change in group members, and facilitating a group culture that is conducive to change in group members in line with their goals.
- **Outreach and Consultation** - mastery at a basic and intermediate skill level, associated with needs assessment, design, implementation/ delivery and evaluation of outreach programs and consultation efforts.
- **Research** – demonstrate the ability to consume scholarly articles and critically evaluate the utility of such information. Interns will also be expected to assist in planning, conducting and communicating the findings of a research project around the functioning of university counseling centers.

## Salary and Benefits

The annualized salary for psychology interns for 2016-17 is \$25,792. The final 2017-18 budget is not yet finalized, and our salary has been increased annually. Each intern position is formally titled "Psychology Intern," and has a university rank of "SA11." Intern positions are full-time (40 hours per week). The positions carry with them the benefits listed below.

## Professional Status

Interns participate in multidisciplinary team and staff meetings as colleagues on an interdisciplinary staff.

## Research

Time for research needs to be discussed with and approved by interns' supervisors and the Director of Training. Interns may be granted time during periods of low clinical demand, specifically between Fall and Spring semesters and after Spring semester, to pursue the completion of their dissertation or to participate in other research projects.

## Continuing Education

Limited funding is available to help defray travel and registration expenses for conferences, workshops, or seminars. Educational leave requests are subject to the approval of the Director of Training.

## Insurance

Interns may elect to participate in the university-subsidized health and dental plans and are covered by the university's group life insurance plan. See the [University Benefits Office](#) for up-to-date plan information.

## Paid Time Off

The program includes 30 days of paid time off (sickness and vacation combined) plus university holidays. Time off is subject to the approval of the director of training. Utilization of paid time off during periods of peak training or clinical activity is discouraged.

Interns should be aware that states vary in their requirements for the number of internship hours, and utilize paid time off accordingly.

## Retirement Plan

The university contributes an additional 10 percent of the intern's stipend to a retirement plan. These funds are fully vested to the intern and can be withdrawn (with tax consequences) upon the interns completion of the program.

For additional information regarding specifics of the internship see the [Internship Training Manual 2017](#).

## Career Paths

Several features of Counseling and Psychological Services make it a training site that prepares interns to seek careers in a number of settings. These features include:

1. A multidisciplinary staff of psychologists, psychiatrists and masters level clinicians prepares interns to work in clinical settings with these kinds of staff and comprehensive mental health care.
2. A sophisticated electronic medical records system and voice recognition transcription system prepares interns to work with common technologies found in a number of job settings.
3. The many opportunities to work with medical providers with whom CAPS shares a building and many shared medical/mental health student clients affords behavioral health training, specifically in the areas of eating disorders and somatic problems such as headaches and abdominal concerns. Many students present with these to the medical clinic and are then referred to CAPS.
4. Interactions offered by CAPS internship for working with a variety of student personnel administrative staff across campus create opportunities for interns to seek other types of higher education work.

While the primary focus is on college mental health, interns have exposure to a number of things that could facilitate their moving in other career directions. [Click here](#) for information on the post internship positions accepted by interns over the past three cohorts.

Previous interns have secured post-doctoral or permanent staff positions in the following types of settings:

University counseling centers  
Residential and outpatient eating disorder treatment centers  
Faculty positions  
Community mental health centers  
Private practice

## How to Apply

Each year, CAPS receives 80 to 100 applications for three positions. Because of the high demand, we are looking for applicants whose professional interests align with the needs of our clientele, particularly group psychotherapy, consultation and outreach, and working in a multidisciplinary setting.

Minimum requirements for internship application include:

- Current enrollment in a doctoral program in counseling or clinical psychology
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Approximately 30 applicants will be invited to participate in phone interviews and to attend a CAPS open house to meet our entire clinical and training staff including our Director of Training and tour the facilities.

As an APA accredited internship we have demonstrated that our learning objectives and the manner in which we assess them are acceptable by the American Psychological Association's Commission on Accreditation. Additional detail about the ten primary goals of our internship, and the manner in which our evaluations are done are available upon emailed request to the director of training. Requests to complete additional / supplemental evaluations from students' home department are redundant and not an appropriate use of our training staff time. Therefore we will respectfully decline to respond to such requests.

## Submitting Your Application

Applicants must register with the [National Matching Services, Inc.](#) to apply for a CAPS internship. There, you can apply to our internship online at the [Association of Psychology Postdoctoral and Internship Centers portal](#).

Your application must include:

- A cover letter describing your education, experience, specific internship goals, and how your career aspirations fit with our internship program
- A current curriculum vitae
- Official transcripts of all graduate work
- Three letters of recommendation, two of which are from recent clinical supervisors.

The IU-CAPS Doctoral Internship in Professional Psychology APPIC program code is **128911**.

## Application Deadline

Applications are due for the 2017-2018 academic year must be submitted by midnight November 1, 2017.