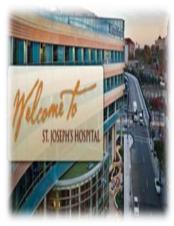
HealthEast Care Systems/St. Joseph's Hospital (M Health Fairview) Psychology Internship Program









Psychology Internship Program

HealthEast Care System is now part of M Health Fairview. M Health Fairview is the newly expanded academic health system developed from a shared drive to discover a better way to deliver breakthrough care closer to home. M Health Fairview is a collaboration among the University of Minnesota, University of Minnesota Physicians, and Fairview Health Services. Our partnership combines the University's deep history of clinical innovation and training with Fairview's extensive roots in community medicine. Together, we're expanding access to world-class, patient-centered care through our 10 hospitals and 60 clinics.

Fairview's Mission Statement:

Fairview is driver to heal, discover and educate for longer, healthier lives. The Fairview Commitments help guide our behaviors in order to achieve our mission and vision. They are grounded in two key principles: respect for people and continuous improvement. The Fairview Commitments include:

Create an Exceptional Experience
Honor Relationships
Communicate Intentionally
Engage and Inspire
Commit to Development
Collaborate for Outcomes
Set and Hold Standards
Identify and Solve Problems
Achieve Results
Seek Perfection

Role of Psychology:

The psychology program currently consists of 11 licensed psychologists, each with specific areas of specialized treatment/assessment focus such as trauma informed care, neuropsychological testing, sexual health, bariatric and ADHD psychological testing, health psychology, OCD, personality disorders, etc. We serve our community as psychotherapists, evaluators, consultants and supervisors for a broad range of programs. We are committed to evidenced-based therapeutic approaches, social justice and diversity.

We offer a comprehensive suite of mental health services for outpatient programs such as the Counseling Center, Center for Sexual Health, Integrated Behavioral Health, and Neuropsychology. These include individual psychotherapy, potential group psychotherapy, ADHD, bariatric, and general psychological assessment, neuropsychological testing, sexual health therapy, and integrated mental health services.

Training Model and Program Philosophy:

The HealthEast Doctoral Psychology Internship Program is a generalist model rooted in a practitioner-scholar orientation. Our goal is to ensure that interns acquire solid science-based knowledge and superlative clinical skills. We believe that a well-trained psychologist delivers patient care grounded in evidenced-based clinical practices. In the same way, the science of psychology is influenced by questions created through clinical work. Accordingly, we encourage our interns to contribute to the professional literature through their clinical observations and encounters with patients. Our interns are expected to be sensitive to ethnic, cultural and individual differences.

The program's primary focus is to help interns become competent as professional psychologists. We believe that universities provide the initial pre-clinical preparation (the core areas of psychology, research methodology and the fundamentals of clinical practice) while internships help trainees apply what they have learned and develop advanced clinical skills. Interns are expected to work with a variety of patients using a wide range of assessment, therapeutic approaches and techniques.

The internship year is a time of transition from student to independent practitioner. Interns initially receive close clinical supervision and intensive instruction. Over time, interns gain greater autonomy. By program completion, they largely function as independent practitioners. Our interns also develop the flexibility and adaptability to meet the changing landscape of complex health care systems. For this reason, professional attitude and demeanor are as important as psychological knowledge and skills. These competencies are thus included in formal evaluations by each rotation supervisor.

Training Goals & Objectives:

The Training Program Model and Philosophy are expressed in the following broad goals and specific objectives:

- **Goal #1:** Develop competence in psychological evaluation and assessment of adults who present a wide range of diagnoses and difficulties.
- Objective: Interns will develop competence in diagnostic interviewing and administration of a variety of psychological instruments, techniques and assessments.
- **Goal #2:** Develop competence in psychological interventions with adults who present a wide range of diagnoses and difficulties.
- Objective: Interns will develop competence in psychological interventions for a variety of diagnoses, difficulties, and needs. Interns will learn a wide range of therapeutic orientations, techniques, and approaches. General psychotherapy skills will be emphasized along with at least one empirically-supported modality.
- **Goal #3:** Develop competence in providing consultation and supervision.
- Objective: Interns will develop competence in translating psychological principles to department leaders, colleagues, and professionals from different disciplines.
- **Goal #4:** Demonstrate competent professional and ethical behavior and sensitivity to diversity issues.
- Objective: Interns will demonstrate behavior consistent with professional standards and ethical guidelines (i.e., a mature understanding of professional ethics as well as issues of ethnic, cultural, gender, sexual, and other aspects of diversity).
- **Goal #5:** Develop maturing professional identity, an understanding of professional issues and a perception of themselves as "Psychologists."
- Objective: Interns are expected to be aware of their continuing developmental and professional goals. Interns will be aware of emerging developments and possess realistic career plans (as judged by their supervisors) as evidenced by vocational or training choices to be pursued upon completion of the program.
- Goal #6: Develop a skilled interface between science and practice by applying scientific knowledge in clinical settings, being educated consumers of empirical research and engaging in research projects or program evaluation.
- Objective: Interns will understand the interface between science and practice by applying scientific knowledge to the clinical setting, being educated consumers of empirical research, and participating in research projects or program evaluation.

Evaluations:

Evaluation is an important component of training. Interns are informally and formally evaluated by supervisors throughout the training year. The goals stated above reflect what the program believes are essential for independent practice. Interns undergo baseline performance evaluations at the beginning of the training year with re-evaluations occurring mid-year and end of the year. Evaluations are discussed with interns and may be modified by mutual agreement before being placed in the training files.

Interns are asked to evaluate their rotations and supervisors at the end of each rotation, and they evaluate the program as a whole at mid-year and at the end of the year. Psychology interns will also participate in an end of year exit interview.

Consistent with APA Standards of Accreditation, we have identified clear Minimum Levels of Achievement (MLAs):

In order for interns to maintain good standing in the program they must:

- By mid training year, successfully pass the benchmarks for proficiency for one of the following personality assessments: MMPI-2, MMPI-2-RF or PAI. They will also be required to pass the benchmark of proficiency in the core battery of the WAIS-IV and diagnostic interviewing.
- For the second semester, interns must obtain ratings of at least a "2" "Close supervision and substantial training required" for all items for each Goal/Competency area on mid year evaluations .
- No items in competency areas will be rated as a "1" (Substantial supervision/remediation needed).
- Not be found to have engaged in any significant ethical transgressions

In order for interns to successfully complete the program, they must:

- Successfully meet the benchmarks on the basic proficiency ratings for one of the following personality assessments: MMPI-2, MMPI-2-RF or PAI. They will also be required to pass the benchmark of proficiency in the core battery of the WAIS-IV and diagnostic interviewing.
- By the end of the last training period, obtain ratings of at least a "4" "Little supervision needed" on all items in each Goal/Competency area on the Intern Performance Evaluation.
- Not be found to have engaged in any significant ethical transgressions

As long as the MLA's to maintain good standing in the program are met, performance on individual rotations will not change the requirements to successfully complete the program.

Mentorship:

During orientation, each intern selects a psychologist to serve as a mentor during the internship. Mentors do not hold an evaluative role during informal and/or formal evaluations. The mentor supports the intern's training endeavors and assists with administrative issues, professional development, problem resolution, and other advising needs. If it fits the training goals and preferences of the trainee, a mentor may be one of their supervisors during a rotation.

Training Term:

The internship requires a one-year, full-time training commitment beginning August 14th and ending August 13th of the following year. Interns average 40 to 50 hours per week with a combination of on site and virtual services provided. One year at full-time equals 2080 hours.

Stipend and Benefits:

The Fairview Care System has secured stipends for two full-time internship positions. Interns will be paid an annual salary of \$27,560.00. They will be offered options for health care insurance, dental insurance, life insurance, and up to 24 days of paid time off (PTO) to be effective the first day of the month following 90 days of employment. PTO is accrued at a rate of .0924 hours per compensated hour (maximum 80 hours) each pay period. Intern's PTO includes sick time, vacation, and time off to interview for postdoctoral fellowships. *This information maybe apt to change depending on a review from the financial oversight committee*

Supervision:

Each week, interns will receive a minimum of 2 hours of individual face-to-face supervision with a Licensed Psychologist, which includes 1 hour from the year long outpatient mental health rotation, another hour for the other year long rotation (Center for Sexual Health) if placed in that rotation, or an hour from whichever six month rotation they are in (Neuropsychology or Integrated Behavioral Health Services). Additionally, depending on what six month or year long rotation they are in, interns may receive an additional individual hour of supervision by a licensed mental health provider embedded in that rotation. Interns receive an additional 2 hours per week of group supervision/didactic seminars by a Licensed Psychologist. Additionally, interns will participate in a group testing consult with all Licensed Psychologists for one hour every other week, and a general consult group with a multidisciplinary team of therapeutic providers (LPCCs, LMFTs, LGSWs, LICSWs, and LPs) for two hours every other week. Furthermore, depending on what optional rotation interns are in, they may receive additional group supervision hours from a licensed mental health provider embedded in that rotation. Total supervision time (individual and group) per week with a Licensed Psychologist is at least 5 hours or more. Additional supervision in main rotations and adjunctive experiences are provided as needed to ensure quality training and clinical services. In addition, interns may receive one hour of supervision of supervision they provide to psychology externs, and other disciplines from a Licensed Psychologist on an every other week basis.

Program Structure and Components:

Interns work five, eight-hour days each week (8:00 AM to 4:30 PM with a 30 minute lunch break) for a total of 2080 hours for the internship. About 80% of time is devoted to clinical services (e.g., assessment, individual and group therapeutic interventions, case consultation, case conferences, treatment planning, clinical documentation, supervision, etc.) and 20% to attending didactics, consulting with mentors, special projects, and administrative meetings. The internship year is divided into one required full year rotation in outpatient mental health, one optional full year rotation in the Center for Sexual Health that would be completed at the same time as the required outpatient rotation, one six month optional Integrated Behavioral Health Services rotation, and one six month optional Neuropsychological Testing rotation. This division of time is designed to allow for breadth of experience, while still providing sufficient time within a setting to achieve depth of experience.

Time Allocation:

Tracks/Rotations	Time (hours per week expected)
Outpatient Mental Health Clinic (Required)	20 hours all year
Center for Sexual Health (Optional)	12-16 hours all year
Integrated Behavioral Health (Optional)	20 hours for 6 months
Neuropsychology (Optional)	20 hours for 6 months
Supervision/Consultation	Time (hours per week expected)
Testing Case Consult (Psychologists only)	1 hour every other week all year
	2 hours every other week all year
level Providers)	
Group Supervision (Interns only)	1 hour every week
Individual Supervision	2 hours all year
Didactics/ Seminars	1 hour all year
Group Supervision provided to Practicum	1 hour every other week all year
Students by Interns	

Rotations:

All interns participate in a one week orientation introducing them to the internship program, training staff, and rotation options. Each supervisor will present on the experiences available and expectations for interns within the various programs. At the end of the orientation week, the training committee and the interns collaboratively determine a schedule of rotations for the year. This is done through review of training needs, individual interests, prior experiences and career goals. Plans for subsequent six month or year long rotations can be changed as needed prior to the start of the next six month rotation of the training year.

Outpatient Mental Health Rotation

The Outpatient Mental Health Rotation provides services for individuals with mental health disorders. The following services are available to patients within this clinic: a) individual therapy; b) psychological evaluation and assessments; c) potential for psychoeducational and DBT Groups (depends on the need); d). Interns attend staff meetings/consultation groups, provide clinical interventions such as biopsychosocial assessments, personality assessments, psychotherapy and DBT group co-facilitation and individual therapy; and complete documentation. Telehealth and in person care are the primary modes of treatment provided throughout clinics (26) in the metro area.

Supervisors: Dr. Schwartz and Dr. Clifton

The Center for Sexual Health

Promotes the sexual health of individuals, couples, and families of all backgrounds and ages. Psychological assessment of child/adolescent in conjunction with their caregiver/s, Individual, group, and family therapy. Customized treatment plans that incorporate caregivers as well as other family members (such as siblings) as needed.

This will be a year-long experience (12-16 hours/week) providing outpatient mental health services to patients in the following programs:

1. Compulsive sexual behavior

- 2. Relationship and sex therapy
- 3. Transgender/gender-spectrum care

This training experience is intended for candidates with strong interest and comfort in working with patients who are experiencing symptoms related to gender and sexual issues. Previous coursework in this area is not required.

Supervisor: Dr. Mills

Integrated Behavioral Health (IBH) Services

Embedded Behavioral Health Clinician (BHC) in primary care and specialty medical services. BHC provides point of service consultation, assessment, and intervention/treatment. There are 10 clinic locations and 13 BHCs at this time. As a member of the primary care team, the Behavioral Health Clinician assists in the team's management of the overall health care needs of the enrolled patient population. The Behavioral Health Clinician's primary functions include assessment, consultation and direct care related to the prevention, identification, treatment and ongoing management of psychosocial/behavioral concerns which impact the overall health of the defined patient population. Conducts assessment and evaluation of behavioral health conditions by means of diagnostic and screening tools, clinical interviews and consultation with the medical team.

Supervisor: Dr. Roscoe

Neuropsychology Rotation

Neuropsychological services are provided in outpatient and inpatient settings for individuals with a wide range of diagnostic issues including stroke, dementia, head trauma, tumors, seizures, and various other cognitive and psychiatric disorders. Interns learn how to conduct neuropsychological interviews, administer and score neuropsychological/personality assessments, interpret findings within the framework of differential diagnosis, and provide feedback to the patient and family members. Availability of rotation dependent on patient and supervisor variables.

Supervisors: Dr. Glass and Dr. Olson

Group Supervision in Clinical Psychology Topics:

Through this year-long group training experience, following didactic presentations, trainees engage in a one hour consultation with each other and a supervisor to discuss topics of importance in the field of psychology. Topics include a range of assessments for the purpose of diagnosis and treatment planning as well as different treatments and factors related to treatment of a wide variety of clinical issues. There will be time for case consultation related to each week's topic. Competencies emphasized include diagnostic interviewing, intellectual assessment, personality assessment, neuropsychological assessment, treatment, and the provision of consultation and peer supervision. Trainees can expect to become familiar with the relevant research related to each topic. At the end of the year, interns complete two case presentations to supervisors (one assessment and one therapy).

Supervisor: All Psychology Supervisors

Research:

While the internship year is intended primarily as an intensive clinical experience, interns are

encouraged to participate in clinical research. The internship provides a unique opportunity to complete one's own dissertation, participate in ongoing research at the hospital, and/or create research projects. All projects must be approved by the appropriate committees. Time may be set aside to conduct research.

Supervisor: Psychology Interns will be assigned a supervisor among the Psychology Department

Didactics/Seminars:

To supplement direct clinical experiences, interns attend seminars scheduled throughout the year that emphasize the development of competency, critical thinking abilities, knowledge, and professional identity. HealthEast/Fairview staff provides educational presentations on research, assessment, interventions, and professional issues. Interns take an active role in selecting training topics and consultants. In addition, interns are required to give one case presentation per year in a large, formal, multidisciplinary setting.

Supervisor: Dr. Mills

Current and Past Interns

(2022-2023)

No interns, Non active status

(2021-2022)

No interns, Non active status

(2020-2021)

Aex Barr, Pacific University – Portland, OR, Clinical Psychology Lucas Hansen, University of St. Thomas – Minneapolis, MN, Counseling Psychology

(2019-2020)

Victoria Pocknell, University of North Dakota Sarah Schall, University of LaVerne

(2018-2019)

Shantel Gassman, University of Nebraska Bess Martin, Fuller Theological Seminary, CA

(2017-2018)

No interns

(2016-2017)

Alexis Stanley-Olson, University of California- Santa Barbara, CA, Counseling Psychology Jesse Regnier, Indiana University of Pennsylvania, PA, Clinical Psychology

(2015-2016)

Mara Locketz, University of St. Thomas – Minneapolis, MN, Counseling Psychology Susan Glinka, Pacific University – Portland, OR, Clinical Psychology

(2014-2015) Interns

Emiley Hedberg, University of St. Thomas – Minneapolis, MN, Counseling Psychology Tami Nelson, Minnesota School of Professional Psychology (Argosy) – Bloomington, Clinical Psychology

Accreditation Status:

American Psychological Association:

The HealthEast Care System's Doctoral Psychology Internship program is Accredited by the Commission on Accreditation of the American Psychological Association.

Questions related to the program's accredited status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation American Psychological Association 750 1st Street, NE Washington, DC 20002

Phone: (202) 336-5979 / E-mail: apaccred@apa.org

Web: www.apa.org/ed/accreditation

Internship Program Tables:

Date Program Tables are updated: 9/1/2023

Internship Program Admissions

The selection committee's criteria are based on a "goodness-of-fit" with our practitioner-scholar model. We look for interns possessing a sound clinical and scientific knowledge base from their academic program, strong basic skills in assessment/intervention/research techniques, and the personal characteristics necessary to function well in our setting. The ideal candidate has the ability to function independently with initiative under appropriate supervision, flexibility, maturity, good judgment, and cultural sensitivity. We prefer candidates with experience working with complex patients and problems. We are committed to selecting candidates representing different kinds of programs and theoretical orientations, geographic areas, ages, racial and ethnic backgrounds, sexual orientations, disabilities, and life experiences.

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:

Total Direct Contact Intervention Hours Yes 500 hours Total direct Contact Assessment Hours Yes 100 hours

Describe any other required minimum criteria used to screen applications:

- 1. Doctoral student in an APA-accredited Clinical or Counseling Psychology program.
- 2. All coursework required for the doctoral degree must be completed prior to the start of the internship year, as well as any qualifying, comprehensive, or preliminary doctoral examinations.
- 3. Approval for Internship status by graduate program training director.
- 4. A minimum of 500 direct intervention and 100 direct assessment hours of supervised graduate level pre-internship practicum experience.
- 5. U.S. citizenship
- 6. Matched interns are subject to fingerprinting, background checks, and urine drug screens. Match result and selection decisions are contingent on passing these screens.

Financial and Other Benefit Support for Upcoming Training Year

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	27,560	
Annual Stipend/Salary for Half-time Interns	NA	
Program provides access to medical insurance for intern?	✓ Yes 🗆 N	0
If access to medical insurance is provided:		
Trainee contribution to cost required?	✓ Yes □ N	0
Coverage of family member(s) available?	✓ Yes □ N	lo
Coverage of legally married partner available?	✓ Yes ✓ N	0
Coverage of domestic partner available?	✓ Yes □ N	0
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	24 days PTO	
PTO is accrued at a rate of .0924 hours per compensated		
hour (maximum 80 hours) each pay period. Intern's PTO		
includes sick time, vacation, and time off to interview for		
postdoctoral fellowships.		
	Yes	
In the event of medical conditions and/or family needs that require		
extended leave, does the program allow reasonable unpaid leave to		
interns/residents in excess of personal time off and sick leave?]N	0
Other Benefits (please describe):		

^{*}Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

Initial Post Internship Positions

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 6 Cohorts)

	2016-2021	
Total # of interns who were in the 3 cohorts	8	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	, and the second	
	PD	EP
Community mental health center	0	0
Federally qualified health center	0	0
Independent primary care facility/clinic	0	0
University counseling center	0	0
Veterans Affairs medical center	0	0
Military health center	0	0
Academic health center	3	0
Other medical center or hospital	1	0
Psychiatric hospital	0	0
Academic university/department	0	0
Community college or other teaching setting	0	0
Independent research institution	0	0
Correctional facility	0	0
School district/system	0	0
Independent practice setting	0	0
Not currently employed	0	0
Changed to another field		0
Other	0	0
Unknown	4	0

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.

Application Process:

Selection Process:

The selection committee's criteria are based on a "goodness-of-fit" with our practitioner-scholar model. We look for interns possessing a sound clinical and scientific knowledge base from their academic program, strong basic skills in assessment/intervention/research techniques, and the personal characteristics necessary to function well in our setting. The ideal candidate has the ability to function independently with initiative under appropriate supervision, flexibility, maturity, good judgment, and cultural sensitivity. We prefer candidates with experience working with complex patients and problems. We are committed to selecting candidates representing different kinds of programs and theoretical orientations, geographic areas, ages, racial and ethnic backgrounds, sexual orientations, disabilities, and life experiences. Application materials are due by December 1, 2022.

Interview Process:

Applicants will be notified on the status of their applications in Phase I of the Match via email by December 14, 2022. If an applicant is offered an interview, dates and times for an interview will be provided. All applications are initially reviewed for eligibility. The Selection Committee (a subcommittee of the Training Committee) provides multiple readings of each application. Subsequently, applicants who make the final selection round are invited for an interview on either January 9 or January 11, 2023.

Match Policies:

As of 10/24/2014, the HealthEast Care System/St. Joseph's Hospital (M Health Fairview) Psychology Internship Program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC) (*External site-see disclaimer below). APPIC has developed guidelines for procedures used in student-internship matching, and these guidelines continue to evolve over time, as APPIC remains responsive to the varied concerns around this issue. The guidelines in effect for this application year are available from APPIC. This internship site agrees to follow APPIC guidelines and to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant. HealthEast Care System will participate in the APPIC Internship Matching Program administered by National Matching Services Inc (NMS). (*External site-see disclaimer below).

Application Procedure:

- Complete the <u>APPIC</u> * online AAPI. Our program code is **230111.**
- Submit transcripts and current vita via APPI online. In the AAPI Cover Letter, in the following order, with a space between each
 - o Indicate your main area of interest or focus corresponding to our main rotations. If you are offered an interview, this will help determine the staff you meet.
 - o Applicants may also identify themselves as representing racial, cultural, ethnic, or other elements of diversity.
- Two letters of recommendation by previous clinical supervisors.

^{**} All application materials must be submitted through the online AAPI. No materials will be accepted by e-mail or US mail.

If you have questions you can reach Dr. Jeff Mills by phone: 612-273-1058 or by email jeff.mills@fairview.org

> 45W. 10th St. /Suite G700 St. Paul, MN 55102 651-232-3000 http://www.healtheast.org/

Professional Information Links:

American Psychological Association

750 First Street, NE Washington, DC 20002-4242 (202) 336-5500 (202) 336-6123 TDD

Web: www.apa.org (*External site-see disclaimer below)

Commission on Accreditation (CoA), American Psychological Association

750 First Street, NE Washington, DC 20002-4242

202-336-5979

Web: www.apa.org/ed/accreditation/index.aspx *(External site-see disclaimer below)

APPIC – Association of Psychology Postdoctoral and Internship Centers

733 15th Street NW Suite 719 Washington, DC 20005 (202) 347-0022

Web: www.appic.org (*External site-see disclaimer below)

National Matching Services Inc.

595 Bay St., Suite 301, Box 29 Toronto, Ontario Canada, M5G 2C2 Telephone: (416) 977-3431

Fax: (416) 977-5020

Web: www.natmatch.com/psychint/ (*External site-see disclaimer below)

Minnesota Board of Psychology

2829 University Ave SE Suite 320

Minneapolis, MN 55414 Telephone: (612) 617-2230 Fax: (612) 617-2240

Web: psychologyboard.state.mn.us/board.asp (*External site-see disclaimer below)

Minnesota Psychological Association

1711 West County Road B, Suite 310N Roseville, MN 55113-4036

Fax: 651-697-0439

MPA Office: (651) 697-0440

Web: www.mnpsych.org (*External site-see disclaimer below)

*External Link Disclaimer:

All the links marked with asterisk (*) are External links. By clicking on these links, you will leave the Fairview website. Fairview does not endorse and is not responsible for the content of the linked website.