



# NPTC

NATIONAL PSYCHOLOGY TRAINING CONSORTIUM  
*Training Tomorrow's Psychologists*

## **Great Lakes Region Internship Brochure**

Revised November 2017

APA Accredited  
APPIC Member

3557 South Avenue  
Springfield, MO 65807  
[www.psychologyinterns.org](http://www.psychologyinterns.org)



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## Introduction

### National Psychology Training Consortium Great Lakes Region

The National Psychology Training Consortium (NPTC, previously Heart of America Psychology Training Consortium), a doctoral psychology internship, is a collaborative consortium consisting of psychological and primary care service centers throughout the United States focused on provision of services to rural and underserved patients. The Great Lakes Region of NPTC was founded in 2013 based on the model of the original NPTC-Central region (founded in 2003 as Heart of America Psychology Training Consortium). NPTC-Great Lakes is an APPIC member and is Accredited by the Commission on Accreditation of the American Psychological Association (see Appendix A for more information about NPTC-Great Lakes' accreditation status).

The executive training staff of NPTC-Great Lakes include the President/CEO, Adam Andreassen, Psy.D., Regional Training Director, James Noll, Ph.D., and Director of Operations, Katherine Dixon, M.A. The Great Lakes Region of NPTC is comprised of sites located in Indiana. The Executive Training Office for NPTC is located in the Central Region in Springfield, Missouri.

The National Psychology Training Consortium is an applied training organization for individuals completing an education in the professional practice of psychology or for individuals who have recently completed a doctoral level academic program and are working to obtain licensure. NPTC-Great Lakes provides psychology interns the opportunity to take substantial responsibility for fulfilling major professional and psychological functions in the context of appropriate supervisory support and professional role modeling. NPTC-Great Lakes partners with academic programs and community agencies to provide a sequential, cumulative, and graded training environment. The objective of the internship is to prepare prospective psychologists to function effectively in mental health settings and to provide services to a variety of populations in rural health care.

### Mission Statement

*Training Tomorrow's Psychologist in the Discipline and Practice of Psychology with Rural and Underserved Patients*

The mission of NPTC-Great Lakes closely aligns with the vision and mission of the American Psychological Association's Committee on Rural Health (CRH). The mission of NPTC-Great Lakes emulates that of the CRH in the following ways: 1) ensuring availability of behavioral and physical health services; 2) improving the availability and retention of psychologists; 3) increasing

psychological services; and 4) encouraging integrative care to reduce behavioral health care stigmas.

## Long-Term Diversity Plan

NPTC-Great Lakes is committed to promoting and infusing diversity into every facet of the training experience. NPTC-Great Lakes adheres to the definition of diversity provided in the Commission on Accreditation-Guidelines and Principles (2012), Domain A, Section 5, as “personal and demographic characteristics. These include, but are not limited to, age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation, and social economic status.” NPTC-Great Lakes is dedicated to providing psychology interns with opportunities to work with populations in a variety of settings that promote and provide necessary exposure to diverse populations and issues. In addition, NPTC-Great Lakes recognizes the importance of multicultural awareness and competence in the provision of professional service and strives to prepare prospective psychologists to meet the needs of a progressively global and dynamic society.

With this in mind, NPTC-Great Lakes has devised a long-term diversity plan to not only provide diversity training and experiences to its interns, but to also provide a safe, trusting, accepting atmosphere at its sites. In order to accomplish these goals, NPTC-Great Lakes has outlined three main areas of program diversity:

### 1. Diversity Education

- a. NPTC-Great Lakes’ mission statement is to train psychologists in the discipline and practice of psychology with rural and underserved patients. All training sites provide treatment to patients who represent various aspects of diversity, including age, religion, disability, and lower socioeconomic status. Supervisors provide interns with opportunities to work with diverse patients as cases become available.
- b. NPTC-Great Lakes has made diversity and diversity training a core component of its program goals and objectives in order to provide the appropriate emphasis on diversity to interns and ensure they graduate with an appropriate respect for diversity in all its forms.
- c. NPTC-Great Lakes values and emphasizes the importance of training in diversity and is committed to dedicating a two and a half hour seminar to diversity issues each month, as well as speakers from various areas of diversity when available.
- d. All interns are evaluated quarterly on their ability to work with patients from diverse backgrounds.
- e. As part of their core training expectations, Interns spend two hours each week in self-directed journal review, at least 10% of which must include diversity-related

topics. Fulfillment of this guideline is monitored and verified monthly by the Site Training Director.

- f. NPTC-Great Lakes' *Director of Diversity Enhancement* initiates and monitors the Long-Term Diversity Education Plan. This individual also presents diversity trainings, promotes diversity enhancement, consults with interns on diversity issues, and, if necessary, provides interns with referrals to other diversity experts.
- g. All of NPTC's Great Lakes member sites provide regular diversity training for their employees.

## **2. Psychology Intern Diversity Recruitment and Retention**

- a. NPTC-Great Lakes highlights the opportunities for diversity training through the training sites on its webpage and in the APPIC directory.
- b. To encourage applicants interested in working in rural, need-based areas, NPTC-Great Lakes highlights sites which are members of the National Health Service Corps loan repayment program. This increases the potential of attracting diverse applicants interested in longer-term placements in high-need diverse areas.
- c. NPTC-Great Lakes advertises available internship positions in the APA Division 38, APA Division 44, and APA Division 45 newsletters, and contacts individuals participating in the APA Minority Fellowship program in order to encourage a more diverse applicant pool.
- d. NPTC-Great Lakes advertises its program and available positions by sending its brochure to doctoral programs which have degree concentrations in Rural Psychology and/or Integrative Primary Care, for instance, Marshall University, University of North Dakota, East Tennessee State University, Ohio State University, East Carolina University, and University of Alaska.
- e. While it is likely that psychology interns will have a range of pre-existing attitudes and values related to diversity issues, acceptance to the training program is seen as a commitment to:
  - i. The social value of respect for diversity;
  - ii. Willingness to engage in self-disclosure, self-reflection and introspection;
  - iii. Readiness to resolve or eliminate attitudes, beliefs, and behaviors that could have a negative impact on their ability to perform the functions of a mental health professional in accordance with the highest standards and principles of professional practice and ethics.

### 3. Staff/Supervisor Diversity Recruitment and Retention

- a. All NPTC-Great Lakes member sites are encouraged to consider the following strategies when choosing staff and supervisors for their sites:
  - i. Advertise staff openings in venues targeting diverse applicants.
  - ii. Incorporate an inclusive diversity statement in all staff job advertisements.
  - iii. Request referrals and nominations of candidates from underrepresented groups completing doctoral programs.
  - iv. Allow/encourage support staff, supervisors and interns to attend diversity-oriented training and conferences.
- b. All NPTC-Great Lakes member sites have non-discrimination policies in place within their organizations.
- c. NPTC-Great Lakes expects that all members of the consortium will promote a safe, trusting, and accepting environment and strive to learn from each other in an atmosphere of mutual respect.
- d. It is also expected that all members of the consortium be supportive and respectful of all individuals, including, but not limited to, patients, staff, peers, administrators, and supervisors who are different from them in age, gender, gender identity, body size, race, ethnicity, culture, national origin, religion, spirituality, sexual orientation, disability, language, or socioeconomic status.



# Doctoral Internship Program Training and Psychology Intern Activities

## Overview of Training Program

NPTC-Great Lakes believes that the competent practice of psychology requires an integration of scientific and professional knowledge, skills, and attitudes. Thus, internship training incorporates diverse psychological theories, approaches, and perspectives that are designed to prepare psychology interns for a broad range of professional roles and activities. The training program is also attuned to the continually expanding scope and evolving nature of the field and the likelihood that clinical psychologists will engage in multiple roles over the course of their professional careers.

NPTC-Great Lakes is committed to providing a clinical training experience that is sequential, cumulative, and graded in complexity. The training is conducted in a facilitative and supportive manner that provides each psychology intern with the opportunities to experience the practice of psychology with rural and underserved patients and as members of multidisciplinary integrative primary care teams. Psychology interns are respected trainees who make valuable contributions that enhance the learning environment of the organization as a whole. Psychology interns are provided the opportunity to expand their understanding of theoretical principles and translate that knowledge into practice.

The goal of the supervisory relationship is to maximize the opportunity for the psychology interns to develop a constructive, collaborative working alliance that supports growth, learning, and quality care provision. Through collaborative modeling with supervisors, psychology interns are socialized into the profession and develop an appreciation for continuing professional development and lifelong learning.

## Philosophy of Training Program

The National Psychology Training Consortium seeks to train prospective psychologists to the discipline and practice of clinical psychology by employing an empirically-informed competency-based practitioner-scholar model. The three program aims include the following:

- **Aim 1:** To provide broad and general training in psychology with emphasis on applied empirical knowledge.
- **Aim 2:** To prepare psychology interns to competently address the needs of diverse populations, with emphasis on underserved.
- **Aim 3:** To socialize psychology interns to utilize critical thinking, problem solving, and meaningful self-reflection to facilitate life-long professional development.

The program utilizes these aims to provide experiences in clinical learning environments that are responsive to the changing needs of diverse communities.

As psychological practice is inarguably based on science, the program firmly believes the competent, evidence-based practice of psychology requires an integration of both scientific and professional knowledge, skills and attitudes. Our training model not only emphasizes the importance of broad and general training in clinical psychology but also prioritizes the integration of science and practice via implementation of the practitioner-scholar as a “local clinical scientist.” As described by Trierweiler and Stricker (1992), this perspective emphasizes:

- being a generalist of knowledge and method;
- focusing on local realities in which data are gathered as they apply to a particular case but may be limited in the extent to which they generalize to other cases; and
- developing an active inquiring mind as opposed to concentrating on technical expertise with scientific methods (p. 104).

Internship training is guided by consortium values that include:

- Broad and general practice with the opportunities to move into new, emerging areas;
- Multiples ways of knowing, sources of knowledge, and values;
- Commitment to life-long learning;
- Valuing of human diversity;
- Self-awareness, open-mindedness, flexibility, personal integrity, and honesty;
- Guidance by professional ethics and standards of conduct.

These values serve to compliment the profession-wide competencies of the Internship Program.

## Profession-Wide Competencies

### I. Research

1. Demonstrates the substantially independent ability to critically evaluate and disseminate research or other scholarly activities (e.g., case conference, presentation, publications) at the local (including the host institution), regional, or national level.

### II. Ethical and Legal Standards

1. Be knowledgeable of and act in accordance with each of the following:
  - a. the current version of the APA Ethical Principles of Psychologists and Code of Conduct;
  - b. relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels; and
  - c. relevant professional standards and guidelines.
2. Recognize ethical dilemmas as they arise, and apply ethical decision-making processes in order to resolve the dilemmas.
3. Conduct self in an ethical manner in all professional activities.



### III. Individual and Cultural Diversity

1. Demonstrate an understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves;
2. Demonstrate knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service;
3. Demonstrate the ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles (e.g., research, services, and other professional activities). This includes the ability apply a framework for working effectively with areas of individual and cultural diversity not previously encountered over the course of their careers. Also included is the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own.
4. Demonstrate the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship.

### IV. Professional Values and Attitudes

1. Behave in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others.
2. Engage in self-reflection regarding one's personal and professional functioning; engage in activities to maintain and improve performance, well-being, and professional effectiveness.
3. Actively seek and demonstrate openness and responsiveness to feedback and supervision.
4. Respond professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training.

### V. Communication and Interpersonal Skills

1. Develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services.
2. Produce and comprehend oral, nonverbal, and written communications that are informative and well-integrated; demonstrate a thorough grasp of professional language and concepts.
3. Demonstrate effective interpersonal skills and the ability to manage difficult communication well.

### VI. Assessment

1. Demonstrate current knowledge of diagnostic systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology.
2. Demonstrate understanding of human behavior within its context (e.g., family, social, societal and cultural).
3. Demonstrate the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process.
4. Select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics; collect relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient.

5. Interpret assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective.
6. Communicate orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.

### **VII. Intervention**

1. Establish and maintain effective relationships with the recipients of psychological services.
2. Develop evidence-based intervention plans specific to the service delivery goals.
3. Implement interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables.
4. Demonstrate the ability to apply the relevant research literature to clinical decision making.
5. Modify and adapt evidence-based approaches effectively when a clear evidence-base is lacking.
6. Evaluate intervention effectiveness, and adapt intervention goals and methods consistent with ongoing evaluation.

### **VIII. Supervision**

1. Apply knowledge of supervision models and practices in direct or simulated practice with psychology trainees, or other health professionals.

### **IX. Consultation and Interprofessional/Interdisciplinary Skills**

1. Demonstrate knowledge and respect for the roles and perspectives of other professions.
2. Apply this knowledge in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior.

## **Internship Program Learning Activities**

A unique focus of the program is the intersection between psychology and integrated primary care in rural and underserved areas. NPTC-Great Lakes provides various activities designed to establish the psychology intern's competence in engaging in evidence-based practice, serving diverse populations and demonstrating professionalism and ethical decision making. Some of the assignments immerse the intern in direct service delivery (e.g., outpatient intervention), while other experiences provide training and support (e.g., individual supervision or didactics). These training activities are structured in terms of sequence, intensity, duration and frequency, allowing the intern to develop mastery at each step before progressing to the next. Interns are provided with a combination of required and elective activities during the internship to prepare them to deliver a variety of psychological services. Interns actively participate in the selection of learning activities with respect to the number and intensity of activities completed. Performance in program assignments is monitored and supported through the individual supervision process. At the beginning of the training year, the Site Supervisor/Site Training Director will meet with the intern to generate a learning plan, specifically the Individual Learning and Training Plan (ILTP), which designates the assignments necessary to complete the internship. The ILTP reflects both required and elective activities for the specific internship site. The following table lists examples of recent training opportunities available at our various sites.

**TABLE 1: Examples of Training Opportunities**

	Four County Counseling Center	Bowen Center	Wabash Valley Alliance
Individual Child/Adolescent Intervention	X	X	X
Individual Adult Intervention	X	X	X
Group Intervention	X	X	X
Marital/Couples Intervention	X	X	X
Family Intervention	X	X	X
School Consultation	X	X	X
Crisis Intervention	X	X	X
Substance Abuse/Addictions Treatment	X	X	X
Sexual Abuse Treatment	X	X	X
Administration/Business Management	X	X	
Teaching/Psychoeducation		X	X
Supervision by Intern		X	X
Intake Evaluation	X	X	X
ADHD Evaluation	X	X	X
Assessments ( <i>Cognitive, Objective, Projective</i> )	X	X	X
Psychiatric Assessment		X	X
Acute Inpatient Care	X	X	X

## Required Program Components

### Intervention

Intervention is considered foundational to the training experience. It is a core experience including an ongoing caseload of adult, adolescent, or childhood patients. The psychology intern is expected to obtain a minimum of 10 face-to-face patient contact hours (25% of time) per week. Patient contact hours for this component accumulate through a variety of treatment modalities, depending on site placement. Potential modalities include: inpatient or outpatient, individual, group, couples and family intervention, and assessment administration. The intern's performance is assessed at the outset of the internship, and patients are assigned consistent with the intern's developmental readiness. As proficiency increases, interns are assigned more complex and challenging cases. Interns conduct co-intervention and participate in direct observation or other training opportunities with their primary and/or secondary supervisors when possible.

## **Supervision**

Interns are assigned two primary supervisors and primary supervision is solely done by licensed psychologists on staff. The training director and primary supervisors are responsible for intern training. Two hours of individual face-to-face intensive supervision are provided each week (one hour from each primary supervisor). Supervision focuses on assessment, relationship building, clinical interview and intervention skills, application of theory to practice, and integration of the aforementioned functions with the intern's developing professional style. Self-as-instrument, herein defined as how the psychology intern's idiosyncratic presence impacts the patient and the therapeutic environment, becomes the crucible through which knowledge, skills and attitudes are forged to form the intern's professional identity. This supervision includes in-vivo supervision, video- or audiotaped supervision, process notes, and case discussion. The form of supervision chosen by the supervisor depends on the particular intern's supervision needs. While supervision remains intense throughout the internship year, interns are afforded more autonomy as their skills progress. The following are examples of topics addressed throughout the intern's individual supervision:

- Assessment
- Clinical Interview Skills
- Application of theory to practice
- Integration of therapeutic modalities with the developing personal and professional style of the psychology intern
- Progression with respect to the psychology intern's use of self within sessions
- Development of consultation skills
- Integration of research data into practice

## **Psychological Assessment/Evaluation**

Evaluation assignments are a required and core experience of the internship. They are designed to enhance the already-established skill and knowledge base in the area of psychological assessment. While each intern is encouraged to complete ten (10) integrated reports, a minimum of six (6) integrated reports are required, with written psychological evaluations addressing specific goals/requests. Assessments are supervised by licensed psychologists and should focus on the integration of various tests and report writing skills. As competency is gained, the supervisor may allow the intern more autonomy. The intern is expected to become more proficient and sophisticated in his/her ability to perform and report assessments and results as the internship progresses. If a site cannot provide the necessary number of assessment opportunities for a Psychology Intern, a secondary site may be assigned for a period of time during the internship year to provide the needed resources.

## **Didactic Training**

The primary focus of didactic training is to enhance interns' readiness to practice in either an integrative primary care setting or in a rural area. Psychology interns participate in a once-a-month two-day didactic training presented in a seminar/workshop format. The structure of this two-day training fosters the opportunity for more in-depth and comprehensive exploration of topics relevant to clinical practice and intern socialization. A reference list of literature pertinent to the monthly didactic training is provided to interns in advance of the training. Interns are expected to become familiar with the current literature and be able to enrich the training activity

through participation and clarifying questions. Attendance at monthly didactic trainings also provides interns ongoing informal contact with each other so they can share experiences and provide support to each other.

### **Didactic Training Schedule**

Didactic trainings are typically held the first Wednesday and Thursday of each month from 8:30 a.m. to 5:00 p.m. both days. Interns participating in the IHC – Grant Funded positions will also spend the prior Tuesday to each didactic in an additional day of training in integrated health care topics. The trainings are generally conducted at Four County Counseling Center in Logansport, Indiana, due to its central location. Applicants should make note of the distance between their site and Logansport to be aware of travel requirements. Psychology interns will be notified in advance via email if the schedule or location has changed. All expenses related to travel and lodging for attendance at the didactic training are the responsibility of the psychology intern. Interns in the IHC – Grant Funded positions will be provided with a travel cost reimbursement for one day due to the additional required training. The following is an example schedule of monthly didactic training:

#### **IHC – Grant Funded Interns ONLY**

##### Tuesday

8:30 a.m. - 12:00 p.m.	Didactic presentation/seminar
12:00 p.m. - 1:30 p.m.	Lunch and Psychology Intern Socialization
1:30 p.m. - 5:00 p.m.	Didactic presentation/seminar

#### **All Great Lakes Interns**

##### Wednesday

8:30 a.m. - 9:00 a.m.	Psychology Intern Socialization
9:00 a.m. - 9:30 a.m.	Professional Development Seminar
9:30 a.m. - 12:00 p.m.	Diversity Presentation
12:00 p.m. - 1:30 p.m.	Lunch and Psychology Intern Socialization
1:30 p.m. - 3:00 p.m.	Critical Analysis and Evaluation Conceptualization
3:00 p.m. - 5:00 p.m.	Clinical Supervision Exercise

##### Thursday

8:30 a.m. - 12:00 p.m.	Didactic presentation/seminar
12:00 p.m. - 1:30 p.m.	Lunch and Psychology Intern Socialization
1:30 p.m. - 5:00 p.m.	Didactic presentation/seminar

### **Critical Analysis and Evaluation Conceptualization**

As a part of their didactic training, the psychology interns select an assessment case or a topic on which to conduct a critical analysis and present to the intern group throughout the year. Once an assessment case/topic is chosen, interns will investigate all aspects of the case/topic and compare their view to what research says. Interns should also investigate assessments used in the case versus research best practices. Interns will be evaluated on a set number of criteria and the depth of their understanding of the research based on their topic.

Research will be compiled, formally presented, and evaluated as a part of his/her graduation requirements. Interns will prepare a 30-minute presentation utilizing relevant media and have 15 minutes for questions from the group. The evaluation tool will be provided in advance so interns are aware of what is expected of them during the presentation. Intern presentations will occur during didactics as a part of a presentation schedule set at the beginning of the year.

Remaining time in the Critical Analysis and Evaluation Conceptualization portion of didactics is spent in an informal psychological evaluation conceptualization group. In this training, psychology interns take turns providing, organizing, and presenting assessment data for group review and evaluation. This group assists members in accurate test interpretation, proficient case conceptualization, and successful report writing. The focus of these exercises is ensuring evaluation and assessment practices follow evidence-based research and utilize the latest available manuals and literature to inform and further the discussion.

### **Clinical Supervision Exercise**

To foster their development as future supervisors, psychology interns spend two hours during their monthly didactic training in a Clinical Supervision Exercise. In this group, interns explore the professional role of supervisor and develop skills and attitudes appropriate to that function. This exercise utilizes supervision of actual cases provided by interns in a group setting. Interns may find it helpful or necessary to volunteer personal information during this process, however, it is not a required component to the exercise. Each month interns practice supervising in a mock setting as both supervisor and supervisee. Following the session, a discussion is facilitated on supervision style, level of effectiveness, areas for improvement, and theoretical underpinnings. The chief purpose of these exercises is to encourage interns to begin developing an effective supervision approach while receiving valuable and honest feedback in its practice. Each intern will also present a journal article on supervision based on a set presentation schedule. This process is supported during the didactic training year via a half-day presentation that focuses on current supervising theories and principles of supervision. The following text is reviewed as the foundation of these discussions:

Bernard, J. M., & Goodyear, R. K. (2014). *Foundations of Clinical Supervision* (5th ed.). Allyn & Bacon.

### **Self-Directed Journal Review**

Every week, interns are allotted two hours in their schedule for self-directed journal review to support knowledge of current, relevant research as well as the development of skills associated with lifelong learning. It is expected, though not required, that the self-directed journal review time is used to research for the critical analysis presentation and the clinical supervision journal presentation. The intern should review topics related both to areas applicable to present training and to areas of professional interest such as dissertation-related topics. It is required that 10% of these journal articles are topics related to diversity. Interns are encouraged to post journal article summaries to the internship listserv throughout the year. Purposes of these requirements include:

1. Contributing to an accumulation of growing literature bases useful for application to local clinical practice.
2. Establishing a habit of participation in professional discussions and resource-sharing with regard to the scientific and practical knowledge base.
3. Furthering the effective use of technology in support of identifying and utilizing the existing evidence-base in clinical practice.

## Graduation Requirements

The following is the list of program requirements psychology interns are expected to achieve in order to graduate from the internship program:

- Complete 2,000 total internship hours.
- Maintain a minimum caseload of 10 face-to-face patient contact hours per week (unless otherwise approved by the President/CEO), resulting in at least 25% patient contact or 500 hours over the course of the year.
- Complete at least 200 hours of supervision over the course of the year, at least 100 of which needs to be individual supervision with a licensed psychologist.
- Average score of 2.5 across all competencies on the *Psychology Intern Quarterly Evaluation* in the second quarter (with no ratings of 1), average score of 3 (Satisfactory Strength) in the third quarter (with no ratings of 1), and receives scores of at least 4 (Competent) in the fourth quarter with no items rated 1 (Unfamiliar), 2 (Aware/Developing), or 3 (Satisfactory Strength) to demonstrate they have achieved the objectives and competencies set by the consortium.
- Complete a minimum of 6 integrated reports with written psychological evaluations addressing specific goals/requests.
- Attend all scheduled didactic training activities.
- Maintain a score of 3 (Satisfactory) or higher on each area of the Quarterly Professionalism Review.
- Complete Critical Analysis as defined within the Critical Analysis and Evaluation Conceptualization section with a score of 2 or above in each category.
- Complete all internship documentation/forms/surveys as requested by the Executive Training Office throughout the year.



## NPTC-Great Lakes Settings and Application

### Site Membership and Descriptions

Internship training is carried out in a variety of affiliated member training sites. Currently, there are three member sites in the Great Lakes region. Many of the sites within the consortium employ more than one doctoral-level licensed psychologist, ensuring opportunities for primary supervision by two on-site doctoral-level licensed psychologists. In instances where there is only one psychologist on-site, NPTC-Great Lakes works with the training site to coordinate additional primary supervision for the intern.

Table 2 reflects the range of settings for NPTC-Great Lakes' member sites.

**TABLE 2: Characteristics of Member Sites**

	Community Mental Health	Other
Four County Counseling	X	Acute Care Unit
Otis R. Bowen Center	X	
Wabash Valley Alliance	X	Inpatient Psychiatric Facility

Table 3 reflects an example of populations most often served at our member sites. A brief description of each site is provided on the pages which follow.

**TABLE 3: Patient Populations Served**

See site descriptions on the following pages for the corresponding site number

	Four County Counseling Center	Bowen Center	Wabash Valley Alliance
Geriatric	X		X
Adults	X	X	X
Adolescents/Children	X	X	X
Marital/Couples	X	X	X
Families	X	X	X
Outpatient	X	X	X
Inpatient	X	X	X
Developmentally Disabled	X	X	



	Four County Counseling Center	Bowen Center	Wabash Valley Alliance
Neurologically Impaired	X	X	
Chemically Dependent	X	X	X
Medical Patients	X	X	
Sexual Offenders	X	X	X
Community Organizations	X	X	

## 1. Four County Counseling Center

**Traditional Positions: 6**

**IHC Grant Funded Positions: 5**

**Training Director:** James Noll, Ph.D.

**Supervisors:** James Noll, Ph.D. and Aimee Dershowitz, Psy.D.

The primary goal of the internship at Four County Counseling Center is to guide interns in their development from students to entry level, professional psychologists. Interns will be exposed to most clinical service lines offered by the agency so that interns can gain an in-depth understanding of the breadth of service operations of a rural mental health agency. Professional training and acculturation will involve more than exposure to clinical operations. Interns will also have exposure and learning experiences in most areas of mental health operations including business office, support, executive, and leadership functions. This is designed to help interns understand and appreciate the multi-faceted roles that psychologists often serve after graduation and to help prepare them for functions outside of their traditional clinical training.

Interns in the Integrated Health Care Grant Funded positions will spend the entirety of their training time at an integrative primary care site. Four County has partnered with two hospitals, two physicians networks, and a community health center to provide this IHC experience in addition to the services provided within the Four County office network. Interns in these positions may work within the Compassionate Health Center in Rochester, IN; Logansport Memorial Physician Network in Logansport, IN; Dukes Memorial Hospital Physician Network in Peru, IN; Indiana University Health in Tipton, IN; and Pulaski Memorial Hospital in Winamac, IN.

The mission of Four County Counseling Center is to empower person-centered recovery directed toward independence and integration. The mission statement is supported by the site motto, "Pathways for Wellness: Your Courage, Our Guidance," and site vision, "Achieving Emotional Well-Being and Independence." The training program is designed to prepare interns to serve a broad spectrum of individuals in terms of age, cultural, diagnostic, and level of functioning inherent in a rural setting. Professional acculturation will include exposure to legal, multicultural, and ethical issues that arise in an applied setting. Leadership, management, and executive functions are also addressed. Interns will learn to become key players within a multidisciplinary community setting.

## 2. Otis R. Bowen Center for Human Services

**Traditional Positions: 3**

**IHC Grant Funded Positions: 3**

**Training Director:** Siquilla Liebetrau, Psy.D. (see web page for list of site supervisors)

The Otis R. Bowen Center for Human Services, Inc., is a private not-for-profit, comprehensive community behavioral health that now serves 10 counties of Northeast and North Central Indiana at 31 service locations. During fiscal year 2013, Bowen Center served 18,082 individuals residing in across northeast and north central Indiana. Those served are predominantly rural and of low income.

Interns in the Integrated Health Care Grant Funded positions will spend the entirety of their training time at an integrative primary care site. Bowen Center has partnered with a health system and a regional medical center to provide this IHC experience in addition to the services provided within the Bowen Center office network. Interns in these positions may work within the Parkview Health System in Fort Wayne, IN and Huntington, IN or the St. Joseph Regional Medical Center in Plymouth, IN.

The mission of Bowen Center is to positively impact the quality of life of those they serve by providing professional, caring, cost-effective behavioral healthcare services. In order to accomplish this, it is their shared mission to interrupt (or at least lessen) the intergenerational transmission of toxic traumatic stress. The internship provides an opportunity to gain proficiency in a wide array of therapeutic and assessment techniques in a variety of clinical modalities and settings. Interns will develop their skills in assessment, diagnosis and testing. Bowen Center places strong emphasis on learning and implementing consensus evidence based practices and principles and practices of trauma informed care. Interns can also expect to learn about a rapidly changing healthcare environment and to develop greater understanding of fundamental business principles of the marketplace.

## 3. Wabash Valley Alliance

**Traditional Positions: 2**

**IHC Grant Funded Positions: 2**

**Training Director:** Brian Primeau, Ph.D.

**Supervisors:** Dale Crowder, Ph.D. and Monique Kulkarni, Ph.D.

Wabash Valley Alliance is a community behavioral health center serving 10 counties centered on Lafayette, IN. This site has 17 different locations where services are provided in 8 of the 10 counties served, including a free-standing inpatient program, case management programs, group homes and supported living, and traditional outpatient office settings. The Lafayette / West Lafayette metropolitan area has a population of 172,000, making it the 6th most populous in Indiana. Most of the counties surrounding Lafayette are rural farming communities.

Interns in the Integrated Health Care Grant Funded positions will spend the entirety of their training time at an integrative primary care site. Wabash Valley has partnered with

two FQHC's to provide this IHC experience in addition to the services provided within the Wabash Valley office network. Interns in these positions may work within the Family Health Clinic of Carroll County in Delphi, IN or the Riggs Community Health Center in Lafayette, IN.

The mission of Wabash Valley Alliance is to provide quality behavioral health and addictions care based on the needs of the communities they serve. Interns at this site will choose either the adult track or the child track and have a rotation on an acute inpatient psychiatric unit one day per week. Outpatient experience also includes an intensive addictions program, which provides experience with an addiction population.

## Psychology Intern Salary, Work Expectations, and Benefits

### Salary and Work Expectations

NPTC-Great Lakes' psychology interns will receive a \$21,008 salary for the 2018-2019 training year. NPTC-Great Lakes' IHC-Grant Funded interns will receive a \$28,352 for the 2018-2019 training year. The internship is for a 12-month duration beginning August 1<sup>st</sup>, 2018 and ending July 31<sup>st</sup>, 2019. Doctoral students shall represent themselves as "Psychology Interns" and complete a total of 2,000 hours over the course of the year. Intern leave time is included in this total. Interns are allowed to work over 40 hours per week (never to exceed 50 hours per week), but **only** under the prior approval of their site Training Director. It is expected that the internship and training activities come first and any other roles/duties are secondary to the completion of the internship program.

### Benefits

Interns assigned to the NPTC member sites are considered Psychology Interns of NPTC but employees of the Member site. Members, in coordination with NPTC, agree to provide the following benefits to each of the interns.

- Optional enrollment for interns and families in member site's employee benefit plans. This benefit will require financial participation of the intern.
- Provide primary commercial general liability, professional liability, and worker's compensation coverage for intern(s).
- At least 17 days of PTO (including vacation, sick, and professional leave).
- At least seven paid holidays that include: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and one additional holiday.
- General internship positions are provided with overtime pay (time and a half based on an hourly wage of \$10.10). Prior approval from Site Training Director for overtime is required. IHC Grant Funded positions are considered exempt employees and are not provided with overtime pay.
- Mileage reimbursement as defined in the individual site's reimbursement policy.

## Eligibility, Application, and Selection Procedures

### Eligibility

Applications for internship are accepted from persons who have met the following requirements:

- Comprehensive Examination successfully completed
- Master's degree completed (equivalent schooling is NOT accepted)
- Dissertation or Doctoral Project proposal approved by start of internship
- Completion of a minimum of 1000 total practicum hours, of which...
  - 250 should be Intervention and Assessment hours
  - 100 should be Supervision hours
- Completion of all required coursework for doctoral degree (other than dissertation/doctoral project)
- Approval to participate in the APPIC National Match

Applicants who are license-eligible in Indiana and willing to seek licensure may be given preference in the applicant selection process.

Due to the requirements of the HRSA grant, any intern applicants for the IHC-Grant Funded positions must be citizens of the United States, a noncitizen national of the United States, or a foreign national who possesses a visa permitting permanent residence in the United States. Individuals on temporary or student visas are **not** eligible to participate. Please note that this requirement **only** applies to the Grant-Funded positions and not the general positions available at each of our sites. If you have any questions about eligibility for the program please contact Katherine Dixon at [kdixon@psychologyinterns.org](mailto:kdixon@psychologyinterns.org).

All NPTC-Great Lakes sites require background checks and/or drug screens prior to beginning the internship. Eligibility to begin internship, even after match, is contingent upon the intern passing these tests. If a matched intern fails to pass a background check or drug screen, NPTC-Great Lakes reserves the right to withdraw the invitation to match with the intern.

As a part of the partial affiliations between NPTC and the Chicago School of Professional Psychology and Pacific University School of Professional Psychology, students from the Chicago School and Pacific University are given preference in the selection process. However, interns from programs will still be considered and are encouraged to apply. Please see the FAQ section on Partial Affiliation for more information about this agreement.

### Internship Application Process

#### Application Deadline: November 30<sup>th</sup>, 2017

The National Psychology Training Consortium requires that the AAPI Online application service be used by all applicants in order to be considered for our internship training program. Prospective psychology interns apply to individual sites within the consortium, not to the consortium as a whole; however, individuals may apply to as many training sites within the consortium as they wish. Everyone is to specifically indicate which sites she/he is applying to in the AAPI cover letter.

The following information is required in all NPTC-Great Lakes applications:

- Cover letter specifying the sites being applied to and why the intern is a good fit for each,
- APPIC AAPI as designated on the online application,
- Three letters of reference, and
- One psychological evaluation report writing sample submitted as supplemental material.

Eligible applications are reviewed and ranked by a combination of NPTC-Great Lakes' staff and individual site directors. A select group of applicants are invited for interview. Notification of invitation to interview is made by November 16<sup>th</sup>. For applications received after this notification date, notice will be made prior to December 15<sup>th</sup>. In order to reduce the travel expense associated with interviewing, all participating NPTC-Great Lakes sites conduct interviews on December 1<sup>st</sup> in Springfield, Missouri. Due to the nature of the interview day, site tours will not be available. Open houses may be offered at individual sites by request, but is not required or always available.

Following interviews, individual sites rank the interviewed candidates for submission in the APPIC match service. All final rankings are submitted by the Director of Operations, and application and selection procedures follow the APPIC guidelines. Internship applicants will be informed of their selection through the APPIC notification process contracted through the National Match Service.

This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any Psychology Intern applicant.

## APPIC Match Information

NPTC-Great Lakes participates in the APPIC internship matching program. Applicants must use the correct 6-digit program code (listed below) to identify each program on his/her Rank Order List. A match can only occur if the applicant and site use the same program Code Number when submitting the Rank Order Lists. Applicants can also obtain the Code Number for each program from the Listing of Programs participating in the Match, which is available on the APPIC Matching Program web site ([www.appi.org](http://www.appi.org)) or on the NPTC Website ([www.psychologyinterns.org](http://www.psychologyinterns.org)). Applicants may use these web pages to view up-to-date information on available sites and experiences through NPTC-Great Lakes.

<b>Program Code Number</b>	<b>Program Description</b>	<b>Available Slots</b>
228811	Four County Counseling Center	6
228812	Otis R. Bowen Center	3
228813	Four County IHC – Grant Funded	5
228814	Wabash Valley Alliance – Adult Track	1
228815	Wabash Valley Alliance – Child Track	1
228816	Bowen Center IHC – Grant Funded	3
228817	Wabash / Family HC – Grant Funded	1
228818	Wabash / Riggs CHC – Grant Funded	1



## General Policies and Guidelines

### Non-Discrimination Policy

NPTC-Great Lakes and member sites are Equal Opportunity/Affirmative Action employers and do not discriminate on the basis of race, color, religion, ethnic or national origin, creed, ancestry, gender, disability or age, sexual orientation or veteran status in employment or in any of its programs and activities. For questions, concerns, or more information, contact Katherine Dixon at [kdixon@psychologyinterns.org](mailto:kdixon@psychologyinterns.org).

### Disabilities Support Services Policy

Within the guidelines set forth in this policy, NPTC-Great Lakes and member sites are committed to providing an accessible and supportive environment for individuals with disabilities. Equal access for qualified students with disabilities is an obligation of NPTC-Great Lakes under Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. NPTC-Great Lakes and member sites do not discriminate on the basis of disability against otherwise-qualified individuals in any program, service, or activity offered by the consortium. NPTC-Great Lakes is committed to ensuring that no otherwise-qualified individual with a disability is excluded, denied services, segregated or otherwise treated differently than other individuals because of the absence of auxiliary aids or other appropriate services. Such accommodations, however, cannot result in an undue burden to NPTC-Great Lakes or member sites or fundamentally alter the requirements essential to a psychology training program. NPTC-Great Lakes reserves the right to determine whether a psychology intern or resident is capable of performing the duties required by the program.

Notification to the consortium of any and all types of personal needs involving physical, emotional, and learning difficulties and/or needs related to the Americans with Disabilities Act is the sole responsibility of the psychology intern. The individual should notify the Support Coordinator for Persons with Disabilities as soon as the need for accommodations becomes evident. In order to receive accommodations, the individual must provide the Support Coordinator for Persons with Disabilities with appropriate documentation of the disability. Accommodations will not be provided for undocumented disabilities, except that accommodations may be provided on a provisional basis pending receipt of documentation for disabilities that are readily apparent. Only persons interested in receiving disability-related accommodations need to provide disability documentation. If eligibility for accommodations is established and the request for accommodations approved, the Support Coordinator for Persons with Disabilities will coordinate a meeting between psychology intern and the necessary Training Directors and/or supervisors to review the approved accommodations. While all reasonable

efforts will be made to accommodate individual needs, it is conceivable that some conditions and circumstances may exist which cannot be reasonably accommodated.

To initiate an inquiry or request for accommodations, the individual must contact Katherine Dixon at [kdixon@psychologyinterns.org](mailto:kdixon@psychologyinterns.org).

A full listing of NPTC-Great Lakes' policies and guidelines, including the Due Process and Grievance Policy is included in the Internship Training Manual which is provided to interns during orientation. This document can also be viewed by request of the Executive Training Office. To request a copy of NPTC-Great Lakes' policies or to view a copy of the full manual, contact Katherine Dixon via email at [kdixon@psychologyinterns.org](mailto:kdixon@psychologyinterns.org).



## Appendix A: APA Accreditation

National Psychology Training Consortium – Great Lakes Region has been accredited on contingency since June 2<sup>nd</sup>, 2015 and granted full accreditation by the Commission on Accreditation of the American Psychological Association since May, 2017. This program is fully accredited for an additional 3 years with the next site visit occurring in 2020. If you have any questions regarding the program or any of the member sites, please contact President/CEO, Adam Andreassen, Psy.D. by phone (417-812-6495) or email (aandreassen@psychologyinterns.org).

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  
Email: [apaaccred@apa.org](mailto:apaaccred@apa.org)  
Web: [www.apa.org/ed/accreditation](http://www.apa.org/ed/accreditation)*





## Appendix B: Rural Psychology

“In almost all rural and frontier areas, health care practitioners, services and infrastructure are in short supply. The population is small and is disproportionately older. These areas have low household incomes, relatively high unemployment rates and high poverty rates. Unfortunately, they also have a high proportion of the population that lacks health insurance or has inadequate coverage. Providing behavioral health care services to rural residents is further complicated by the presence of stigma” (American Psychological Association, 2012). These words are taken from the American Psychological Association’s (APA) webpage dedicated to rural health awareness and initiative. They represent a longstanding commitment on behalf of the APA to promote increased awareness and resource allocation for rural residents and frontier populations. A significant barrier repeatedly encountered by organizations such as the APA Committee on Rural Health and The National Association for Rural Mental Health (NARMH) is the limited amount of specialty mental healthcare clinicians interested in rural practice.

Results of the shortage of specialty mental healthcare clinicians in rural areas have been changes in public health policy and the reallocation of financial incentives to attract practitioners, such as psychologist, to rural America. The recent expansion of the scope of the National Health Service Corps (NHSC) loan forgiveness programs has allowed further attraction of psychologists to these underserved areas. Other results from the shortage of psychologists in rural America have been the development and expansion of various training institutions, programs, and continuing education venues such as HAPTC-Great Lakes. In the past decade NPTC-Great Lakes has changed the specialty mental healthcare landscape in the rural Ozark Plateau region of Missouri and Arkansas. Since its inception, over one-hundred doctoral psychology interns have fulfilled their final doctoral requirements while participating in its various training programs. Many of those interns have continued their clinical practice in rural Missouri or Arkansas after attaining full licensure.

The above listed initiatives and incentives are important as years of research have shown rural life to be less idyllic and tranquil than often thought. The facts are that rural Americans suffer from similar rates of psychological disorders as their urban counter part. Additionally, illicit drug use, often methamphetamine, and male suicide rates have been found to be disproportionately higher in rural Americans compared to urban Americans (Lorenz, Wickrama, & Yeh, 2004). According to the same authors, reasons for these higher rates of psychopathology have been attributed to the stresses of isolation and the deterioration of culture/community. Furthermore, the lack of licensed specialty mental healthcare providers, such as psychologists, contributes to these trends of mental illness in rural America. For these reasons, NPTC-Great Lakes continues to recommit itself to address the psychological needs of the rural underserved.

For more information about Rural Mental Health, you can visit the following web sites:

[www.ruralhealth.hrsa.gov](http://www.ruralhealth.hrsa.gov)  
<http://ruralcommittee.hrsa.gov>  
[www.nrharural.org](http://www.nrharural.org)

[www.wiche.edumentalhealth](http://www.wiche.edumentalhealth)  
<http://telehealth.hrsa.gov>  
[www.hp.ufl.edu/uchptelehealth](http://www.hp.ufl.edu/uchptelehealth)

[www.pacifichui.org](http://www.pacifichui.org)  
[www.nrbhc.org](http://www.nrbhc.org)  
[www.isu.edudepartmentsirh](http://www.isu.edudepartmentsirh)



## Appendix C: Primary Care Behavioral Health

A growing body of literature calls for the inclusion of broad-based mental health services in America’s healthcare system. Furthermore, there is recognition of the need and utility of a “integrative” approach to mental health and behavioral health into our “healthcare” system.

The primary care setting has been viewed as the preferred setting for the delivery of behavioral health care services. There are three principle goals of integrative care: 1) to produce healthier patients, 2) to create more efficient resource expenditures, and 3) to remove barriers to access.

One of the primary goals of the NPTC-Cascades is to provide Psychology Interns with the skills to practice in and even manage integrative primary care settings. All designated sites within the Cascades Region implement the Primary Care Behavioral Health (PCBH) model and offer this intense and focused training.

The PCBH care training model provides training to work in a medical office, hospital, ER, and medical care facility and interact with a multidisciplinary team while focusing on the behavioral needs of the patient. This training model requires a strong background in at least one of the following areas: primary care behavioral health, integrative primary health care, medical psychology, health psychology, rehabilitation psychology or pain management. Psychology Interns interact in a triage fashion with the medical staff providing valuable feedback and intervention on a behavioral level for the patient’s medical condition.

Information regarding the PCBH model can be found in the links below.

- <http://www.behavioralconsultationandprimarycare.com/>
- <http://www.cfha.net/?page=PCBHSIG>
- <http://www.mtnviewconsulting.com/>
- [https://www.youtube.com/playlist?list=PLvLh\\_YdubBs6EWenUaD1PP3EF4k8-P0mW](https://www.youtube.com/playlist?list=PLvLh_YdubBs6EWenUaD1PP3EF4k8-P0mW)
- [https://www.youtube.com/playlist?list=PLvLh\\_YdubBs7eH3GA0GFuCMag1Ey-d3\\_O](https://www.youtube.com/playlist?list=PLvLh_YdubBs7eH3GA0GFuCMag1Ey-d3_O)
- [https://www.youtube.com/playlist?list=PLvLh\\_YdubBs5P-dw9IrSH7-TwTqM8fkqo](https://www.youtube.com/playlist?list=PLvLh_YdubBs5P-dw9IrSH7-TwTqM8fkqo)



## Appendix D: HRSA Grant Funding

The Integrated Health Care internship positions available through the National Psychology Training Consortium – Great Lakes Region are supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant M01HP31316 Behavioral Health Workforce Education and Training (BHWET) Program with a total award amount of \$1.8 million dollars. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.



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