

**Pacific University**  
**Pacific Psychology and Comprehensive Health Clinic**  
**Doctoral Psychology Internship Program**  
**2017-2018**

**PROGRAM OVERVIEW**

- The Pacific Psychology and Comprehensive Health (PCH) Clinics, which is part of Pacific University's School of Professional Psychology, offers a 2000 hour, one-year, full-time, doctoral internship to prepare qualified graduate students for entry-level professional practice in clinical psychology. We do not accept part-time interns. Our internship starts July 31, 2017 and ends on August 10, 2018. Our interns get approximately 6 weeks off over the year as well as release time for their dissertation, graduation, and interviews for their next position.
- For the 17/18 training year there will be two tracks:
  - Adult Track (**#1526-12**) will have four slots and
  - Youth and Family Track (**#1526-13**) will have two slots.
- Adult Track interns provide therapy and psychological assessment to adults and older adolescents. We require a minimum of 400 intervention and 100 assessment hours with at least 50% of hours accrued were with adult clients.
- Youth and Family Track interns will be placed on a child therapy and assessment teams. However based on client demands, these interns may have a few adult clients on their caseloads. We require a minimum of 400 intervention and 100 assessment hours with at least 50% of hours accrued were with youth and family clients.
- Interns will receive training in ten competency domains: intervention, assessment, interprofessional collaboration, consultation, supervision, outreach and marketing, diversity, practitioner-scholar methodology, professionalism, and ethical practice.
- Interns work approximately 50 hours per week, including one evening per week until 8pm and one Saturday per month. Our interns have a variety of roles. Here is an estimate of how interns spend their time.
  - Providing therapy: 20%
  - Conducting assessments: 20%
  - Engaging in interprofessional collaborations: 15%
  - Providing supervision and consultation: 15%
  - Conducting outreach and marketing: 10%
  - Receiving supervision and participating in training seminars: 20%

- Typical Intern's Week:

#### Supervision & Training

- 2 hours of individual supervision, at a minimum
- 2 hours of therapy group supervision with practicum students
- 2-4 hours of assessment group supervision with practicum students
- 2 hours of training seminars
- 1 hour of clinic-wide training
- 1 hour of interprofessional team meeting
- **10-12 hours total**

#### Clinical Duties

- 10-12 hours providing therapy and writing notes
  - 6-8 hours conducting assessments and writing reports
  - 2-4 hours providing and overseeing outreach and marketing efforts
  - 10-12 hours of clinical mentoring, consultation, and supervision of practicum students
  - **28-36 hours total**
- Our ideal interns have developed intermediate competency with therapy and assessment and are eager to expand their skills. Additionally, ideal interns:
    - are self-directed while being an active team member
    - know their strengths while being humble
    - are efficient and productive with attention to detail
    - are mature, curious and a desire to deepen their competencies
    - work hard and have effective self-care strategies at work and outside work
    - are self-aware and work well in a fast-paced environment with many facets
    - strive to do their best as psychologists while maintaining a sense of humor
    - Are interested in a variety of roles psychologist can play, beyond clinical services
  - Our internship is not be a good fit for interns who:
    - want to focus only on therapy and assessment
    - are disinterested in outreach, integrated care, or interprofessional collaboration
    - struggle with working autonomously
    - lack leadership skills or disinterested in mentoring practicum I students
    - are easily overwhelmed when required to multi-task
    - are stressed by interruption-rich environments
    - work best in 9-5 environment with lots of similarities from one day to the next
  - The internship is APA-accredited\* and a member of APPIC. 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 intern applicant.

- The current stipend for interns is \$26,000 over 13 months. We have asked for a stipend increase. We hope to have more information about the increase at the time of the Open House. Like faculty, interns do not accrue vacation or sick leave time but may arrange to take limited paid time off as long as they complete all necessary work and training requirements. Interns are given time to complete their dissertations and return to their home program for events such as dissertation defenses and graduation. Interns are also supported in looking for their next professional position. Time off to interview with post-doctoral training or other professional opportunities is allowed during the internship.
- Interns are eligible for medical, dental, and vision benefits and may purchase benefits for dependents. Interns have approximately 30 days paid time off for holidays and other scheduled university closures. Interns are given paid release time for dissertations, post-documentation or employment searches, and graduation. For further information about these and additional benefits for which interns are eligible, please visit <http://www.pacificu.edu/hr/benefits> and click on the link to the current benefits brochure. Interns are eligible at the Tier 1 level.

\*Questions about our accreditation status may be directed to:

American Psychological Association  
Office of Program Consultation and Accreditation  
750 First Street, NE • Washington, DC • 20002-4242  
Phone: 202-336-5979 • TDD/TTY: 202-336-6123  
Fax: 202-336-5978 • Email: [apaaccred@apa.org](mailto:apaaccred@apa.org)  
<http://www.apa.org/ed/accreditation>

## ELIGIBILITY REQUIREMENTS

Doctoral candidates enrolled in an APA-accredited clinical or counseling psychology program are eligible to apply. Applicants must have successfully completed their clinical competency or other major qualifying exam and successfully proposed the dissertation project before the application submission deadline. All required coursework should be completed before the internship start date in August. Required hours at the time of application are a minimum 400 therapy and 100 intervention hours. At least 50% of the hours accrued must be with clients that are consistent with the track applied to. We only recognize direct hours supervised by licensed psychologists. We accept hours accrued during Master's and Doctoral education if supervised by licensed psychologists. We do not accept hours that were supervised by unlicensed psychologists or other professionals, even if the supervisor is supervised by a licensed psychologist.

Successful candidates will have a substantial amount of supervised intervention and assessment experience and demonstrate fit with our internship program in training needs, future career goals, and interests. Although most applicants report significantly more experience, those with fewer than 400 intervention hours and 100 hours of assessment experience are unlikely to be sufficiently prepared for our particular training program. Adult track applicants must have worked with adult clients for at least 50% of the hours accrued by the applicant. Likewise, at least 50% of hours accrued were with youth and family clients for applicants to the youth and family track.

We **DO NOT REVIEW APPLICATIONS** that fall below our expectation of psychologist supervised 400 therapy hours and 100 assessment hours at the time of application and 50% of hours consistent with the track applied to.

We value diverse perspectives and appreciate differences in backgrounds and experiences as they directly benefit the clinic organization, our staff, our interns and student clinicians and, ultimately, the clients and communities we serve. The PCH clinics are committed to making psychological services nondiscriminatory, affordable, and accessible to all eligible clients. Interns and supervisors are strongly committed to and interested in working with clients from diverse backgrounds including but not limited to ethnic, racial, SES, and sexual orientation diversity. We welcome interns from a variety of backgrounds and strongly encourage interns from diverse backgrounds and/or with an interest in diversity issues to apply to our internship.

### *NOTICE OF NONDISCRIMINATION POLICY*

It is the policy of Pacific University not to discriminate on the basis of sex, disability, race, color, national origin, sexual orientation, or age, in admission and access to, or treatment in employment, educational programs or activities as required by Title IX of the Education Amendments of 1972, section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act, the Americans with Disabilities Act of 1990, and their implementing regulations. Questions or complaints may be directed to the Vice-President for Academic Affairs, 2043 College Way, Forest Grove, Oregon 97116, (503) 357-6151.

## SELECTION PROCEDURES

We anticipate selecting six interns for the 2017-2018 training year. Four of the interns will primarily work with adult clients, and two interns will work primarily with children, adolescents, and families. Applicants who are able to conduct therapy in English and Spanish are strongly encouraged to apply.

Applications must be submitted via the online AAPI by 9am Pacific time on November 7, 2016. Applications will first be reviewed for eligibility by the program Administrative Assistant and Training Director. Applications that meet eligibility requirements will be reviewed by a faculty member of the internship committee, with particular attention to goodness of fit, demonstrated through the cover letter and essays. Following this file review, a cut will be made, and 25-30 candidates will typically be invited to attend an informational Open House and Interview Day. All applicants will be notified of their interview status on or before Dec 16, 2016. The Open House and Interview Days will be January 6 & 13, 2017. On interview days, candidates will interview with the Internship Training Director, one of the internship faculty members, and a current intern. An informational presentation about the internship program and Q & A session, along with opportunities to tour the Hillsboro and Portland clinics, rounds out the day. In-person interviews are required. We do not interview electronically. Since goodness of fit is a high priority, we want applicants to get to know us and our program while we get to know them by spending a day together. Once the interview process is complete, the current interns and Internship Committee (comprised of the Training Director, other faculty members, and the Administrative Assistant) gather to form the rank order list for submission to the national match. Applicants will not be notified of their status between interview and match day; thus, any candidate invited to interview should proceed as if he or she is ranked.

## TO APPLY

All application materials must be submitted through the online APPIC application portal ([www.appic.org](http://www.appic.org)) on or before **November 7, 2016, at 9am PST.**

A complete application consists of:

- Application form (online AAPI)
- CV
- Graduate transcript(s)
- Three letters of reference

### Internship Match Numbers for the Pacific Psychology Clinics

- Adult Track: **#152612**
- Youth and Family Track: **#152613**

Please address any questions related to the internship program or the application process to:

Cathy Moonshine, Ph.D., MSCP, CADC III  
Internship Training Director  
503-352-2618  
[drmoonshine@pacificu.edu](mailto:drmoonshine@pacificu.edu)

Ellie Buhr  
Administrative Assistant  
503-352-2419  
[ellie.buhr@pacificu.edu](mailto:ellie.buhr@pacificu.edu)

## **ABOUT US**

The PCH Clinics are a behavioral health home and an integrated care clinic providing mental health and primary care services to diverse communities, marginalized groups, and underserved individuals across the lifespan. The PCH Clinics are part of the School of Professional Psychology at Pacific University and use qualified mental health professionals (QMHPs) and qualified mental health interns (QMHLs) as well as other healthcare professions trainees to provide integrated care and work interprofessionally. Licensed supervisors are on site during nearly all hours when services are provided.

The PCH Clinics are staffed by Pacific University psychology, OT, PT, and SLP trainees and faculty. Our partnership with the National College of Natural Medicine (NCNM) adds clinical rotations of Naturopathic Doctors and trainees at the PCH Clinics. Joint didactics and interprofessional case conferences strengthen the integration. We provide services to adults, youth, and families conducting nearly 10,000 client sessions annually.

Under various names, the PCH Clinics have provided services to adults, couples, youth, and families since 1980 as a not-for-profit organization. The PCH Clinics are supported by our host institution, Pacific University, which has existed for more than 100 years. The longevity of our host institution ensures the PCH Clinics' infrastructure and ability to serve clients are stable and that services will be available for many decades to come. In 2014, the clinics were unified under the name Pacific Psychology and Comprehensive Health Clinics. This new name captures the developmental trajectory of the Clinics becoming Behavioral Health Homes. We have expanded our services to include health and wellness services, with the goal of becoming a fully integrated care clinic.

Treatment is designed collaboratively with clients, involves their support systems when appropriate, and integrates other professionals (such as PCPs or other medical providers). Our services are client-centered, strength-based, culturally responsive, trauma-informed, holistic, and recovery-oriented. The PCH Clinics service array includes psychotherapy, case management, medication evaluations and management along with neuropsychological and psychological assessment. Our primary care

services include complementary and natural medicine. We offer OT, PT, and SLP services.

Nearly 1,000 psychological assessment and mental health clients are served each year and over 9,000 client sessions are conducted annually at the two Clinic locations. Clients range from preschool-aged children to older adults. The PCH Clinics have a Certificate of Approval till 2019 to provide mental health services to youth and adults by the Oregon Health Authority. We have contracts with Multnomah County Mental Health, Washington County Disability, Aging, and Veterans Services, Vocational Rehabilitation, Returning Veterans Project, and public schools, community colleges, and four-year universities.

In 2012/2013 the PCH clinics completed:

- 9,059 therapy and assessment sessions
- 121 neuropsychological and comprehensive psychological evaluations. Our interns conducted 21 of these psychological evaluations.

In 2013/2014 the PCH clinics provided:

- 8,194 therapy and assessment sessions
- 117 neuropsychological and comprehensive psychological evaluations. Our interns conducted 26 of these psychological evaluations.

In 2014/2015

- 7,667 total visits (this includes our health and wellness providers)
- 129 neuropsychological and comprehensive psychological evaluations. Our interns conducted 31 of these psychological evaluations.

In 2015/2016

- 9,865 total visits (this includes our health and wellness providers)
- 143 neuropsychological and comprehensive psychological evaluations. Our interns conducted 21 of these psychological evaluations.

The PCH Clinics have been serving youth and adult clients for more than 35 years through two primary missions: 1) providing integrated mental health services for underserved, medically disadvantaged, and economically challenged individuals with a variety of health and mental health needs and 2) training mental health care providers to deliver effective integrated, client-centered, trauma-informed, culturally competent care to these individuals.

The PCH Clinics strive to provide the highest quality of client care. All mental health clinicians who are not themselves licensed psychologists, are supervised by such licensed practitioners. The PCH Clinic Directors and Clinical Supervisors, all of whom are licensed psychologist, each has many years of experience in care provision to clients with “above the line” mental health diagnoses. The QMHPs and QMHIs are in the early stages of their careers, which means they are trained on the most up-to-date evidence-based practices (EBPs) and oriented toward working with outcome data in line

with the triple aims of the Affordable Care Act (ACA). All care providers and supervisors in the PCH Clinics focus on selecting and applying treatment methods that have an evidence base for effectiveness, have been developed to be cost effective, and have been shown to result in client satisfaction. Our 16/17 staffing consists of Clinic Directors (2 FTEs), Licensed Psychologists Supervisors (6 FTEs), QMHPs (15 FTEs) and QMHIs (20 FTEs). This creates a capacity of serving over 5000 unique therapy clients that include youth, families and adults. Additionally, we have health and wellness providers (5 FTEs).

Our treatment philosophy is holistic, strength-based, client-centered, trauma informed, culturally responsive and individualized. We utilize evidenced-based psychology and medical practices. The PCH Clinics are a Behavioral Health Home (BHH), similar to a Patient-Centered Medical Home. A BHH is created when an existing mental health organization integrates primary care and other medical services to treat patients holistically and comprehensively. The PCH Clinics currently function at Level 4 of SAMHSA's framework of integrated healthcare, with the goal of reaching Level 6 within five years. Level 4 can be described as close collaboration onsite with some system integration, whereas Level 6 is full collaboration in a transformed/merged integrated practice.

The PCH Clinics offer primary care and medication management in-house through a partnership with the NCNM. In Oregon, Naturopathic Doctors (NDs) are recognized as physicians and have a comparable scope of practice as Medical Doctors. NDs provide primary care, including prescribing psychiatric medications along with natural medicine. Other healthcare services at the PCH Clinics include OT, PT, and SLP services. Based on the triple aims of the ACA, integrated care is considered the most responsive, efficient, and effective form of medical and mental health services. We engage in interprofessional collaboration and care integration at the PCH Clinic. Interprofessional collaboration takes many forms, such as communicating with a PCPs or medical providers; engaging in weekly Interprofessional Team Meetings (ITM), considering medical, functional, physical, and other health-related issues when treating mental health concerns; patient advocacy; and referrals to specialty services.

The PCH Clinics treat a variety of mental health problems in adults, couples, youth/children, and families.

Typical adult presenting concerns include depression, bipolar, anxiety, trauma, adjustment, hoarding, obsessive-compulsive, problematic eating, gender dysphoria, poor impulse control, and substance use disorders. We offer treatment for mild to moderate personality disorders, such as borderline, narcissistic, histrionic, avoidant, dependent, and obsessive-compulsive.

Typical youth and family presenting problems are separation anxiety, major depressive disorder, disruptive mood dysregulation disorder, reactive attachment disorder, adjustment disorders, eating disorders, oppositional defiant disorder, conduct disorder, intermittent explosive disorder, and ADHD. Through dedication to providing culturally

relevant and systemic treatments, clinicians address problems related to environmental stressors such as poverty, family distress, acculturation, and educational disadvantage and challenge.

PCH staff are aware of the risk of mental health problems co-occurring with substance abuse disorders and incorporate a substance abuse screening into all adult and youth intakes. The PCH Clinics benefits from knowledge and skills of two clinical supervisors (i.e., Moonshine and Bowen) considered to be experts in addiction and dual diagnosis treatment, having trained with recognized experts in the field (e.g., Marlatt, Linehan, Miller).

The PCH clinics utilize evidenced-based and best-practice interventions geared toward the primary presenting problems of adults, youth, and their family. Each clinical supervisor is assigned a team of clinicians and has approximately 25% of his/her FTE dedicated to clinical supervision. Supervisors spend the remainder of their time engaging in research, dissemination, and teaching clinical psychology doctoral courses. All practicum clinicians have received training at the SPP and are well-versed in EBPs, interventions, and case conceptualizations. Each team provides EBPs in the clinical supervisor's areas of expertise. All EBPs are considered and adapted as needed in the context of the cultural realities and experiences of the patient's presentation, environment, and larger systems. Evidence-based interventions include, but may not be limited to:

<i>Adult EBPs</i>	<i>Youth and Family EBPs</i>
Stages of Change and Motivational Interviewing	Family Psychoeducation and Parent Training
Cognitive Behavioral Therapy	Trauma Focused Cognitive Behavior Therapy
Dialectical Behavior Therapy	Dialectical Behavior Therapy
Acceptance and Commitment Therapy	Incredible Years
Seeking Safety and Other Trauma Treatments	Collaborative Problem-Solving
Exposure Based Anxiety Treatment	Functional Family Therapy
Therapeutic Yoga & Other Mindfulness Interventions	
Solution-Focused Brief Therapy	
Strengths-Based Case Management	

In addition to our outpatient mental health therapy for adults, youth and families we provide a variety of specialty services. Since the PCH Clinics are part of the School of Professional Psychology, we have access to more than 25 licensed psychologists with a variety of expertise. This variety of expertise creates the opportunity for the PCH Clinics to offer a number of specialty services to our clients. Our specialty services include

- Psychological assessment of youths who have experienced complex trauma
- Psychological assessment and therapy with transgender youths and adults
- Therapy services in Spanish
- In-vivo exposure-based anxiety treatments for youth and adults
- ADHD treatment for adults
- Office-based and in-home treatment of adults with hoarding disorder.
- Individually- tailored yoga therapy and therapeutic yoga groups

The PCH Clinics' policy for clinicians' caseloads is approximately 15 clients per full-time clinician. Interns receive at least 2 hours of individual supervision and 2 hours of group supervision per week. In addition to clinical supervision, interns receive didactic training in Diversity, Interprofessional Collaboration, and Outreach Seminars. Clinicians spend 1.5-2 hours in training seminars and 1-2 hour Interprofessional Team Meetings each week. They also engage in on-the-fly consultation with supervisors and advanced clinicians.

**Cultural Competency and Responsivity:** The PCH Clinics embrace the diversity embodied within each individual and across groups as well as in the communities we serve. We recognize that prejudice and discrimination based on dimensions such as sex, gender identity and expression, ethnicity, race, sexual/affectional orientation, age, physical and mental abilities, size, religious beliefs and practices, and socioeconomic status, have historically affected healthcare practices and services.

The PCH Clinics are committed to ensuring that all clinical services are affordable, accessible, and non-discriminatory. We strive to provide culturally responsive, trauma-informed, evidence-based services. We are strongly committed to working with clients from diverse backgrounds and aim to provide a sense of inclusion to all community members. Our PCH Hillsboro clinic coordinator, several clinicians, and some supervisors are bilingual in Spanish, and we provide bilingual/bicultural services. **Minority Cultures Representation:** Our commitment to cultural competency requires ongoing resources and expertise. Many of our clinicians, clinical supervisors, and administrative and clinical staff are members of diverse communities. Our linguistic services continue to expand as the PCH Clinics grow. We are proud to offer Spanish-speaking services at both locations of the PCH Clinics. Clinical supervision is provided by bilingual and bicultural licensed psychologists and senior clinicians. Clinical services in other languages (e.g., Russian, Mandarin, German) are available intermittently as represented by our clinicians and staff language fluencies; thus, we keep a current list of other language services available upon request. More than 10% of our clients identify as ethnically diverse. Attendance at a monthly cultural consultation group is required for all clinicians.

In addition to traditional office-based therapy services, we provide significant outreach services to culturally diverse communities. One of our goals in providing outreach is to reach underserved and nontraditional mental health clients. We actively work to reduce the stigma associated with mental health problems and treatment along with reducing barriers to receiving help.

The PCH Clinics strive to embody the National Standards for Culturally & Linguistically Appropriate Services (CLAS; <https://www.thinkculturalhealth.hhs.gov/index.asp>). Clinician and client orientation materials clearly communicate our commitment to diversity and refer clients to our PCH CLAS policy. We embed cultural competency training into all aspects of our organization.

When we do not have clinicians who can provide services in the client's preferred language, we use the medical interpreter services of Linguava and Passport to Languages. Such services allow skilled interpreters become unobtrusive in sessions and language to flow between clinician and client. Having a bridge between two people who do not speak the same language in a way that allows psychological care to take place is essential for non-English speaking clients.

The PCH Clinics engage in continuous accountability to provide respectful, quality services that attend to diverse cultural health beliefs and practices while improving health equity and access to care for underserved populations. The most commonly represented non-majority populations we serve include the Latino/a community and the LGBTQ community. We take careful histories that attend to historical trauma, challenging diversity experiences, and cultural identity needs of our clientele. Clinicians complete required diversity trainings and classes before and during their rotation at PCH Clinics. Additional examples of culturally-specific services include treatment with Latinos, with older adults, veterans, and transgender individuals.

Culturally appropriate care is an important part of competent therapy and an ongoing learning process for all. To encourage clinicians' growth and to improve the quality of cultural services provided, we offer a monthly cultural consultation meeting. All clinicians working with the Latina/o clients as well as any other diverse population are required to attend the consultation meetings. Also, all clinicians are encouraged to consult on an as-needed and ongoing basis with senior clinicians and supervisors who are familiar with a particular culture regarding culturally-specific issues that arise in the therapeutic relationship.

Several times a year we offer culturally-specific training focused on how to serve the Latina/o community best. Topics include culturally-informed clinical interviews, assessment, diagnosis, case conceptualization, and treatment modalities with Latina/os and individuals from racial and ethnically diverse populations. Additionally, all clinicians complete a comprehensive semester-long diversity class during their time at PCH.

**Clinic Locations:** Our Portland location is at 1411 SW Morrison Street, and our Hillsboro clinic is at 222 SE 8<sup>th</sup> Ave. Both locations are easily accessible via TriMet. We are open until 8pm Monday-Thursday, 9-5pm on Fridays and 9-3pm on Saturdays.

Interns work Monday-Friday and one Saturday a month. Interns are required to work two evenings till 8pm Monday-Thursday. Interns and Post-Docs provide after-hours phone support to clients. This entails interns take a week of phone calls every 6-8 weeks. There is a \$300 per deim for each week of after-hours phone support. Clinic Directors are typically present during normal business hours Monday-Friday and are available via phone at all times the clinic is open and will provide back up for after-hours access.

The Director, Associate Director, and interns' primary supervisors are all available by cell phone for consultation when off premises. Together, the PCH Clinics are the

primary training facilities for Pacific University's School of Professional Psychology in which first-year practicum students are supervised, along with a small number of more advanced students. There are a total of 18 therapy teams and 8 assessment teams, divided between the two clinics. Each team is comprised of approximately 4 doctoral students under the supervision of a licensed psychologist supervisor. The range of current faculty supervisor experience is four to nearly 40 years.

Interns are assigned an office at their assigned location, either Portland or Hillsboro. The offices are equipped with sufficient furniture and space for the intern to conduct individual or couples therapy and to do administrative work. Intern offices are also supplied with computers, phones, and video recording devices. Further, interns have access to office space within the clinic for groups, assessment, along with a charting/workroom area, lounge/kitchen, printer/fax/copier, bathroom, and reception area. Across the street from the Hillsboro, interns are able to access classroom space and other meeting areas and conference rooms. The PCH clinics have a library of clinical and testing materials, and interns have access to Pacific University's library facilities, with reciprocal privileges at a number of local university libraries, including Portland State University and Oregon Health Sciences University. The College of Health Professions campus library is located adjacent to the Hillsboro Clinic on the second floor of Creighton Hall.

## **MISSIONS STATEMENT**

**PCH Clinics' Mission** – Providing children, teenagers, and adults with quality mental health treatment and integrated care services that are culturally responsive, trauma-informed and evidence-based. Training future clinical psychologists and healthcare professionals to work interprofessionally to improve patient outcomes and satisfaction.

**PCH Internship's Mission** - Preparing interns for entry-level professional practice in clinical and counseling psychology who are competent to provide assessment, therapy, and outreach in a culturally responsive manner. As Health Service Psychologists, our graduating interns have the foundational skills to work interprofessionally with a variety of healthcare settings.

**PCH Clinics' and Internship's Diversity Mission** - The PCH clinics embrace the diversity embodied within each individual and acknowledges group differences. We strive to provide culturally responsive and evidenced based services in a safe and affirming space. Our therapeutic, assessment, outreach and educational programs are delivered in a caring and compassionate manner that values the unique characteristics and experiences of the individual. Our clinicians, supervisors and staff are committed to the promotion and affirmation of diversity in its broadest sense. We recognize that prejudice and discrimination based on sex, gender identity and expression, ethnicity, race, sexual/affective orientation, age, physical and mental abilities, size, religious beliefs, and socioeconomic class, have historically impacted mental health practices, both in terms of defining mental health issues as well as in the provision of care that is informed by cultural awareness and identity-affirmation. Prejudice and discrimination run counter to psychology's professional ethics, the PCH clinics' commitment to social justice, and are viewed as detrimental to the practice of psychotherapy, assessment, outreach, integrated care, and interprofessional collaborations.

## **INTERNSHIP PHILOSOPHY AND TRAINING MODEL**

The Pacific Psychology and Comprehensive Health (PCH) clinics' internship training approach, aligns with the practitioner-scholar model of psychology training. Within the practitioner-scholar model, this program has adopted a local clinical scientist approach (Stricker & Trierweiler, 1995). This approach focuses on the development of professional and ethical practitioners who think critically and apply established or validated psychological theories, scientific principles, and interventions to assist a range of clinical populations. Practitioners use scientific knowledge and tools to assess and intervene with clients and systematically evaluate clients' responses to treatment (e.g., measurable changes in targeted problems). Practitioners also draw upon knowledge from practical experience and are encouraged to consider ways to modify empirically validated treatments for specific client needs and contexts as well as to deliver culturally-competent and trauma-informed interventions. Within this model, practitioners may contribute to scientific knowledge through their publication of clinical findings and other research (e.g., single case designs); however, most of their activities occur in the domain of clinical practice. For example, some of the internship supervisors are actively involved in

conducting applied research (e.g., effective interventions with depressed clients and factors in client retention), but most of their time is focused on clinical training and supervision that is informed by extant literature. Interns work with a variety of supervisors and intern seminar leaders. Each intern has a primary and secondary therapy supervisor along with an assessment supervisor. They interact with the seminar leaders of Diversity, Interprofessional Collaboration, Outreach and Networking and Professional Development & Self Care seminars. Interns interact with licensed psychologists on a daily basis. These psychologists serve as role models and mentors to help interns progress in their training towards becoming health services psychologists.

The supervisory philosophy of the internship program gives interns progressively greater autonomy, beginning with a more directive approach during the first third of the year. Therapy supervisors use guided questioning and consultation during interns' individual supervision to facilitate interns' development as a supervisor during the middle third of the training year. In the last third of the year, supervisors use a more non-directive stance in supporting the interns' development toward becoming clinical supervisors. This overall approach to supervision draws from the integrated developmental model of supervision developed by Stoltenberg and his colleagues (Stoltenberg & Delworth, 1987), which recognizes that supervisees require different types of supervision depending on their developmental level in a particular domain (Falender and Shafranske, 2004; McNeil and Stoltenberg, 2015). For example, an intern might be advanced in clinical intervention but be at an earlier stage of development as an evaluator of cognitively impaired clients—the content and approach to intern training is therefore modified to fit each domain. These stages may be accelerated as the intern shows progressively greater ability to perform as an entry-level psychologist.

Assessment, intervention, interprofessional collaboration, community outreach, and supervision are domains in which interns are provided with opportunities to develop more in-depth areas of skill and competency. Although all interns primarily receive training in holistically coordinated psychotherapy with adult or youth clients, they may choose to develop additional areas of competency by working with couples, children, groups, mindfulness, or therapeutic yoga interventions. Interns receive training in assessment with individuals across the lifespan, depending on team placement. Interns participate in interprofessional collaboration activities within the College of Health Professions. Currently these opportunities:

- Weekly IP team meeting in both clinics on Tuesdays and Thursdays
- Monthly IP Case Conferences at CHP
- Interprofessional Course at CHP
- Monthly Interprofessional Diabetes Clinic
- Community trainings

We are developing new interprofessional collaborations whenever possible.

Interns have the opportunity to provide group supervision on their therapy team and supervise individual cases of practicum I students as appropriate. Interns also provide consultation to practicum I students and provide support during evenings and Saturdays

when directors are away from the clinic. A practitioner-scholar model of understanding and applying the empirical literature in the clinical setting is emphasized during the internship training program. In addition, the internship faculty and interns affirm the principles of ethical and humane practice by honoring diversity and striving to increase interns' self-awareness and sensitivity to cultural and individual differences.

Training seminars include diversity, interprofessional collaboration, outreach, and networking, along with professional development and self-care. Training seminars occur on Fridays in the Portland clinic.

## **INTERNSHIP PROGRAM GOALS AND OBJECTIVES**

The internship goals and objectives are as follows:

1. Assessment: to produce entry level health service psychologists with assessment competencies including reliable and comprehensive diagnostic interviewing skills, knowledge of valid and appropriate test instruments, and an ability to communicate professionally useful information gathered from the assessment process including diagnosis and recommendations.
2. Intervention: to produce entry level health service psychologists who have the requisite knowledge and skills to provide psychotherapeutic services to diverse clients presenting with a range of significant psychological problems. All interns will use this knowledge and skill with either adult clients or youth and family clients. Additionally interns may be able to gain experience with couples or groups. Skills include diagnosis, case conceptualization, collaborative treatment planning, awareness of interpersonal process issues, attention to legal and ethical factors, and the ability to form a strong therapeutic alliance.
3. Practitioner-Scholar: To produce entry-level health service psychologists who understand how empirical findings impact clinical activity. Skills include acquiring, applying and disseminating knowledge and understanding of the clinically relevant research and literature as it applies to the intern's area of practice.
4. Interprofessional Collaboration: to prepare interns to be health service psychologists capable of effectively collaborate with other healthcare professionals. All interns will participate in interprofessional collaboration throughout their training year. Interns will facilitate the weekly Interprofessional Team Meeting in each clinic, collaborate on shared cases and participate in other IPC opportunities through the College of Health Professions.
5. Supervision: To prepare interns for entry-level professional practice as a supervisor in health service psychology. Interns will demonstrate an ability to provide individual and group supervision in practicum students assigned to the intern's primary supervisor. Facilitate case conceptualization skills of supervisees. Has an aptitude in considering clients' and clinicians' diversity components within the supervision context. Role models a knowledge of and behaves consistently with ethical guidelines. Oversee supervisees' clinical documentation and professional writing.
6. Consultation: to prepare graduates with the necessary knowledge and skills for entry-level professional role of consultant. Interns will acquire knowledge and skills to provide consultation to practicum I students. Consultation may include formal

trainings as well as case by case discussions. Case discussions may include risk assessment, crisis intervention, cultural competency, diagnostic questions, conducting intake assessments, treatment planning, managing counter-transference, and ethical termination processes.

7. Outreach and Networking: To prepare interns for entry level practice of health services psychologist who can collaborate with community partners, work to reduce the stigma of mental health issues and treatment and reach underserved, marginalized and non-traditional individuals and communities. Interns will develop new clinical services based on community needs and help recruit clients for specialized services offered through the PCH clinics
8. Diversity: to prepare interns for practice within a diverse cultural community by acquiring knowledge of the histories, cultures, norms and values of diverse groups and adjusting their clinical practice to provide respectful and effective services to diverse groups.
9. Ethical and Humane Practice: to produce graduates who demonstrate ethical and humane practice by teaching ethical principles and encouraging attention to ethical issues in their presentations and practice.
10. Self-Awareness/ Professionalism: to prepare interns for the integration of active self-awareness into their psychology practice as professionals. Skills include acquiring more knowledge of their personal and interpersonal functioning with clients, supervisors, and peers and modifying their professional functioning to become better able to function effectively, genuinely and responsibly.

## **TRAINING OPPORTUNITES**

### **Psychotherapy**

All interns will carry a caseload of approximately 8-10 clients and will work with a wide array of diagnoses both at the PCH clinics. While interns will primarily conduct psychotherapy within their track, opportunities exist for supervision in couples, group and/or therapeutic yoga. The intern's primary supervisor oversees therapy work at the clinic and integrates the intern into an accompanying team of practicum students, first as a participant and later as a junior supervisor. Current supervisor theoretical orientations include cognitive-behavioral, integrative, and psychodynamic. All supervisors incorporate evidence-based practice and the local clinical scientist model into their teaching. Each intern is provided with 2 hours of individual supervision per week to review their therapy caseload.

### **Assessment**

Interns will participate in a year-long assessment rotation in which they will conduct comprehensive psychological evaluations with children, adolescents, and adults. Most referrals involve questions related to learning disorders or attention-deficit/hyperactivity disorder. Clients receive a standardized, extensive battery of tests covering a wide range of functional domains. Interns may expect to spend approximately 6-8 hours each week administering and scoring tests and writing reports. Supervision is

conducted in a seminar format weekly for 2 hours, with additional individual supervision as needed.

### **Interprofessional Collaboration (IPC)**

Interns facilitate one of the weekly IP team meetings at each clinic. Additionally, interns will participate in interprofessional collaboration within CHP, and in the community as opportunities to present themselves. Other IPC opportunities are assisting with the Interprofessional Course. This is a yearlong course that all first-year students at CHP take in order to develop collaboration from the beginning of their careers. Interns will also take the lead on presenting an integrated care case at one of the monthly Interprofessional Case Conference. Interns' work at IPC will be overseen by Irina Gelman, PsyD, who will be available on site or by phone. Additional supervision/consultation will be provided by Cathy Moonshine, Ph.D., MSCP, MAC, CADC III and Irina Gelman, PsyD.

### **Consultation**

Interns will serve as informal consultants to junior students in both clinic locations throughout the year. Practicum students will review risk factors and other concerns with interns after conducting phone screens or intakes to determine if the client is a good fit with the parameters of the PCH clinics and to discuss appropriate referrals if needed. If a crisis situation arises, practicum students may also call upon interns for consultation and guidance regarding risk assessment and ethical and legal issues. In the second half of the year, interns are given the opportunity to act in a formal consultation role to therapy teams as requested. Oversight for the interns' consultation and clinical mentorship experience occurs in secondary supervision.

### **Supervision of Students**

Interns participate on a therapy team of practicum students assigned to the intern's primary supervisor, in which they gradually take on the role of junior supervisor throughout the year. Interns will typically have the opportunity to lead the supervision team for portions of the final term of the training year. Additionally, as appropriate, interns will have opportunities to supervise individual cases of practicum students, and will provide clinical trainings at the beginning and throughout the year. Interns will provide short-term consultations as needed. These activities are supported through supervision with their secondary supervisor and the Consultation/Supervision meetings. Interns also provide group supervision for students when faculty are on break. Oversight for the interns' supervisions experience occurs in secondary supervision.

### **Outreach and Networking**

Develop and lead networking teams to market the clinics and provide psychoeducational and outreach programs to the community. Interns are encouraged to seek out and get involved in outreach projects. They will develop skills to promote the clinics in the community and interprofessionally. These activities are supported through a monthly Outreach and Networking seminar.

### **Diversity Community Placements**

Interns at the PCH clinics experience diversity in their clients in terms of racial, sexual orientation, religion, socioeconomic status and gender. Although approximately 18% of clients identify themselves as ethnic or sexual minorities, with an especially representative group of Spanish-speaking Latino clients at the Hillsboro location, the majority of English-speaking clients at the clinics are European-American. In coordination through the Diversity Seminar, interns will be placed at more ethnically diverse community sites during the second half of the training year for 4 hours each week to increase their experiences and awareness with these populations. Sites may vary each year and are dependent upon the needs of the individual intern. The community placement is intended to be primarily a cultural immersion experience. Should the need arise; supervision of any direct service is conducted through the Diversity Seminar in coordination with the site contact.

### **Supervision, Seminars, and Didactics**

In both supervision and formal didactic experiences, interns are exposed to the application of psychological concepts, current scientific principles, knowledge, and theories related to the professional delivery of psychological services to clients. Professional identity development of interns is closely tied to increasing intern self-awareness of professional conduct standards and ethics.

Past interns have rated the amount and quality of supervision of the internship as satisfactory and high quality. Faculty supervisors are highly committed to providing interns with support, guidance, and helpful feedback to promote their professional development. Interns receive a minimum of 2 hours of individual supervision weekly and approximately 6 hours of group supervision/ training weekly. The following supervision is offered:

Interns receive at least 2 hours of Individual Supervision weekly, several types of group supervision, and training through clinical seminars. Supervision is provided for areas of competency such as assessment, treatment planning, psychotherapy, interprofessional collaboration, diversity competency, and consultation. Individual supervision typically includes reviewing of video recorded sessions and case presentations.

Group Supervision is provided for the interns' own consultation and supervision efforts, cultural competency, optional research activities, additional case consultation, and for special activities such as assessment and group therapy. Clinical seminars focus on topics of interest and relevance to the practicing clinician. Presenters at periodic clinical workshops and seminars include licensed psychologists, primarily core faculty, as well as other community professionals.

The year-long primary therapy clinical supervisor is the primary supervisor and is responsible for overseeing the intern's PCH clinics client case load. The clinical supervisor meets individually 1 hour weekly with the intern to review videotaped therapy sessions, client charts, reports, treatment plans, and client progress measures. Interns also participate in group supervision with their clinical supervisor and a team of practicum

students for 2-4 hours each week. Through this experience, interns are exposed to theories of supervision and are encouraged to act as peer supervisors to the practicum students under the guidance of their primary supervisor. This supervisor also addresses professional development issues.

The year-long secondary therapy clinical supervisor is responsible for overseeing the intern's Portland or Hillsboro caseload as well as supervising the intern's role as consultant, supervisor, and clinical mentor with Practicum I students. The secondary clinical supervisor meets individually 1 hour weekly with the intern to review videotaped therapy sessions, client charts, reports, treatment plans, and client progress measures as well as all consultation/supervisory activities.

The year-long assessment supervisor is responsible for supervising interns in the administration, scoring, interpretation, write-up, and presentation of findings to clients who are undergoing multi-test batteries. The supervisor provides supervision in a 2-hour team supervision seminar.

As part of the internship activities, interns also will participate in Diversity Seminar to supplement the clinical training. Diversity seminar meets twice a month for approximately 90 minutes. The goals of this training are to raise the level of cultural self-awareness, provide knowledge of diverse peoples, and enhance the multicultural competency skills of the interns. In addition to the year-long diversity seminar, interns will be placed in community service sites for 6 months, which offer an immersion experience where the interns can learn to relate well to people who are different from themselves. Dr. Susan Li leads this seminar.

The Professional Development & Self Care Seminar will meet monthly for 90 minutes. This seminar will include discussion and exploration of the process of becoming an intern, then post-doctoral trainee and finally a licensed psychologist. This seminar explores a variety of roles psychologist can work in including but not limited to the clinician, supervisor, and administrator. This seminar will also include the importance of clinician self-care as an ethical obligation to build resiliency in our work lives. To this end, the Director and Associate Director take the interns to lunch at a variety of Portland's finest restaurants.

The Interprofessional Collaboration Seminar will meet monthly as it will alternate with the Outreach and Networking seminar. The Interprofessional collaboration seminar will focus on increasing competence and comfort in working collaboratively with other health professionals in an ever more integrated healthcare system. It will help the interns conceptualize themselves as Health Service Psychologists and discuss how this frame influences their career endeavors. Interns will discuss IPC at the PCH clinics including the weekly team meeting, collaborating care with shared clients and mentoring practicum students to work from an integrated care framework. This seminar is led by the Associate Director.

The Outreach and Networking Seminar will include discussion of skills required to promote a community mental health clinic and/or private practice, with particular attention to

increasing PCH clinics' presence in the community and growing the clinics, as well as navigating Interns development of skills necessary for networking in an interdisciplinary setting. Additionally, they will explore issues related to leading an outreach and marketing team, recruiting clients, and providing presentations to community agencies and members. This seminar is led by the Associate Director.

The Evidence-Based Case Conceptualization Seminar happens monthly. It is facilitated by the Director and Associate Director. Interns present cases in the first seminars and then serve as discussants at the end of the year. The purpose of this seminar is to develop skills conceptualizing clinical cases from a variety of therapeutic orientations. SPP's commitment to utilize evidence-based practices is included in this process. To this end, data collected at assessment along with on-going data about improvement will also be included in the presentation. A brief clinical case presentation, lasting no more than 30 minutes, will include the following information:

- Client Demographics & Presenting Problem
- Assessments Used, Results & Interpretations
- Main Features of Orientation
- Causes & Maintenance Factors
- Health, Wellness & Medical Considerations
- Client Strengths
- Diversity Considerations
- Risk, Ethical & Legal Issues
- Practitioner-Scholar support from the Literature OR Scientist-Practitioner support from the literature
- Interventions
- Anticipated Outcomes & Monitoring Progress

The case presentation is designed to stimulate discussion about how different therapeutic orientations would work these types of clients or presenting problems. It is not about the specific client presented, but more about how case conceptualization helps us design treatment for clients like this or similar presenting problems. It is essential to keep in mind that this seminar talks in generalities. Discussion of specific issues related to the client presented occurs during individual and group supervision, which this is not.

## **INTERNSHIP TRAINING STANDARDS**

Supervisors will evaluate interns as part of supervision. Formal evaluation of the intern's progress is done twice per year, through a collaborative model in which the intern, all of the intern's supervisors, and the internship committee provide input and feedback.

### **Internship Training Standards**

The PCH clinics have the responsibility to provide adequate support and supervision to interns during their training. The PCH clinics have an equal responsibility to be

accountable to the public in maintaining professional standards. Thus, the internship is a critical stage in the professional development of interns, and any serious problems or impairment must be remedied before recommending that interns be advanced to autonomous practice in the field. Regular, timely evaluations of interns' progress, as well as evaluation of the internship training program, are essential in insuring that both interns and staff carry out their respective responsibilities to facilitate growth and change in trainees. In those rare cases when a severe problem or impairment is uncovered, it must be identified, and the Director and Associate Director must assist the intern in addressing these concerns. An internship is inherently stressful, even while it is an exciting opportunity for growth. Many different stressors accompany the transition from graduate school to the internship, whether developmental, personal, situational, or institutional. Feelings of vulnerability arise from diverse sources such as relocation, loss of prior support systems, changes in professional identity, the experience of intense supervision, and the heightened clinical responsibility of a full caseload. For the vast majority of interns, given support, adequate training, and supervision, the experience is one wherein they are able to achieve all the goals of their program.

All interns are expected to meet the following standards:

- Interns know, understand, and integrate into their professional practice, the APA Ethical Principles, Code of Conduct, and all relevant state and APA guidelines.
- Interns learn and apply all laws and statutes regulating clinical practice; e.g., reporting dangerousness and abuse, confidentiality, and commitment procedures.
- Interns abide by the policies and procedures of the PCH clinics (and all external placements) in all areas including client care, record keeping, and personnel matters.
- Interns abide by all requirements of the Internship Program, such as participating in the mutual evaluation, drawing up learning agreements, giving input on topics for training, program development, etc.
- Interns develop acceptable skills in both psychotherapy and assessment to deliver quality services to clients, and appropriately document such service.
- Interns are sensitive to community relations and act in a manner that advances community cooperation with PCH clinics programs.
- Interns recognize and respond appropriately to personal issues that impact professional functioning and manage stress, so it does not interfere with duties.
- Interns participate as staff members in clinical programs and committees and provide program and emergency coverage.
- Interns seek to develop their knowledge, skill, and professional growth, taking advantage of supervision and various training seminars and events.

## **INFORMATION ABOUT PAST INTERNS**

Of the 22 interns admitted to the PCH internship program over the past seven years:

- 36% were culturally diverse
- 10% had been immigrants
- 15% identified as sexual minorities
- 23% were bilingual

- 27% identified as male, 73% identified as female; 0% identified as transgender
- 13% were covered by the Americans with Disabilities Act
- 45% were seeking PhDs; 55% pursued PsyDs

## **MEET OUR TRAINING FACULTY**

Our current internship faculty represents a wide array of backgrounds, interests, and expertise. Of the twelve who supervise the interns, 33% identify as male, and 67% identify as female, and 0% have identified as transgender. 33% are culturally diverse, 17% are sexual minorities, 17% are bilingual, and 8% is covered by the Americans with Disabilities Act. 83% are PhDs, and 17% are PsyDs.

### **2016-2017 INTERNSHIP DIRECTORS AND SUPERVISORS.**

**Catherine Moonshine, Ph.D., Internship Director** (Oregon License # 1476) Dr. Moonshine received her Ph.D. in Clinical Psychology from the Pacific Graduate School of Psychology, Palo Alto, in 1999. Her orientation is DBT and CBT. Dr. Moonshine leads the internship program and directs day-to-day operations at the Portland clinic. Dr. Moonshine provides secondary supervision to the interns placed in the Portland location. Dr. Moonshine is a secondary supervisor, overseeing intern's therapy cases in Portland.

Dr. Moonshine's team treats a variety of mental health disorders with a particular emphasis in addictions. If a client presents with a mild to moderate addiction issue, then they will likely be treated on this team. Treatment provided is a combination of DBT, CBT and client-centered. In addition to individual clients, team members have the option to co-facilitate a DBT group that runs throughout the year. Supervision occurs weekly as a group and biweekly in individual sessions. Supervision is delivered from a developmental perspective to assist clinicians in optimizing their professional growth during their time at the PCH clinics. Team Moonshine is located in Portland.

**Irina Gelman, Psy.D., Associate Internship Director** (Oregon License # 2307) Dr. Gelman received her Psy.D. in Clinical Psychology from Nova Southeastern University in 2012. Her orientation is integrative CBT with humanistic interventions. Dr. Gelman oversees day-to-day operations at the Hillsboro clinic. Dr. Gelman is a secondary supervisor, overseeing intern's therapy cases in Hillsboro.

Dr. Gelman's team will be based in Cognitive Behavioral Therapy theory and interventions. Other therapy approaches can be integrated into the treatment plan on an individual basis. Dr. Gelman's team will provide CBT, Client-Centered, and Interpersonal interventions. Team Gelman will work primarily with adults, in individual, couples, and group settings. Strong emphasis will be placed on differential diagnosis, as part of the assessment and intake process. Dr. Gelman has a strong interest in anxiety disorders, and exposure-based treatments. Team Gelman is located in Hillsboro.

**Michael Christopher, Ph.D., Therapy Supervisor** (Oregon License # 1818) Dr. Christopher received his Ph.D. in Clinical Psychology from the University of South Dakota in 2004. His orientation is integrative mindfulness CBT and ACT, and his clinical and research interests include the synthesis of empirically-supported and culturally-relevant psychotherapies, mindfulness-based psychotherapies, behavioral/preventative medicine, and affective and sociocultural predictors of help-seeking behavior. Dr. Christopher is a primary supervisor, overseeing intern's therapy cases.

On Dr. Christopher's team, treatment is typically conceptualized from an Acceptance and Commitment Therapy (ACT) approach. Clinicians are encouraged—but not required—to begin a personal meditative practice prior to joining the team (e.g., mindfulness, yoga, etc.). As a generalist, Dr. Christopher is willing to supervise treatment of most adult cases but has a particular interest in mood and anxiety disorders. Supervision is a combination of group and individual formats. Team Christopher is located in Hillsboro.

**Jennifer R. Clark, PsyD** (Oregon License #2632). Dr. Clark received her PsyD in Clinical Psychology from The Illinois School of Professional Psychology in Chicago in 1999. Her clinical and research interests include forensic and child psychology, parenting capacity and assessment, trauma, attachment, child abuse and neglect, preventative interventions and programming, the interface of psychologists with the legal system, use of forensic evaluations in court, student training and supervision, and disproportionate minority contact within child welfare.

Students on Dr. Clark's team will see mostly children, adolescents and families; however, work with adult clients is also possible. Students will learn to conceptualize cases using an ecological framework that considers the client within the context of multiple interconnected systems. Treatment will be guided by the needs of the client and may include psychodynamic, CBT, family systems, and attachment/relational theoretical approaches.

**Katherine Elder, Ph.D.** (Oregon License # 1778), Dr. Elder received her Ph.D. from the University of Colorado in 2003. Her team will learn a cognitive-behavioral approach to working with adult clients, with an emphasis on providing psychological services in interdisciplinary hospitals, medical centers, and clinics. Dr. Elder's team will see clients with a wide variety of presenting issues (e.g., depression, anxiety, addictive behavior, interpersonal, occupational or phase of life issues). Dr. Elder's areas of expertise include eating disorders and weight-related concerns, pre- and postoperative support for bariatric surgery patients, obesity stigma, and health promotion. She can also supervise cases in Spanish with attention to multicultural issues common among the Latino population. Team Elder is located in Portland.

**James B. Lane, Ph.D., Therapy Supervisor** (Oregon License # 775) Dr. Lane received his Ph.D. in Clinical Psychology from the University of Minnesota in 1974. His

orientation is integrative mindfulness CBT and his clinical and research interests include psychological assessment, differential diagnosis, mindfulness and acceptance-based psychotherapy. Dr. Lane is a primary supervisor, overseeing intern's therapy cases.

Dr. Lane's approach to supervision might best be characterized as pragmatic. He encourages clinicians, to begin with, a non-theoretical description of client difficulties and aspirations, followed by conceptualization-based treatment planning using concepts and interventions from Acceptance and Commitment Therapy (ACT), Cognitive Behavioral Analysis System of Psychotherapy (CBASP), Behavioral Activation, and mindfulness- and acceptance-based approaches. Clinicians can expect to see a wide range of adults in individual and couples therapy and to use assessment tools for both conceptualization and monitoring treatment. Team Lane is located in Portland.

**Lisa Christiansen, Psy.D., Assessment Supervisor** (Oregon License # 1565) Dr. Christiansen received her Psy.D. in Clinical Psychology from Pacific University in 2001. Her orientation is integrative CBT, and her primary interests include trauma responses and preventative mental health for career-related exposure to chronic stress or traumatic material. Dr. Christiansen supervises cognitive assessment across the lifespan for learning disorders and ADHD. Dr. Christiansen supervises intern's assessment cases.

**Michael Daniel, Ph.D., Assessment Supervisor** (Oregon License # 1422)

Dr. Daniel received his Ph.D. in Neuropsychology and Clinical Psychology from the University of Memphis in 1986. His clinical and research interests include neuropsychological evaluation, head trauma, dementia, cardiac surgery and forensics. Dr. Daniel supervises neuropsychological assessments of adults.

**Susan Li, Ph.D., Assessment Supervisor** (Oregon License #2105) Dr. Li received her Ph.D. in Clinical Psychology from Arizona State University in 1997. Her clinical and research interests include assessment and treatment of children, adolescents, and families; diversity and minority mental health; clinical orientation combining a behavioral/cognitive-behavioral perspective with ecosystemic and multicultural theoretical approaches. Dr. Li supervises neuropsychological and comprehensive psychological assessments of children and adolescents. Dr. Li supervises intern's assessment cases.

**Theresa LaFavor, Ph.D., Assessment Supervisor** (Oregon License #2477) Dr. LaFavor received her Ph.D. in Child Clinical Psychology from the University of Minnesota in 2012. Her research and clinical interests include neuropsychological evaluation, risk and resilience, early childhood trauma, international adoption, genetic and metabolic disorders, head trauma, and long-term cancer survivorship. She may serve as supervisor for the child assessment rotation. Dr. LaFavor supervises intern's assessment cases.

## **INTERN RIGHTS & GRIEVANCE POLICY**

### **Intern Rights**

Each intern has a right to conditions favorable to learning. Interns have the right to pursue training free from discrimination based on gender, race, ethnicity, religion, marital status, age, sexual orientation, or physical handicap. Interns at the PCH clinics enjoy the freedom of speech, expression, and association, freedom from harassment, the right to appeal disciplinary judgments or penalties for alleged misconduct. It is the sincere intent of the PCH clinics to ensure that all interns receive fair and equitable treatment and to provide an easily accessible procedure to resolve grievances in a manner that allows constructive relationships to be maintained within the center. Pacific University's Human Resources policies such as non-discrimination and anti-harassment can be found at <http://www.pacificu.edu/about-us/offices/human-resources>.

### **Grievance Policy**

The purpose of the Internship grievance procedures is to resolve grievances in a manner that allows constructive relationships to be maintained within the program. It is the desire of the PCH clinics community that grievances be resolved on an informal basis whenever possible and, if not resolvable, that the formal grievance procedure is followed. The internship grievance procedures are designed to protect confidentiality for all parties as fully as possible.

The formal grievance procedure is conducted within the PCH clinics. An intern can initiate grievance procedures in the event of any situation in which an intern encounters any difficulties or problems with supervisors or staff (e.g., poor supervision, unavailability of supervisor, evaluations perceived as unfair, workload issues, personality clashes, other staff conflicts) during his/her training experiences.

### **Grievance Procedure**

1. The intern should discuss the issue with the faculty, supervisor or staff member(s) involved;
2. If the issue cannot be resolved informally, the intern can discuss the concern with the Director, Associate Director or intern supervisor. If the Director, Associate Director or intern supervisor cannot resolve the issue, the intern is not satisfied with the response to his/her grievance; the intern can file a formal complaint. The complaint must be in writing and with all supporting documents. The complaint is given to the Director or the Dean of SPP if the complaint is about the Director.
3. The Director or the Dean of SPP will meet with all involved parties and gather data to make the best effort to resolve the complaint or explain to the intern why it is not resolvable.

Grievance procedures may not be used to dispute actions in the following areas:

- Any policy or procedure developed and approved by the Internship Committee.
- A procedural or final decision in a grievance by the Director of SPP Dean who investigated the grievance.
- Unsatisfactory performance or evaluation (e.g., in clinical activities as an intern), except under claims of malfeasance or discrimination.

## **INTERNSHIP TRAINING STANDARDS AND EVALUATIONS**

Supervisors will evaluate interns as part of supervision. Formal evaluation of the intern's progress is done twice per year, through a collaborative model in which the intern, all of the intern's supervisors, and the internship committee provide input and feedback.

### **EVALUATION PROCEDURES**

Interns receive formal written evaluations from all supervisors and seminar leaders at least twice year. It may occur more frequently if there is an area or areas of concerns. In addition to the written evaluation, interns are given feedback on a weekly basis in supervision sessions and during seminars. Interns regularly hear positive feedback about their strengths, constructive feedback about changes that need to happen along with their areas of growth. Interns should have a sense of strengths and weakness throughout their training year. The written evaluations should confirm what has already been discussed in supervision and seminars.

The purposes of the PCH clinics intern evaluation policies are 1) to maintain high educational standards for professional psychologists so as to prepare interns to become well qualified to provide professional services, and 2) to inform interns of their performance on an ongoing basis in order to facilitate educational and professional development. Evaluation policies are in conformance with the American Psychological Association ethical principles, which describe expectations for standards of competence and emphasize awareness of professional responsibilities to the community and society. The evaluation procedures are designed to provide timely and regular feedback so that interns can be aware of how their performance has been appraised and can have opportunities to improve their performance if needed. Evaluation policies and procedures support the rights of interns to know when they are functioning well, when their performance requires remediation, when their performance fails to meet the professional standards, and what the consequences are of not meeting professional standards of performance.

### **Policy**

Interns can complete the internship only if they are in good standing. Good standing in the Internship Program is defined as appropriate interpersonal functioning, sound clinical skills, and appropriate professional/ethical conduct and attitudes. The Internship Faculty Committee evaluates interns at least twice each year in each of these areas.

Interns are expected to demonstrate behavior consistent with the most current Ethical Principles of Psychologists and Code of Conduct of the American Psychological Association (<http://www.apa.org/ethics/code/>) and state ([http://www.oregon.gov/obpe/Pages/laws\\_rules.aspx](http://www.oregon.gov/obpe/Pages/laws_rules.aspx)) and federal law governing the conduct of psychologists.

The PCH clinics, in accordance with generally accepted professional standards, reserves the right to define professional competence and demeanor, to establish standards of excellence, and to evaluate interns in regard to them. Interns have the responsibility to conduct themselves professionally and help create an atmosphere conducive to learning and service delivery. Interns are expected to uphold professional and personal integrity, to respect the rights of others, to be sensitive to diversity, and to refrain from disruptive, threatening, intimidating, or harassing behavior, or behavior that is harmful to themselves, others, or property. Interns must abide by the standards, policies, and regulations of the PCH clinics. Agreement to abide by the policies and procedures of the PCH internship program is implicitly confirmed when the intern agrees to accept the internship position. Failure to adhere to the clinic and internship standards may constitute grounds for probation or expulsion from the Internship Program.

The PCH clinics reserve the right to expel interns if their performance has fallen below required standards. The program also reserves the right to restrict all or part of an intern's training and/or clinical activities, if circumstances warrant it, while a review is pending.

## **Procedures**

All interns will be evaluated at the midpoint of the training year and at the end of the year. Interns will be provided with an informal evaluation of their progress within the first three months of the training year to address any early problems in a proactive manner and give ample opportunity for improvement.

Sources of information about the intern's performance and functioning include primary, secondary and assessment supervisors as well as seminar leaders. Additional praise and concerns from other clinic supervisors, interprofessional colleagues and administrative staff, may be included.

At least twice per year the Evaluation of Intern form is completed by all of the intern's supervisors and seminar leaders. The evaluation is reviewed with the intern. If the intern's average performance rating for each competency domain is acceptable, the intern is considered meeting expectations in that domain. If any competency area of an intern's performance is found unacceptable, it will be discussed in an internship committee. The intern will be notified of the committee's concern and expectation for improvement. If the intern is not meeting expectations in 3 or more domains, then a formal meeting with the intern and the internship committee will occur. The intern's Director of Clinical Training (DCT) will be notified and asked to participate in the remediation plan. The internship committee, intern, and DCT will develop a remediation plan with specific expectations and timeline. If any Individual item ratings fall below 3 at the end of the internship year or any domain's average rating is below 4.5, the intern may not successfully complete the internship. In these cases, the internship committee meets to discuss the intern and his/her ratings. Conversations with the intern and his/her DCT occur. The internship committee may also consult with Commission on Accreditation about how to best proceed. Potential options may be extending the

internship, providing specific opportunities to remedy the low rating(s) or referring the intern back to his/her home program without completion of the internship.

Copies of the intern's evaluation is shared with their academic program. Once the intern has successfully completed an internship, a letter confirming this accomplishment is sent to their academic program.

### **Conditions that may jeopardize good standing status:**

One or more of the following may jeopardize an intern's good standing:

1. Evidence of behavior that may hinder professional competence or interpersonal or professional relations.
2. Insufficient progress in the development of clinical skills.
3. Failure to comply with internship rules or procedures.
4. Unprofessional conduct, unethical conduct, or illegal conduct. Examples include but are not limited to the following:
  - a. Giving medical or legal advice (i.e., advice outside the scope of practice).
  - b. Failing to meet professional obligations (e.g., repeatedly showing up late for or canceling client sessions, not maintaining records in keeping with agency requirements).
  - c. Allowing personal life problems to interfere unduly with course work, professional, or clinical responsibilities.
  - d. Allowing prejudices or other unfounded beliefs to unduly affect professional judgment or professional relationships.
  - e. Abuse of intoxicants or controlled substances to such an extent that the student is incapacitated and unable to perform professional duties.
  - f. Violation of any aspect of the APA Ethical Principles and Code of Conduct.
  - g. Any conduct which constitutes a danger to the health or safety of a client or the public.
  - h. Impersonation of a licensed mental health professional or inappropriate use of the license of a mental health professional.
  - i. Behavior defined in the criminal statutes.

## **Providing Feedback and Areas of Concern**

Positive and constructive feedback is provided on a regular basis in supervision sessions and seminars. If a concern is identified, it is brought to the intern's attention with the intention of resolving it locally if possible. If the concern continues, there are multiple concerns and/or concern is significant a triggered evaluation or hearing may occur.

## **Triggered Evaluation**

If some condition that may jeopardize an intern's standing in the program comes to the attention of any member of the internship committee, the Director and Associate Director will be notified. If the concern is significant, all supervisors and seminar leaders will complete a triggered Evaluation of the Intern. The intern and intern's DCT will be notified in person and in writing of the concern(s) and that a triggered evaluation is being conducted. The intern is invited to submit a self-evaluation and any information relevant to the reasons for the triggered evaluation. The input may be solicited from any relevant sources. The internship committee reserves the right to prohibit an intern from engaging in specified clinical activities pending the outcome of the evaluation.

The Director, Associate Director, and Dean of SPP will review all the materials and make a determination of intern's standing in the program. This determination may include consultation with intern's DCT, SPP's Clinical Training Committee and Pacific University's Human Resource department.

## **Standings in the Program**

The definitions of each progress standing are as follows:

1. Good Standing: Indicates a performance that meets the conditions that qualify for excellence or that meets acceptable standards.
2. Probation: This indicates the presence of a problem(s) judged to be a serious, or potentially serious problem(s), or condition(s) that may jeopardize the intern's standing, or a problem previously brought to the intern's attention which has not been corrected. Examples of serious or potentially serious problems include a pattern of late preparation and submission of reports and paperwork, written work that is consistently of poor quality, ethical violations, poor interpersonal relationships, poor clinical skills, evidence of poor clinical judgment, evidence of impairments in professional functioning, etc.
3. Suspension: Under certain extenuating circumstances the intern is placed on probation and is temporarily removed from the Internship for a designated period and will be on probation upon reassignment to internship activities.
4. Termination: The intern is permanently removed from the internship and may not be readmitted. Termination from the internship program is appropriate if a serious breach of ethics or an illegal act has occurred or if some impairment in judgment or functioning.

## **Procedure of Hearing for Probation, Suspension, or Termination**

1. If there is concern or report of the intern engaging in egregious behavior or dereliction of duty, the Director or Associate Director will consider calling a hearing to evaluate the situation and the intern's standing in the program.
2. If a hearing is scheduled, Director or Associate Director will communicate in writing to the intern and the intern's DCT that hearing. The letter includes issues relevant to the hearing.
3. The hearing is scheduled as quickly as possible as and no later than 14 days from the time the decision is made to hold a hearing.
4. The intern is invited to submit information at the hearing in response to the reasons for the hearing and can complete an optional self-evaluation form.
5. The Director and/or Associate Director may ask for other sources of information and request evaluation forms from internship supervisors, seminar leaders, interprofessional supervisors and others.
6. The hearing will proceed whether or not the intern attends the hearing.
7. The internship faculty will render a final decision in consultation with the Dean of SPP and the Human Resources department. The intern and his/her DCT will be notified of the outcome of the hearing within 5 business days.
8. If there is a remediation plan, the Director or Associate Director will be provided with a clear written statement of what changes are expected and the timeline for completion of the remediation plan. If the required changes are not completed, then the intern may be considered for suspension or expulsion.
9. The decision of the hearing is final.