

**Carnegie Mellon University
Counseling and Psychological Services**

**Doctoral Psychology Internship Program
2018 - 2019**

Revised July 11, 2017

2018-19 Doctoral Psychology Internship at CMU CAPS

Setting

Carnegie Mellon University

Carnegie Mellon is a global research university with more than 12,000 students and 5,000 faculty and staff. Recognized for its world-class arts and technology programs, collaboration across disciplines, and innovative leadership of education in the fields of Business Administration, Computer Science, Engineering, Fine Arts, Humanities and Social Sciences, Public Policy & Information Systems, and Science, Carnegie Mellon is consistently ranked among the top 25 universities in the United States.

Carnegie Mellon is situated in the heart of Pittsburgh, a city that has reinvented itself as a hub of innovation and information and life sciences technology. The city boasts nine colleges and universities, museums, opera, a world-class symphony, and several professional sports teams. Pittsburgh is known for its diverse neighborhoods, affordable housing, eclectic restaurant scene, lively arts and music communities, and recreation opportunities that abound in the city's more than 2000 acres of city parks and on its three rivers. Pittsburgh offers a quality of life that has been internationally recognized, prompting the city's ranking as America's most livable city in recent years.

The Carnegie Mellon University Counseling and Psychological Services Center (CaPS) operates within the Division of Student Affairs (DOSA) in a university setting which offers significant supports for students beyond that of the counseling center. Collaborating with the greater university community affords a trainee exposure to the multidisciplinary aspects of working in a university counseling center. CaPS provides comprehensive psychological services to the campus community; both graduate and undergraduate students receive services through CaPS. While direct clinical service is a significant focus of CaPS, the center also provides other services to the university community including consultation and outreach programming.

Training Opportunity

Our training program is designed to allow the doctoral intern to experience a university counseling center at its full breadth. This includes intake evaluations, psychotherapy, crisis/triage counseling, consultation, and outreach programming. In addition to their psychotherapy caseload, interns will gain experience in crisis/triage counseling and outreach programming. Additionally, other projects and clinical experiences may be available (i.e. an administrative research opportunity). CaPS training program is a member of APPIC, however, it is not APA accredited.

The training program is for a full calendar year (August 1st through July 31st) and interns must be able to commit 37.5 hours a week to this training program (1750 hours total). During the academic year up to 50% of this time is in direct service; this will decrease during academic breaks and the summer months. CaPS will provide 2 hours of weekly individual supervision with the primary supervisor (additional supervision will be provided by the Outreach Coordinator and a member of the Triage team), 1 hour of didactic or case consultation, and 1 hour of a process/discussion group. Attendance for psychiatric rounds on Tuesday afternoons and training activities taking place from 10:00 a.m. until noon on Thursdays, is

mandatory. All interns are based out of the counseling center, but may spend time at other sites on campus (i.e. offering outreach programming). Services at the counseling center are provided primarily between 8:30 a.m. and 5:00 p.m. Monday through Friday; there may be additional opportunities for interns to provide clinical services and outreach activities after hours and on weekends.

Training Philosophy

At CaPS we offer a supervised doctoral internship placement for current doctoral students enrolled in a clinical or counseling psychology program. The internship year is viewed as an opportunity to continue to expand and hone one's psychotherapeutic skills and to reflect upon professional development. We strive to develop well-rounded generalist practitioners who will possess the skills necessary to be competent in the field as an entry-level psychologist. To this end our training model emphasizes 1): attending to and supporting the intern's developmental needs; 2): developing the intern's professional and personal identity and self-awareness; and 3) integrating practice and clinical theory.

Our training program is developmental in nature and as such is sensitive to the individual needs of trainees with varying levels of knowledge and expertise. Training experiences are graduated throughout the year and based upon the trainee's readiness as gauged by their supervisor, Assistant Director of Training and Administration, Assistant Training Coordinator, and Director. Following a developmental framework a trainee can expect training to include both vicarious and experiential learning. Didactic experiences offer the opportunity to more deeply integrate theory and practice. In addition, attendance at case conference and the development of mentoring relationships with senior staff allow for observational learning. Finally, trainees will gain experiential learning via the provision of psychotherapy, as well as participation in outreach programming, consultation with the campus community and participation in psychiatric rounds.

Treatment Philosophy

At CaPS we practice brief psychotherapy utilizing developmental and psychodynamic theories of human experience and treatment, along with other ways of understanding. In an effort to engage students with differing levels of need we flexibly employ a variety of interventions. Our goal is to provide students with an opportunity for psychological growth in addition to meeting their more immediate needs. The core values of our therapeutic work include: emphasis on the therapeutic relationship; exploration of dynamics and styles of relating to self and others; and the identification of patterns in behaviors, relationships, thoughts and feelings.

Clinical Activities

Individual Counseling and Psychotherapy

The opportunity to provide short and long-term counseling/psychotherapy under intensive supervision is a unique feature of the training program. The nature of counseling center work ebbs and flows, but interns can expect, on average, to carry 17 - 20 ongoing clients per week during the academic year. Two hours of individual supervision will be provided each week.

Intake Assessment

Each intern will perform individual intake assessments and clinical consultations as part of their clinical training. Interns will continue to hone their assessment skills and clinical decision making abilities through this process. Intake assessment training will occur during the orientation process as well as throughout the year during individual supervision.

Triage/Walk-in Assessment

Starting in September, interns will have the opportunity to work directly with our Triage Team. Interns will share the responsibility of providing emergency services/walk-in services to students in crisis 4 hours a week. Supervision of this experience will be provided by the Triage clinicians and Director.

Consultation and Outreach

Interns will have the opportunity to participate in outreach programming during their intern year. While there is flexibility in this training experience there are a number of outreach opportunities, particularly in the beginning of the academic year, which all interns will experience. Beyond this experience, the intern will be expected to participate in at least three outreach programming events per semester. Interns may also have the opportunity to participate in the development of outreach programming and be involved in the coordination of outreach requests from the university community. If interested, the intern may develop an outreach programming project of one's own. Due to the fluctuating nature of outreach requests, consultation and supervision with the Outreach Coordinator will occur on an ad hoc basis.

Psychiatric Rounds

Psychiatric rounds are held every Tuesday afternoon and provide a space to consult with the psychiatrists regarding on-going clinical cases. Interns will participate in weekly psychiatric rounds with their primary supervisors.

Supervision and Training

Individual Supervision

Each intern receives two hours of individual psychotherapy supervision per week with a primary supervisor. Supervision is psychodynamic in orientation. Given our treatment philosophy, the doctoral intern can expect supervision to be depth oriented, dynamic, and relational. Supervision is a place for the intern to examine the therapist - client relationship and engage in personal reflection.

Training Seminars

As part of the comprehensive training program at CaPS, the entire training cohort participates in a weekly training seminar for the fall semester; these seminars are led by senior staff. This hour long seminar provides didactic training with a focus on deepening the interns understanding of psychodynamic theory and practice.

Case Conference

Starting with the spring semester, interns will participate in a weekly dynamically-oriented case conference that is offered by members of the senior staff. Focus is on technique as well as viewing treatment from a developmental perspective. After participating in case conference as attendees for several weeks interns will be invited to present one or two of their own client cases.

Process/Discussion Group

During both the fall and spring semester the training cohort meets as a group every week for a one hour process/discussion group facilitated by one or two senior staff members. The goals of this group are to provide a confidential and safe space to explore issues of the training experience, reflections on one's clinical work, and issues of professional development and identity.

Reading Group

Starting with the fall semester and running through the end of July, interns will join the senior staff reading group. This group meets weekly for one hour to discuss either a scholarly article or book they are reading together.

Evaluation Process

Written evaluations will occur twice during the internship year (once at six months and once at the years end) and interns will have the opportunity to review and discuss their evaluation during individual supervision. We view this as an active process and encourage the intern to provide feedback to his/her supervisor as well. The evaluation will be based on internship goals, expectations, and objectives. Areas of evaluation will include, but not be limited to ethics, diversity, intervention, professionalism, and supervision.

Internship Goals and Objectives

1. Assessment and Diagnosis: Interns shall demonstrate competency in conducting psychological evaluations that integrate client data to provide accurate diagnostic impressions and to make effective treatment/intervention recommendations.

- a. Interns will demonstrate intermediate to advanced skills in psycho-diagnostic assessment and evaluation.
- b. Interns will demonstrate intermediate to advanced skills in crisis intervention as will be evident from the ability to differentiate between client needs that are emergent, urgent, and non-urgent.

2. Interventions: Interns shall demonstrate competency in conducting individual psychological interventions across a variety of problems and populations.

- a. Interns will demonstrate intermediate to advanced skills in psychotherapy which will include: demonstrating empathic skills and the ability to establish rapport, setting the therapeutic frame (establishing and attending to boundaries), and appropriately assessing and processing affect.
- b. Interns will demonstrate their self-awareness and be able to utilize it to intervene effectively in their clinical work. They will attend to issues of transference and countertransference.

3. Consultation, Communication, and Outreach: Interns shall demonstrate competency in professional consultation with colleagues, faculty, staff, parents, and relevant others.

- a. Interns will demonstrate intermediate to advanced skills in providing consultative services.
- b. Interns will respond to outreach requests and take initiative in planning outreach activities with the outreach coordinator.

4. Professional and Ethical Behavior: Interns shall demonstrate competency in their ability to use sound professional judgment and shall have the capability to function autonomously and responsibly as practicing psychologists. They will maintain awareness of their strengths and limitations, as well as the need for consultation and continued professional development.

- a. Interns will demonstrate an understanding of ethical principles and will implement them in their clinical and consultative work.

5. Human Diversity: Interns shall become aware of cultural and individual diversity and shall integrate this awareness in all spheres of their psychological practice.

- a. Interns will demonstrate the ability to explore and understand their own values, attitudes, assumptions, and behaviors related to issues of individual and cultural diversity.
- b. Interns will demonstrate sensitivity when working with diverse clients, peers, colleagues, and university staff.

6. Practitioner-Scholar Model/Scholarly Inquiry: Interns shall demonstrate critical thinking about relevant theoretical and scientific literature and apply this thinking to their clinical work.

- a. Interns will demonstrate the ability to integrate their reflections from assigned reading materials, from didactic lectures, and reading group with their clinical work.
- b. Interns will link theory and technique as well as the scientific bases of both.

Application and Selection

CaPS will be utilizing the on-line APPI application system through APPIC. All materials described below must be completed and submitted through the applicant portal on the APPIC website. Applicants must have completed all of their doctoral coursework prior to the start of internship as well as have passed their comprehensive evaluations. Applicants whose training experiences and qualifications are determined to be a match with our program will be selected. All applications must be received by November 15, 2017.

- APPIC Application for Psychology Internships
- Current vita
- Official graduate transcript
- Letters of recommendation from three professionals, at least two of which are directly familiar with applicant's clinical/counseling experience
- Cover letter indicating applicant's interest in this site

We prefer to meet with applicants in person, but we are willing to make accommodations for phone interviews if necessary. Selected applicants will be notified by December 15, 2017.

The Counseling Center adheres to the procedures established by the Association of Psychology Postdoctoral and Internship Centers (APPIC) for notifying candidates. Internship offers will be coordinated through the APPIC Internship Matching Program. 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. For information on this program and all forms associated with the Program please visit the APPIC website: www.appic.org.

Stipend and Benefits:

The stipend for the internship year is \$25,000 and interns receive the same health, vision, dental, and PTO benefits as regular full-time staff. Interns also have access to the campus library and fitness center. There is no dissertation release time; however, interns get 17 days of PTO, and nine university holidays.

Please also review our grievance procedure and due process documents, which can be downloaded from our website: www.cmu.edu/counseling.

Application Inquiries

Please direct application inquiries to:

Sharon L. Mannella, PsyD
Assistant Director, of Training and Administration
Counseling and Psychological Services
Morewood Gardens E Tower, Room 236
Carnegie Mellon University
1060 Morewood Avenue
Pittsburgh, PA 15213
412-268-2922
mannella@andrew.cmu.edu

Melissa Bilski, PsyD
Assistant Training Coordinator
Counseling and Psychological Services
Morewood Gardens E Tower, Room 236
Carnegie Mellon University
1060 Morewood Avenue
Pittsburgh, PA 15213
412-268-2922
mbilski@andrew.cmu.edu