



Psychology Internship Program

*Accredited by the Commission on Accreditation of
the American Psychological Association*

Internship Brochure

INTRODUCTION

The North Dakota Department of Human Services is an umbrella agency headed by an Executive Director who is appointed by the Governor. The department is organized into three major subdivisions consisting of Field Services, Program and Policy Management, and Managerial Support. Field Services includes the Human Service Centers, the North Dakota State Hospital, and the Life Skills and Transition Center.

DEPARTMENT OF HUMAN SERVICES MISSION STATEMENT

To provide quality, efficient, and effective human services, which improve the lives of people.

SOUTHEAST HUMAN SERVICE CENTER

Southeast Human Service Center (SEHSC) is located in Fargo, North Dakota and under the purview of Cass County. The agency serves approximately 5,000 children, adolescents and adults per year, as well as provides services to schools, community agencies, organizations, and families. SEHSC serves clients in all age categories, ranging from birth to 80 and above. The following racial groups are served by SEHSC that include, but are not limited to: Caucasian, Hispanic, African American, American Indian, Korean, Vietnamese and Native Hawaiian, as well as individuals who define themselves in two or more racial categories. Additionally, Fargo is a designated refugee relocation site and home to one of the only federally-recognized and approved refugee resettlement organizations in the state. The organization's New American Services Program resettled about 500 refugees in the Fargo / West Fargo area over the past two years. In recent years Fargo's population has grown and become increasingly diverse. The largest resettlement groups are currently Bhutanese and Iraqis and refugees from Somalia, Eritrea, Sudan, DR Congo and Liberia.

PSYCHOLOGY DEPARTMENT

The Psychology Department is responsible for the completion of a variety of psychological assessments, behavioral assessment and intervention, participation in multidisciplinary treatment planning, individual and group psychotherapy, consultation to SEHSC staff and outside agencies, in-service training, community education, supervision, program development and implementation, and program evaluation.

PSYCHOLOGY INTERNSHIP PROGRAM

The Internship Program provides Interns with exceptional generalist training in order to prepare them for entry level clinical practice in a wide variety of employment settings. The Internship Program follows the practitioner-scholar training model wherein the professional practice of psychology is informed by scholarly and scientific inquiry. As such, the Intern is encouraged to integrate clinical practice and science by utilizing clinical research and theory to guide clinical thinking and practice. More specifically, the Internship Program involves didactic seminars of a variety of clinical issues and empirically validated treatments, experiential activities, and clinical supervision. Furthermore, each Intern is expected to review scholarly journals and facilitate a monthly research seminar on relevant clinical issues.

The SEHSC Internship Program not only has a firm commitment to the integration of clinical science and practice, but it strongly considers the developmental progression implicit in an Intern's professional development. The SEHSC Internship Program emphasizes a developmental training approach where the Intern moves along a continuum from a classroom based graduate student, to an inexperienced supervisee in the field, and finally to a competent entry level psychologist. To achieve this, the Internship Program provides clinical supervision that is tailored to match the Intern's skill acquisition and professional development over the course of the training year.

The training year is sequential and graded in complexity and is designed to initially offer an Intern the necessary structure and supervision based on their beginning skill level, style, and clinical experience. Didactic seminars are also planned to follow a developmental model with the introduction of basic topics and movement towards more complicated issues and treatment approaches. The final trainings focus on professional development, licensure, and preparation for post-doctoral residency positions.

The Internship Program functions in a manner consistent with the American Psychological Association’s 2010 Ethical Standard 7.04 (Student Disclosure of Personal Information) as contained in the Ethical Principles of Psychologists and Code of Conduct (APA, 2010).

PROGRAM GOALS AND OBJECTIVES

Goals	Objectives
Prepare Interns for the competent and ethical provision of assessment.	Integrate the knowledge and skills required in the use of a wide array of psychological assessments to appropriately match test(s) in addressing the referral question and/or concerns
Prepare Interns for the competent and ethical provision of therapeutic intervention.	Interns will gain the knowledge and develop the skills in the implementation of psychotherapy. This includes having a broad knowledge of Empirically Supported Treatments and demonstrating the ability to apply them, using the flexibility needed to best fit the client’s needs. This also includes the ability to establish and maintain an effective therapeutic alliance.
Prepare Interns for the competent and ethical provision of consultation.	Gain the knowledge and develop the skills necessary to provide effective consultation to individuals in a wide array of settings, and with varying levels of education.
Provide Interns with the opportunity to develop skills and experiences necessary for effective delivery of psychological services in a culturally appropriate manner.	Interns will obtain the knowledge and skills necessary to provide culturally appropriate clinical services.
Encourage a sense of responsibility to the profession for increasing the clinical knowledge base of psychology and to expose each Intern to the professional requirement to continually update the knowledge base from which clinical decisions are made, including both current research and clinical experience.	Interns will contribute knowledge to the field of psychology.
Prepare Interns for the professional roles they may encounter in future employment such as supervision, clinical quality assurance, administrative oversight, and as a professional psychologist.	Interns will receive training in clinical and administrative supervision. The Interns will have the opportunity to provide clinical supervision to masters level practicum students.

SUPERVISION

Supervision is considered the major modality by which the Intern learns to function as a psychologist in clinical settings. Internship Program supervisors are committed to ensuring the Program’s primary focus is on training and supervision, not service delivery, and as such work to create a safe environment for the Intern to develop the necessary skills. Initial emphasis is placed on assessing the Intern’s previously developed skills and knowledge, the

Intern's comfort level in their new role as Intern, and the degree to which the Intern is able to translate this knowledge into practical, applicable, ethical client care.

Clinical supervision of the Interns is sequential and graded in complexity. As such, the amount and intensity of supervision is expected to vary with the Interns' skill acquisition and level of autonomy over the course of the training year. Although Interns are guaranteed two hours of individual supervision every week, there may be additional supervisory sessions scheduled on an as-needed basis earlier in the training experience or as needs arise over the course of the year.

TRAINING DIRECTOR AND CLINICAL SUPERVISORS

Dr. Sara Quam is the Chief Psychologist and Training Director for the Psychology Internship Program. Dr. Quam received her PsyD in clinical psychology from the Minnesota School of Professional Psychology in October 2005. She completed both her internship and post-doctoral residency at SEHSC. She was licensed as a psychologist in North Dakota in 2006 and is a member of the American Psychological Association. Dr. Quam's interests include psychological assessment, parent training, juvenile risk assessments on sexual offenders, and behavioral intervention.

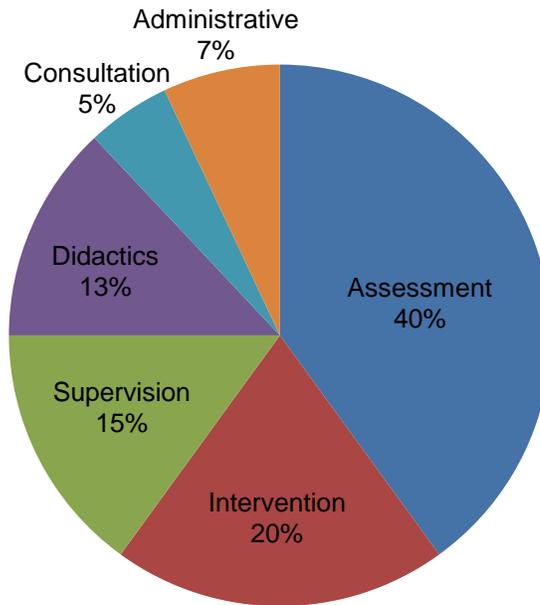
Dr. Krislea Wegner is a licensed psychologist and clinical supervisor to the Internship Program. Dr. Wegner received her MS in clinical psychology from North Dakota State University in 1999 and her PhD in counseling/clinical psychology from the University of North Dakota in 2004. She completed her internship with Human Services Inc. (now Canvas Health) in Oakdale, Minnesota, and was licensed as a psychologist in North Dakota and Minnesota in 2005. Her areas of interest include cognitive behavioral therapy, dialectical behavior therapy, and parental capacity evaluations.

Dr. Nancy Hein-Kolo is a licensed psychologist and clinical supervisor to the Internship Program. Dr. Hein-Kolo received her PsyD in clinical psychology from the Minnesota School of Professional Psychology in 1999. She completed her internship with the Federal Bureau of Prisons in the Federal Medical Center in Rochester, Minnesota, and was licensed as a psychologist in Minnesota in 1995 and in North Dakota in 2010. Her areas of interest include forensic evaluation, specifically risk assessments on sexual offenders.

Dr. Nicole Cross-Hillman is a licensed psychologist and clinical supervisor to the Internship Program. Dr. Cross-Hillman received her PsyD from the Minnesota School of Professional Psychology/Argosy University-Twin Cities in 2010. She completed an APA Accredited Internship at a children's mental health agency in southern California as part of her doctoral training. Her areas of interest include assessment and treatment of children, adolescents, adults and families within community mental health settings.

INTERNSHIP PROGRAM DESCRIPTION

The Internship Program consists of required and elective components, and it is organized into two separate, six-month rotations. Both rotations share a focus on general psychological assessment, with emphasis on more specialized psychological assessment such as sex offender and violence risk assessments and parental capacity assessments. The assessment rotation is supervised by a licensed psychologist, who is a clinical supervisor of the Internship Program. In addition, Interns have year-long training assignments in the area of individual and group therapy services, including diagnostic intake reports, and are assigned a clinical supervisor that follows their intervention cases throughout the training year. There are other ongoing clinical duties, which the Intern is involved in throughout the Internship year. The following diagram is a breakdown of tasks and responsibilities Interns can expect to participate in over the Internship year.



INTERNSHIP COMPLETION REQUIREMENTS

- Total training time should be equivalent to 2,000 hours,
- A minimum of 1,200 hours spent in client related contacts and activities,
- Competency-based evaluations indicative of Intern performance that is commensurate with that expected of an Intern in this program,
- Competency requirements for both rotations have been met during the Internship training period,
- A minimum of 4 hours per week spent in regularly scheduled, formal, face-to-face supervision, at least 2 of which were on an individual basis,
- Demonstration of an ability to complete evaluations and paperwork with minimal supervisory changes,
- Completion of all clinical and administrative paperwork.

INTERN EVALUATION

The Internship Program will provide written evaluations of the Interns' progress at the completion of each rotation in order to facilitate Interns' change and growth as professionals. Evaluations will address the Interns' knowledge of, and adherence to professional standards, their professional skill competency, and their personal functioning as it relates to the delivery of professional services.

The Internship Program will provide appropriate mechanisms by which inappropriate Intern behavior affecting professional functioning is brought to the attention of the Intern. The Internship Program will also maintain Intern procedures, including grievance and due process guidelines, to address and remediate perceived problems as they relate to professional standards, professional competency, and/or professional functioning. Criteria which link this definition of Intern problem areas to particular professional behaviors and attitudes are incorporated into the program's evaluation procedures at several levels during the evaluation process.

ADMINISTRATIVE INFORMATION

Interns in the Internship Program are paid an hourly rate of \$13.50 and work 40 hours per week. Interns are

eligible for health insurance at a reduced rate under provisions of the Affordable Care Act and can receive up to 40 hours of professional development/educational leave to allow for participation in dissertation and postdoctoral activities. Interns are not eligible for paid annual/sick/holiday leave, but are offered up to 10 unpaid days of leave over the course of the Internship year. Interns are fully supported from an administrative standpoint and have the same support staff access as other employees. Each Intern has a private office, phone, and computer. Additionally, SEHSC supports Interns in attending various in-state trainings and subscribes to multiple psychological journals and other reference materials.

APPLYING TO SEHSC INTERNSHIP PROGRAM

The Psychology Internship Program at SEHSC is accredited by the Commission on Accreditation of the American Psychological Association. Questions related to the program's accredited status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation
American Psychological Association
750 1st Street NE, Washington, D.C. 20002
Phone (202) 336-5979 Email: apaaccred@apa.org
Web: www.apa.org/accreditation

ACADEMIC REQUIREMENTS

- APA accredited clinical or counseling program
- Admission to doctoral candidacy
- 300 intervention and assessment hours and 1000 grand total practicum hours
- Comprehensive exams must be passed by the ranking deadline
- Candidates with a solid understanding of assessment, theoretical backgrounds, ethical and clinical issues, diagnostics, and treatment solutions

APPLICATION TIMELINE

- SEHSC follows the APPIC match policy and our program code number is **178911**
- The deadline for application submission is **NOVEMBER 13**
- Candidates will be notified about interview status by **DECEMBER 15**

SELECTION POLICY

Applications are reviewed by the SEHSC selection committee, which includes the clinical supervisors of the Internship Program. Interns are rank-ordered based on their interest in the sponsoring agency's clinical services and population served; their prior academic and training experience; quality of endorsements; goodness of fit between Interns' internship goals and the Internship Program's goals and training model. The Internship Program 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 Department of Human Services makes available all services and assistance without regard to race, color, religion, national origin, age, gender, disability, or status with respect to marriage or public assistance in accordance with Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990, and the North Dakota Human Rights Act of 1983. Persons who contract with or receive funds to provide services for the North Dakota Department of Human

Services are obligated to abide by the provisions of these laws. The Department of Human Services makes its programs accessible to persons with disabilities. Persons needing accommodation or who have questions or complaints regarding the provision of services according to the Acts may contact Theresa Snyder, Program Civil Rights Officer, North Dakota Department of Human Services, or the U.S. Department of Health and Human Services, Office for Civil Rights, Region VIII, Federal Office Building, 1961 Stout Street, Denver, CO 80294, (303) 844-2028 voice or (303) 844-3439 TTY. The Southeast Human Service Center is an Equal Opportunity Employer.

INTERNSHIP OPEN HOUSE

Qualified applicants are invited to the Internship Program's Interview Open House. This is scheduled over the course of two days and involves a prospective Intern selecting a four-hour morning or afternoon time period wherein they can expect to meet with Internship Program staff, participate in an interview with Internship Program supervisors, tour the facility, and participate in a presentation by the current Interns where they can ask the current Interns questions about their experience in the program, etc. Those not chosen by the selection committee to interview will receive an email notifying them of this decision as soon as it has been made.

Once an applicant has been matched to our Internship Program and has accepted the offer, completion of our state application and background check is mandatory. Employment at SEHSC is contingent upon the applicant's successful completion of a criminal history background check. A previous conviction will not necessarily preclude an applicant from employment. If the applicant has a criminal conviction, SEHSC will take into consideration the type of conviction, the length of time that has been since the conviction, and how the conviction relates to the position the applicant has been hired for.

Individuals who would like further information on the SEHSC Internship Program or application procedures may contact the Training Director and/or Internship Coordinator for a more detailed brochure.

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