

Psychological and Counseling Associates

Pre-doctoral Internship in Clinical and Counseling Psychology

Internship Brochure 2012-2013

APPIC MEMBER



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APPIC

Psychological and Counseling Associates is a member of APPIC, The Association of Psychology Postdoctoral and Internship Centers. The APPIC organization exists to provide a service to members who are interested in the training of doctoral and postdoctoral psychologists as well as the working with the National Match Program that places psychology doctoral students in internships. The APPIC is made up of a board of directors elected by the membership to represent training directors in doctoral and postdoctoral psychology training programs. It is a non-profit organization registered in Washington, DC. APPIC is located in Houston, Texas.

Psychological & Counseling Associates

Psychological and Counseling Associates, is a full-service clinical, counseling, and community-resource agency located in Huntsville, Alabama. Psychological and Counseling Associates is owned by Dr. Belvia W. Matthews, Licensed Psychologist and Dr. Calvin O. Matthews, Licensed Professional Counselor. Established in 1995 and incorporated in 2000, Psychological and Counseling Associates provides comprehensive, culturally relevant, mental healthcare and community-based services to diverse and under-served populations in the greater Huntsville/Madison County region. Madison County, Alabama's third most populated with nearly 395,645 citizens, is demographically composed of 72% Whites, 23% Blacks, 2% Asian & Pacific Islanders, and 3% Hispanics or Others.

While Madison County is among the most economically and technologically advanced regions in the State, Psychological and Counseling Associates, is one of few agencies owned by an African American Licensed Psychologist, which is also dedicated to meeting the needs of diverse population including children, adolescents, seniors, and specific at-risk populations. Psychological and Counseling Associates is a private agency, working in association with several diverse local contracted organizations to provide a range of services to meet the needs of the community including the underserved populations. Psychological and Counseling Associates bring together psychologists, counselors, physicians, social workers, educators, allied health professionals, business and technology professionals to provide a continuum of critical, coordinated services to vulnerable populations. ***The mission of Psychological and Counseling Associates is to provide comprehensive, coordinated, culturally relevant, community-based services; counseling and mental health care for toddlers, children, students, adults, seniors, couples, and families from the diverse populations of North Alabama.***

Internship Goals and Philosophy of Training

The mission of the Psychological and Counseling Associates pre-doctoral psychology internship program is to assist doctoral candidates in clinical and counseling psychology in developing proficiency in a broad range of clinical, counseling, and scholarly psychology functions, across a variety of settings, theoretical perspectives, populations, and in a manner consistent with APA Ethical Standards. Our ultimate goal is to assist the intern in learning how to act competently, respectfully, ethically, and empathically in the delivery of mental health and psychological services while being cognizant and active in celebrating and promoting cultural and individual diversity among the clients we serve. This goal necessarily requires an understanding of local cultural ideals, factors related to providing quality mental health care to under-served populations, in addition to the awareness of professional issues, standards, and consumer protection ethics.

Psychological and Counseling Associates utilizes a scientist-practitioner model of training, which emphasizes the integration of scientific inquiry in clinical thinking and decision making with the use of existing research and evidenced-based treatments. Interns are exposed to a variety of theoretical approaches including: cognitive-behavioral, psychodynamic, family systems, and humanistic approaches. Training is accomplished through experiential interaction with a diverse client population in a variety of clinical settings, psychological assessment, crisis intervention, individual and group supervision, didactic instruction, forensic work, consultation/teaching, community training/outreach, research opportunities, and self-study. Therapeutic milieus include individual, couples, family, group therapy, collegiate, and geriatric counseling. Clinical research is also encouraged and supported by the provision of time for dissertation completion, research pursuits and presentations.

Internship Model of Training

Psychological and Counseling Associates is comprised of a diverse group of mental health professionals. This group consists of two Ph.D. level clinical psychologists, one Ph.D. level licensed professional counselor. Clinical and counseling services provided by these professionals are instrumental in caring for a wide range of therapy and assessment needs in the local community. Often, the individuals referred to these clinicians present with complex and severe emotional, behavioral, characterological disorders. The department offers psychological and neuropsychological assessments, including psychological evaluation/assessment, case consultation, psychotherapy for toddlers through seniors. The Clinical and Counseling Psychological Services Department works with the individual and entire family, often employing a holistic approach. This approach includes offering various types of therapies from several disciplines

whose interventions are guided by a variety of theoretical orientations to assist troubled children, students, adults, and seniors, couples, and families throughout the healing process. Members of the Clinical and Counseling Psychological Services team are also actively involved with commercial and private organizations providing staff development services, workshops on drug awareness, depression, stress and violence in the workplace. Through the integration of knowledge of cultural diversity, counseling theory, research and practice, these professionals provide psychotherapy to alleviate distress, resolve crises, and to increase the ability to live more highly functioning and productive lives.

Internship Program Description

Psychological and Counseling Associates offers a pre-doctoral psychology internship training program for eligible doctoral candidates in Counseling and Clinical Psychology. The internship is designed to meet APPIC standards for internship programs. For the 2012-2013 school year, two full-time intern positions will be available. The psychology internship is a full-time, 40 hours per week, 12-month position. The internship begins August 27, 2012 and ends August 23, 2013. A stipend of \$6,600/year is provided. Program resources and benefits include: clerical, professional supplies and equipment; assessment instruments and counseling materials; internet access; and their own private office.

Interns typically work 35-40 hours per week to satisfy all agency requirements, thus affording interns a 2000-hour internship (the minimum required for licensure). Services provided by interns are conducted at Psychological & Counseling Associates facilities, occasional on-site at contracted agencies and in collaboration with local case managers, social workers, therapist, physicians, and/or nursing staff. Interns are expected to provide approximately 14 face-to-face client contact-hours per week. As the agency uses a 50-minute therapy hour as a standard (with 10 minutes following for transitioning to the next client), this generally translates into a caseload of approximately 16 to 18 clients who are typically seen on a weekly basis. Interns will be required to complete an average of 8 psychological evaluations per month. Additional direct services will include conducting, intakes, crisis and suicide assessment and intervention, grief, substance abuse, and vocational counseling, forensic preparation, and consultation. The internship experience is divided among direct clinical service, didactic instruction, research and supervision. Upon completion of the internship year, interns will be granted a certificate of completion signifying that all requirements have been met.

Psychological Assessments

The interns conduct standard psychological test batteries, which include taking a thorough history and recording detailed behavioral observations. Educational

tests are administered when necessary. The interns can rely on psychological testing to assist their therapeutic work and to refine their diagnoses. It is important for the interns having a sound knowledge of psychological test analysis. The psychology intern may be requested to assess for evidence of a number of mental health disorders including psychosis, posttraumatic stress disorder, attention deficit hyperactivity disorder or a mood disorder. Psychological and Counseling Associates serves children and adults from varied ethnic, cultural and socioeconomic backgrounds, as well as students with varying educational and psychological needs, interns are provided with diverse training experiences.

Supervision

Interns will receive supervised experience in intakes, psychological assessment, diagnosis and treatment planning, case management, and psychotherapy with clients (toddlers through seniors) experiencing a wide variety of disorders. In addition to developing clinical and counseling skills, this internship site seeks to assist the intern regarding the development of a professional identity. The interns receive a minimum of two hours per week of individual supervision. Each intern is assigned two supervisors. Each is a doctoral-level psychologist licensed by the state of Alabama. The supervisors are responsible for assisting and guiding new interns through their acclimation to the agency and for directly supervising all the clinical work performed by the intern, including intakes, assessments, treatment plans, ongoing therapy, case reviews and presentations, and termination. Additionally, supervisors are required to countersign psychological reports, treatment plans, progress notes, assessments, interagency correspondence, and evaluations. Interns are provided with a minimum of one hour per week in regularly scheduled face-to face contact with each supervisor. All supervising psychologists emphasize the application of ethical standards in the intern's practice of psychology.

Two full-time licensed Psychologists on staff, Belvia W. Matthews, Ph.D. and Lawrence Maier, Ph.D., primarily providing supervision. Additionally, there is one full-time Licensed Professional Counselor, Calvin O. Matthews, Ph.D., on staff at Psychological and Counseling Associates.

Belvia W. Matthews, Ph.D. is the Director of Psychological Services and Research. She received her doctoral degree in Clinical Psychology and a minor in Industrial Psychology from Michigan State University. Dr. Matthews is a licensed psychologist in the state of Alabama and has membership (present/past) in the Alabama Psychological Association, American Psychological Association, Association of Social and Behavioral Scientist, North Alabama Association of Licensed Psychologist, the Association of Black Psychologist, Mental Health Association of Madison County and the American Counseling Association. Dr. Matthews is also the past chair of the Department of Psychology at Oakwood University, Huntsville, Alabama, where she was a professor. She has extensive experience working with individuals, children,

couples, and families.

Lawrence R. Maier, Ph.D. is a Clinical Psychologist at Psychological and Counseling Associates. He received his doctoral degree from Washington State University. Dr. Maier completed a one-year clinical internship at the Langley Porter Neuropsychiatric Institute in San Francisco, California. Dr. Maier has diplomat status and is boarded by the following entities: American College of Forensic Examiners, International College of Prescribing Psychologist, and the American Board of Psychological Specialties. Dr. Maier is a retired member of the United States Army Reserve (1997). He is also the past Director and Chief Clinical Psychologist at the Community Mental Health Center, Redstone Arsenal, Alabama. Dr. Maier's clinical interest is in individual assessment and psychotherapy; forensic evaluations, mood disorders and family systems. His professional affiliations include: American Psychological Association, Council for the National Register of Health Service Providers in Psychology, American Psychology-Law Society (Division 41 of APA), Prescribing Psychologists' Register, Inc., American College of Forensic Examiners, and American Board of Psychological Specialties.

Calvin O. Matthews, Ph.D. is the Director of Counseling Services. He received his doctoral degree in College Counseling with a minor in Psychology from Michigan State University. Dr. Matthews is a Licensed Professional Counselor in the state of Alabama. He is a member (past/present) of the following professional associations: Alabama Counseling Association, American Counseling Association, Mental Health Association of Madison County, the Alabama Association for Multicultural Counseling and Development, and the National Educational Association. Dr. Matthew's counseling interest is in couples and family therapy. He was actively involved with teaching and supervising practicum and internship students on the graduate level during his 31 years in the Psychology and Educational Counseling Department at Alabama A. & M. University, Normal, Alabama.

Didactics

At Psychological and Counseling Associates, interns are provided an opportunity to work as part of a multi-disciplinary team. At least two hours per week or eight hours per month are devoted specifically to didactics. The internship year at P & C begins with orientation for the first three weeks. The interns are introduced to the faculty and the facility as well as to policies and procedures. The orientation also includes a lectures on basic topics such as interviewing, confidentiality, report writing, mandatory reporting of abuse, and agency procedures. Unscheduled time between lectures provides the interns the opportunity to become acquainted with each other and with the staff. Each new trainee is also given a Trainee Handbook, to be used as a reference throughout the year.

The orientation weeks are followed by weekly, two-hour seminar series. The weekly Didactic Seminar focuses on a broad range of topics selected to address specific competencies as well as the multiple roles of the contemporary psychologist. Various teaching methods are employed including didactic instruction, live demonstrations, videotapes, video-tele conference, discussions, guest lecturer and assigned readings. Depending on the availability of resources and scheduling flexibility, Interns will be invited to participate in sessions directly related to the topic of the didactic. Twice during the year, the interns will attend a full day conference/workshop. The registration cost for these conferences/workshops will be paid by Psychological and Counseling Associates.

Internship Training Model

The pre-doctoral training model at Psychological and Counseling Associates is best defined as being a Scientist-Practitioner Model. The internship year is seen as an opportunity for interns to further their integration of psychological theory and knowledge of research through clinical application. The goals of the training activities of the pre-doctoral internship at the Psychological and counseling are focused within three core competency domains.

1. General Professional Development is the evolution of the persona of a professional psychologist in the following areas: an awareness and adherence to ethical conduct; the ability to use supervision; the ability to work collegially; the completion of all psychological reports, psychosocial intake materials, treatment plans and progress notes in a timely manner; the ability to manage personal and professional stress without harm to patient care; the ability to establish a working relationship with clients; awareness and sensitivity to individual differences and backgrounds of clients; and insight to all responses to the socioeconomic and/or any cultural differences of clients. The internship's training model emphasizes six core areas of professional competency: 1) assessment, 2) intervention, 3) application of clinical research to practice, 4) treatment planning and goals, 5) quality of care and 6) the development of a working relationship with a multi-disciplinary team.
2. Psychotherapy and intervention skills involve working with the clients to understand initial reasons for entering into treatment; construction of realistic treatment goals in collaboration with client and in accordance with clients' needs and wishes; recognition and understanding of the therapeutic relationship including the development of (positive and negative) transference and countertransference and empathy; understanding of the clients' use of defenses; interpretations made to patients at appropriate times; recognition of the need (when it arises) to develop a safety plan with a client; discussion of a safety contract with

clients at risk for impulsive, self-harm behaviors; the development of a complete and succinct treatment formulation, which includes the emotional, cognitive, behavioral and biological functioning of the adolescent and focuses on treatment planning and outcome.

3. Psychological Assessment, which is the development of proficiency in administering, interpreting and report writing for the standard psychological test battery including Wechsler Intelligence Scales, achievement tests, Bender Visual-Motor Gestalt Test; projective (personality) measures including the figure drawings, Thematic Apperception Test, Rorschach and several self-report measures. Additional neuropsychological testing may be needed to determine the presence of a Learning Disorder. The development of the skills necessary to obtain a detailed clinical interview including: family, social, developmental, sexual/physical/emotional abuse and academic history; history of self-harm or harm to others and interaction with law enforcement.

The training model holds that goals and competencies are individually developed between an intern and their supervisor at the outset of the year. These goals and competencies are further enhanced through didactic training and goal-focused supervision. The overriding objective is to assist the intern in developing clinical skills and analytical thinking that will aid the intern in progressing from a student, to a capable, autonomously functioning clinician. Upon completion of the internship, the intern should be able to critically evaluate and apply relevant theoretical and empirical literature to various clinical populations.

The training program at Psychological and Counseling Associates provides the intern with the opportunity to integrate diagnosis and application of community and therapeutic interventions, with a focus on acknowledging and incorporating client's individual differences and specific needs. The intern will participate in didactic training, which is designed to present them with essential clinical information to build on their previous experience and knowledge. Interns have the opportunity to apply diverse theoretical approaches to treatment within individual, family, and group therapy settings. Additionally, interns enhance their critical assessment skills by conducting psychological evaluations to address a variety of referral questions.

Intern Competencies

The goals of the internship are accomplished through the development of the intern's knowledge, skills, and abilities in the following areas: 1) Exposure to a variety of clinical interventions including individual, family, couples, and group therapy. 2) Exposure to a variety of clinical populations. 3) Increased familiarity with several theoretical orientations and the ability to apply this knowledge to clinical situations. 4) The ability to develop and utilize appropriate treatment

goals and plans. 5) The development of assessment competencies. 6) An understanding and competent practical application of clinical services that account for individual and cultural differences. 7) Exposure to forensic assessment and preparation. 8) The ability to work effectively with a multi-disciplinary team and to effectively utilize community resources. 9) Development of a professional identity. 10) An understanding of ethical and legal issues. 11) Supervision of undergraduate and graduate level psychology practicum students.

These extensive training goals are achievable due to the variety of clinical services and populations served, as well as the multi-disciplinary approach utilized by Psychological and Counseling Associates.

Training Milieus

The clients served by Psychological and Counseling Associates are from diverse socioeconomic backgrounds, ethnic groups, religious affiliations, age ranges, and diagnoses. Because Psychological and Counseling Associates provide a wide-range of clinical services, and utilize a multi-disciplinary treatment team approach, a variety of training milieus are offered. In addition to individual therapy we offer:

1. Intake Evaluations and Psychotherapy

Interns are exposed to a variety of modalities including individual, family, and couples psychotherapy. As part of the individualized treatment plan that is developed for each client, interns will be required to conduct intake evaluations that include diagnostic impressions and to formulate treatment plans.

2. Group Psychotherapy

Psychological and Counseling Associates offers a multitude of groups including psych-educational, parenting skills, stress management, and grief as referrals warrant.

3. Consultation/Education/Research

As the primary clinician for a client, interns may consult with family members, caseworkers, social workers, administrative staff, medical personnel, and other mental health staff regarding that client. Through consultation, the intern is able to discuss the clinical progress of the client and is often able to gain more information to make appropriate decisions related to treatment. Interns may provide consultative feedback about testing cases to the family and other agencies. There are frequent opportunities to make presentations in the community regarding various issues related to providing clinical services to culturally diverse and under-served populations, as well as for individuals uniquely at risk for the development or exacerbation of psychiatric symptoms.

The Evaluation Process

Interns will be evaluated at mid-year and at the conclusion of their internship by their supervisors. The site has devised an evaluation form that will be completed with the intern and reviewed in terms of competencies. This form contains objectives and competencies and is scored on a Likert rating scale. Often, the Universities which the intern is associated with will provide their own evaluation forms. The evaluation form developed by Psychological and Counseling will be used if the University does not provide their form. At the beginning of the training year, interns will be asked to evaluate their current level of clinical skills on a variety of dimensions utilizing this form. This self-rating process will be utilized to establish a baseline and to assist the intern in developing professional goals to address during the internship year. Each supervision process is based on the individual needs of the intern and goals are developed with this in mind.

Due Process Guidelines

A full grievance, due process, and appeals policy has been established to address intern or agency concerns and is made available to every intern upon entry into the internship program. The policy is described in Appendix C.

Stipend and Benefits

A stipend of \$6,600/year is provided. Program resources and benefits include: clerical, professional supplies and equipment; assessment instruments and counseling materials; internet access; and their own private office.

Application Procedure

To apply for our internship program, please follow the steps detailed below. If you have any questions, you may contact Dr. Belvia W. Matthews (email is preferred):

Belvia W. Matthews, Ph.D.
Director of Training, Psychology
Psychological and Counseling Associates
936 Jeff Road
Huntsville, AL 35806
Email: psy_counseling@knology.net
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Our APPIC Matching Program Code Number is “1952”

Please go to www.appic.org to access the online AAPI application. Please be sure to submit the following materials through the online application portal:

- Completed AAPI application, including cover letter, CV, certification from

your program's Director of Clinical Training, official transcripts from each graduate psychology program and 3 letters of recommendation (at least one from a practicum supervisor), two full battery assessment reports, and Brief statement addressing your interest in Psychological & Counseling Associated pre-doctoral Internship in Psychology. Please indicate interests in particular experiences available to you through the program and reasons you expect you would be a good fit with the training opportunities available here. Include any additional information you would like us to consider.

- PLEASE NOTE: ALL APPLICATION MATERIALS SHOULD BE SUBMITTED BY FRIDAY, JANUARY 15, 2013. Interviews are held via phone, unless the applicant lives in the area.
- We participate in the National Matching Program and will abide by the Match Policies enumerated on the APPIC website (www.appic.org). The National Matching Service can also be accessed through the APPIC website, or directly at www.natmatch.com/psychint/.

