

Psychology Internship Training Program



2021-2022 Brochure

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Aurora Mental Health Center (AuMHC) created a full-time doctoral psychology internship program in 1998 and became accredited by the Commission on Accreditation of the American Psychological Association in 2000. The program is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC).

The Commission on Accreditation of the American Psychological Association has accredited the internship training program since 2000, and in 2019 awarded the program 10 years of re-accreditation. Questions related to the program's accredited status should be directed to the Commission on Accreditation:

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

Aurora Mental Health Center

The Center is deeply rooted in its commitment to the community and delivers state-of-the-art care impacting emotional well-being and addiction recovery. Toward this end, the Center provides acceptance, respect, and care that restores dignity, nurtures relationships, and enriches lives. The Center supports clients in living life to the fullest.

Services are tailored to fit the needs of everyone from infants to seniors. In 2019, the Center served over 21,000 unique individuals and received over 101,000 calls. Approximately 31% of the clients were children and adolescents and 69% were adults. The client population was also diverse in its racial and ethnic makeup. Approximately 27.5% self-identified as Hispanic of all races, 18.5% as African American, 66% identify as White, and 2.6% identify as Asian/Pacific Islander. The diversity of the Center's client population is underscored by the work done at the Colorado Refugee Wellness Center and the close affiliation with the Aurora-based Asian Pacific Development Center. According to the number of primary languages spoken by students in Aurora public schools, the city of Aurora is considered to be among the most diverse cities in the United States.

The nature of funding to serve community members covered by Medicaid and other health plans in the State of Colorado, places AuMHC in close affiliation with a managed care company, Colorado Access. The relationship between the two organizations provides the intern with experience in a managed care environment, with emphasis on providing rapid assessment, treatment planning, acute care in an interdisciplinary setting, and solution-oriented treatment.

The internship is located in Aurora, Colorado, which is part of the Denver metropolitan area. Our facilities are located within 30 minutes of central Denver and are less than one hour from the Rocky Mountains. There are several excellent colleges and universities in the area, state-of-the-art medical facilities, numerous cultural and sports attractions, and abundant sunshine for year-round recreational activities.

There are **four full-time** internship positions in health service psychology available for the 2021-2022 training year. The internship is for 12 months and 2000 hours. The training year begins on **August 3, 2021 and ends on July 29, 2022**. Within the internship program there are three available tracks based on the year-long primary placement. For each track, the minor rotations can be adult or child and family focused.

- Adult track - Two intern positions
- Child and family track – One intern position
- Asian Pacific Development Center (APDC) track - One intern position

Interns receive an annual stipend of \$25,200. An additional \$2,400 compensation is possible for bilingual interns. To qualify for this compensation, bilingual interns must be fluent in English, able to conduct therapy in a second language, will use language skills when providing clinical services, and pass an oral language proficiency assessment provided by the agency.

The fringe benefits include Center contributions toward health and dental insurance, a flexible benefit plan, life insurance, professional liability insurance, long-term disability insurance, an EAP program, up to 12 days of paid time off/vacation, up to 12 days sick leave, and ten paid holidays. Please see page 23 for a summary of financial and other support.

Application Requirements

In order to qualify for internship training at AuMHC, applicants must:

- Be from an APA-Accredited graduate program in clinical, counseling, or school psychology
- Have completed a minimum of three years of pre-internship graduate training at time of application to internship
- Had their dissertation proposal approved (or anticipate approval before the start of internship)
- Have passed comprehensive exams
- Have completed a minimum of 500 direct service practicum hours
 - Please see brochure section below on applications materials and cover letters and the additional information section on COVID-19 impact for further details
- Have completed, or plan to complete, at least five integrative psychological assessment reports (with adults and/or children) before starting internship
 - Training in the administration, scoring and interpretation of the WISC, WAIS, and either the MMPI or PAI is required prior to starting internship

It is highly recommended that applicants defend their dissertation prior to the beginning of the internship year.

The following application materials are required:

1. Application for Psychology Internship (AAPI)
2. One de-identified psychological assessment/testing report
3. Cover letter indicating:
 - a. Which track(s) applying for: the Adult, Child, or APDC
 - b. How COVID-19 impacted your training experience and accumulation of direct service and assessment hours
4. Three letters of recommendation, with at least one letter from a recent clinical supervisor

Applications must be completed by November 4, 2020

Aims of the Program

The overall goals of the Aurora Mental Health Center Internship Program are to provide students with a broad range of experiences, in a variety of service delivery modalities, with diverse client populations, by psychologists of varying professional and personal backgrounds, styles, and areas of expertise. **The Local Clinical Scientist model** guides the philosophy of the program. The training staff believe the primary purpose of the internship program is to support interns applying scientific theory and knowledge within the context of unique client situations.

This requires a scientific orientation that includes:

- Critical thinking,
- Case conceptualization,
- Hypothesis testing,
- Awareness of personal biases, and
- Understanding of group differences including those of culture, ethnicity, gender, age, and sexual orientation.

AuMHC strives to provide interns with the educational and experiential opportunities necessary to develop the competence and confidence to engage in the independent practice of health service psychology. Although the training program by nature is strongest in providing the knowledge and skills necessary for community mental health, the diversity of the program will prepare the intern to function responsibly in a range of institutional and managed care settings.

Internship Program Core Competencies

Each intern is expected to develop and demonstrate certain core competencies during the internship year. These core competencies are taught, monitored, and evaluated at various points in the year for the primary placement, minor rotations, and psychological testing. Successful completion of the internship requires the demonstration of these competencies. Core areas consist of the following:

1. Cultural and Individual Diversity
2. Ethical and Legal Standards

3. Professional Values and Attitudes
4. Communication and Interpersonal Skills
5. Intervention
6. Assessment (Assessment, Diagnosis and Psychological Testing and Evaluation)
7. Supervision
8. Consultation and Inter-professional/Inter-disciplinary Skills
9. Research

These professional competencies are addressed in didactics and seminars, supervision, literature reviews, and case conferences. They are demonstrated by intern written records and reports, review of cases in supervision, and interactions with clients and interdisciplinary staff. Progress in their attainment is evaluated in weekly supervision, monthly reviews by the Training Committee, and in quarterly, semi-annual, and annual written performance evaluations.

Internship Program Training Components

The Center offers interns excellent clinical training and experience in the assessment and treatment of a diverse range of mental health problems with a client population that includes children, adolescents, families, and adults across a variety of settings. The internship program is designed to provide a wide variety of clinical experiences with an emphasis on preparing the interns to achieve a standard doctoral level of competence in skills, personal maturity, and ethical behavior. In order to accomplish this goal, and to accommodate the special interests and needs of the intern, the program is balanced between required and elective clinical experiences.

The internship requirements include training rotations offered within AuMHC's clinical programs or our affiliate the Asian Pacific Development Center (APDC). The structure of the internship program includes:

- A year-long primary placement focused on either adult or child and family populations, or with the APDC
- Two six-month minor rotations
- Weekly didactics and seminars
- Assessment experience as part of primary and minor rotations
- Psychological testing and assessment experience (separate or imbedded with rotations)
- Training related to supervision
 - Potential for supervision experience of a trainee is possible, but not a guaranteed experience
- Mentor-supported research/clinical outcome project

Supervision

AuMHC takes great pride in being the only community mental health center in Colorado to employ a substantial number of licensed psychologists. At any one time, the agency also employs postdoctoral candidates working toward licensure. Additionally, AuMHC also has a one-year APPIC membered Postdoctoral Fellowship program. The agency is highly committed to

the training and mentoring of future licensed psychologists as evidenced by the depth of supervision experiences and variety of supervisors available to interns.

Over the course of the training year, interns receive a minimum of two hours each week of individual supervision from two licensed psychologists.

- A primary supervisor for the training experience at the primary placement.
- A supervisor for the training experience at the minor rotation. This supervisor assignment is based on the minor rotations assigned, thus interns may have two different minor rotation supervisors during the year.

Assessment and psychological testing supervision is also provided on an individualized basis, as well as via group didactics. The individual supervision may or may not be provided by the primary placement or minor rotation supervisors, rather another licensed psychologist who is a member of the Psychology Training Committee or the Training Director.

AuMHC has a very experienced and talented staff of allied mental health professionals including psychiatrists, clinical social workers, counselors, and psychiatric nurses. Interns do receive additional supervision from these allied staff, in consultation with their internship supervisors. Interns are required to attend and participate in the weekly or biweekly team meetings for primary placements and minor rotations, which focus on clinical supervision and case conferences. To support the intern's management of clinical documentation and therapy case assignments, additional administrative supervision may be provided by the manager of the programs in which the interns are completing a training experience.

Supervision time entails the discussion of cases and related clinical topics, reviewing progress in the program, and evaluating training needs. The format of supervision may include: case discussion; review of treatment notes; review of audio or videotape; live supervision behind a one-way mirror, via video, or in the room; and co-therapy. At the beginning of the primary placement and each minor rotation, the intern and supervisor develop individualized training agreements and goals.

Didactics and Seminars

Training didactics and seminars are held weekly and facilitated by training staff, guest experts, or the AuMHC postdoctoral fellows. The following are examples, not an exhaustive list, from the four main didactic and seminar areas:

Core Didactic Series

- Trauma-Informed care and practice in community mental health– multi-part series
- Zero Suicide
- Telehealth service provision
- Serving clients with a serious and persistent mental illness diagnosis
- Working with refugee and immigrant clients

Foundation Seminars

- Assessment, evaluation, and psychological testing
- Competency in supervision (may include group supervision of supervision seminars)
- Ethics Case conference
- Cross-Cultural

Topic-Focused Didactics

- Evidence based treatments and practices
 - ACT, EMDR, Integrated care
- Vicarious trauma; Secondary trauma – multi-part series
- Professional development as a psychologist – multi-part series

Intern-led Didactics

- Each intern facilitates a didactic on a topic of his or her choosing once during the year
- At least twice during the training year, each intern gives a formal case presentation to the cohort and Training Director. The focus of these cases conferences is assessment and treatment approaches with challenging clients and ethical or legal issues.
- At least monthly, each intern provides updates on psychological testing cases to the cohort and the testing supervisor or Training Director. The focus of these updates is to receive consultation on test batteries, report writing, and diagnostic dilemmas.

The Foundation seminars have both didactic and process components. The interns are expected to be actively involved in these seminars by discussing evidence-supported approaches, clinical cases, and ethical applications. The internship program strives to ensure that interns have an opportunity to provide supervision to a trainee during the training year, but this is not a guaranteed experience. Part of the didactic series on competency with supervisory may include group supervision of supervision seminars facilitated by a licensed psychologist. When an intern is able to supervise a trainee, they receive feedback on their supervisory work based on watching video or listening to audio recordings of interns' meeting with their supervisees and integrated with didactic information related to supervision models and competencies.

Psychological Testing

The internship program recognizes that the ability to competently perform psychological evaluations is one of the distinguishing features of practicing psychologists. The internship program does not have a strong emphasis in teaching testing; rather, interns are expected to have acquired their knowledge and technical skills in this area in graduate school. The emphasis in this program is in the ability to integrate data and to write succinct, high quality reports. Prospective interns who seek a program with an especially strong testing emphasis would not be a good match with this program. Interns are required to perform at least 5 psychological testing evaluations during the year. The evaluations include a clinical interview, administering, scoring, and interpreting various instruments, and writing a detailed report.

Testing referrals are most often generated by internal treatment teams at the Center, including the Refugee Wellness Center for citizenship waiver evaluations. Some referrals are obtained from other community partner agencies and the Department of Human Services. Evaluations include the use of a variety of instruments, typically measuring both cognitive and personality functioning. Irrespective of track assignment, interns can expect to assess adults, children, and teens.

Research

In order to develop and enhance program evaluation and research skills, interns are responsible for participating in a program evaluation, clinical outcome, research, or grant writing project during the year. This project is a mentor-supported project overseen by the Training Director and in collaboration with the Aurora Research Institute (ARI). The ARI is an affiliate of AuMHC and is overseen by a doctoral level Director. At the beginning of the year, interns receive information about available projects with which they can participate. Interns develop a written proposal around their project intent and what their responsibility will be with the project that is approved by the Training Director. At years end, interns present the completed project to the AuMHC Leadership group and submit a written paper to the Training Director. These projects are not intended to be a “dissertation” and it is expected that interns will likely be completing a portion of a larger project within approximately 20 hours over the course of the year.

Adult Track Weekly Schedule Example

Southeast Center as Primary and Child and Family South as Minor*

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00a-12:00p	Didactics and Seminars and Monthly Cohort Time	Southeast Center	New intake or behavioral health screening appointments as part of services with Southeast Center	Southeast Center	Child and Family South
12:00-1:00p	Travel time and lunch	Travel and lunch	Travel and lunch	Team Meeting and lunch	Lunch
1:00p-5:00p	Testing Activity	Child and Family South (evening hours)	Child and Family South	Southeast Center	Child and Family South

Child Track Weekly Schedule Example

Child and Family South as Primary and Colorado Refugee Wellness Center as Minor*

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00a-12:00p	Didactic and Seminars and Monthly Cohort Time	Testing activity from 8a to 10a; Research meeting with ARI from 10:30a - 11:30a	CRWC	Weekly supervision for Child and Family Supervision of trainee	CRWC
12:00p-1:00p	Travel and lunch	Travel and Lunch	Lunch	Lunch	Lunch
1:00p-5:00p	Child and Family South	Child and Family South	CRWC clients and team meeting	Child and Family South (evening hours)	CRWC

APDC Track Weekly Schedule Example

APDC as Primary and Elmira Center as Minor*

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00a-12:00p	Didactic and Seminars and Monthly Cohort Time	New intake appointments as part of services with Elmira Center	Elmira Center	APDC	APDC
12:00p-1:00p	Travel and lunch	Travel and Lunch	Lunch	Lunch	Lunch
1:00p-5:00p	Elmira Center	Testing activity or work on research project	Elmira Center	APDC	APDC

***Please note:** The work hours listed vary slightly based on programs. For example, the child and family programs may require one night of evening work; thus work hours shift to 9:30a to 6:30p that day. Some rotations begin seeing clients at 8:30a.m. Travel time between most agency locations averages 15 minutes.

Primary Placement and Minor Rotations Descriptions

Program	Primary	Minor	Adult	Child and Family
Southeast Counseling Center	✓	✓	✓	
Elmira Counseling Center (co-located with Child and Family North)	✓	✓	✓	
Older Adults Services (co-located with the Southeast Center)		✓	✓	
Adult Intensive Services	✓	✓	✓	
Asian Pacific Development Center (APDC)	✓		✓	✓
Colorado Refugee Wellness Center (CRWC)		✓	✓	
Child and Family – North (co-located with Elmira Center)	✓	✓		✓
Child and Family – South	✓	✓		✓
School-Based Programs		Availability varies by year		✓
Early Childhood and Family Center (ECFC)	✓			✓ (Ages 0 to 6)
Crisis Services*		Observational in nature	✓	
Adult Substance Abuse Programming*		Observational in nature	✓	

*Additional training experiences include working in the crisis services continuum of care and the adult substance abuse programs for observational learning or possibly co-therapy during the internship year. The crisis services continuum of care involves a walk-in crisis clinic and crisis stabilization unit. The adult substance abuse programming includes a detox unit and outpatient services.

Adult Focused

Southeast Adult Counseling Center

The Southeast Counseling Center provides mental health treatment and education to individuals, couples, and groups who are seeking help for a variety of problems. Services include intake evaluations, psychotherapy (individual, couples, and group), crisis intervention, case management, consultation, and medication management. The multidisciplinary staff includes psychologists, psychiatrists, nurse practitioners, clinical social workers, counselors, and a nurse. Most clients are between 18 and 55 years old and have presenting problems that range from adjustment disorders to severe and persistent mental illness. A variety of evidence-based treatments are applied, including CBT, DBT, ACT, and EMDR. Therapy groups include Mind over Mood, ACT Therapy, Trauma Support, DBT, Mind-Body Wellness, Bipolar Education and Skills Training, Stress Management, and Hearing Voices. As the name implies the Southeast Center is located toward the southern part of Aurora.

Elmira Counseling Center

The Elmira Counseling Center provides the same services as the Southeast office and has a similar mix of multidisciplinary staff. In addition to individual therapy, interns can co-facilitate specialized groups. These include groups designed for clients with personality disorders, trauma history, co-morbid substance abuse, and Bipolar Disorder. In general, compared to the Southeast Clinic, the presenting problems tend to be similar. The Elmira Center is located at the northern end of Aurora. It is anticipated in late 2020/early 2021, the Elmira Adult team will combine with the Child & Family North team in to one location and one team. Thus interns placed with those teams for the 2021-2022 training year can expect to be part of a combined team.

Older Adults Outpatient Services

The Older Adults Team serves older persons and their families age 55 and older. This training experience is designed around the Pikes Peak Model for Training in Professional Geropsychology (Knight, Karel, Hinrichsen, Qualls, & Duffy, 2009), with a focus on geriatric mental health treatment, assessment, and consultation. Interns are trained to offer individual psychotherapy using evidence-based approaches for older adults and have opportunities for community outreach in aging services institutions. Services are provided at both the Southeast Counseling Center, as well as nursing homes and assisted living facilities in Aurora. The treatment team consists of social workers, psychiatrists, and nurse practitioners that are integrated into the adult counseling center. The team meeting for Older Adults is held in combination with the Southeast Center team.

Adult Intensive Services

An array of coordinated services and programs are managed under the umbrella of "Adult Intensive Services". This clinical umbrella is designed for adults with severe and persistent mental illness who are best served by a high frequency of services in order to stabilize their mental health needs and facilitate their recovery and growth. A range of treatment options are

offered including assessment, diagnosis, intensive outpatient, individual and group therapy, case management, medication management, and psychosocial rehabilitation. Interns interested in adult intensive services may work in both programs as part of a primary placement or a minor rotation. Program components include:

Community Living Program (CLP). Clients receiving services in this program tend to carry a diagnosis of a major mental illness, such as schizophrenia, schizoaffective disorder, PTSD, and borderline personality disorder. This intensive outpatient program is available for clients needing several hours of group therapy per week as well as frequent individual therapy. Therapy sessions, case management, outreach, crisis intervention, and medication management are oriented toward helping clients develop better coping skills, improved understanding of their mental illness, and for clients to develop a treatment plan specific to their recovery needs. Substance abuse programming may be a focus of recovery for those with co-occurring mental health and drug/alcohol abuse problems. A recreational component teaches leisure time activities and social skills.

Aurora Center for Life Skills (ACLS). This outpatient program offers a range of treatment options including assessment, diagnosis, intensive outpatient, individual and group therapy, case management, medication management and psychosocial rehabilitation. Treatment is specialized and adapted to meet the needs of individuals with a developmental disability to assist them with managing mental health symptoms. Additionally, the program is able to provide consultation and treatment for individuals with a TBI, as well as behavior therapy consultation and education to those within the developmental disability system who do not meet criteria for a mental health condition.

Colorado Refugee Wellness Center

The Colorado Refugee Wellness Center (CRWC) offers an opportunity for interns seeking experience working with refugees from around the world. It is a culturally responsive behavioral health clinic staffed by mental health clinicians and Health Navigators working collaboratively in a team based, trauma-informed, holistic model. Mental health, social services, resources, physical health, cultural and linguistic needs are all facets considered important in assisting the multinational refugees. The Health Navigators are from the primary countries of origin of the clients served. They are key staff central to linguistically and culturally tailoring client care in their roles as interpreters, cultural brokers, and care coordinators. 17 languages are spoken in the center. Interns have the opportunity to participate in cultural trainings, and to gain experience working with interpreters and staff from diverse cultures. Training activities include: individual, family, couples and group therapy. There are opportunities for screening or evaluating clients using culturally and language sensitive assessment instruments, and for performing evaluations specific to refugees seeking citizenship. Multiple grants are ongoing and opportunities to participate in grant research are often available for interested interns.

Asian Pacific Development Center

The Asian Pacific Development Center (APDC) has been providing culturally competent, community-based, and consumer-driven mental health services to Asian American Pacific Islander (AAPI) communities in Colorado since 1980. APDC is designated by the State as a specialty clinic and our target population is primarily underserved refugees, immigrants, and multi-generational AAPIs in Colorado. The vision is for our diverse communities to be healthy and empowered and we use a holistic approach to address the total well-being of individuals, families, and communities. Interns have the opportunity to be part of a multidisciplinary team that includes nurse practitioners, a health care coordinator, psychiatrists, psychologists, social workers, counselors, case managers/navigators, and community outreach workers most of whom are bicultural and bilingual with close ties to their AAPI communities. Interns provide a variety of services to clients who present with a wide range of mental health issues from brief, transitory conditions to more acute and chronic psychiatric symptoms and disorders. These include major mental illnesses such as major depression, bipolar disorder, schizophrenia and post-traumatic stress disorder. Clients are also seen who have adjustment disorders, family difficulties, marital problems, and occupational or academic problems. Interns learn how to tailor their interventions to address the needs of refugee and immigrant status clients. Issues involving cultural adjustment, such as language, values, customs and behavioral differences, are often intimately associated with the client's presenting problem. Services that interns provide at APDC include intake evaluations, psychotherapy (individual, group, family and couples) across the lifespan, case management, psychosocial skills training/wellness groups, home visits, community outreach/education, refugee mental health screenings and takes on the responsibility of facilitating the weekly group supervision provided for the APDC extern training program in psychology, counseling and social work.

Child and Family Focused

Child and Family South Counseling Center

The Child and Family South Counseling Center serves the southern area of Aurora by providing individual, group, and family therapy services to children and families. The interns on this team have the opportunity to work closely with families and schools to identify and treat a variety of symptoms and presenting problems. The groups offered by the team vary but may include: social skills play group, middle school group, teen group, boys group, girls group, divorce group, multifamily drumming group, and relaxation group. Team members utilize a variety of evidence based practices in their work including CBT, TF-CBT, Collaborative Problem Solving (CPS), and DBT. Some evening work is required.

Child and Family North Counseling Center

The Child and Family North Counseling Center serves the northern area of Aurora by providing individual, group and family therapy to children and families for a variety of problems similar to those seen by the Child and Family South Counseling Team. Due to its location in Aurora, this team serves a diverse group of children and families from many racial/ethnic groups including a

large Latino population and multiple refugee communities. Some evening work is required. It is anticipated in late 2020/early 2021, the Child & Family North team will combine with the Elmira Adult team in to one location and one team. Thus interns placed with those teams for the 2021-2022 training year can expect to be part of a combined team.

School-Based Programs (placement availability varies year to year)

Hampden Campus. Beginning in July 2020, the agency will move toward the merging of three separate day treatment programs to a central campus: The Metro Children’s Center, Hampden Academy, and the Intercept (ID/DD) programs. It’s anticipated that interns interested in intensive work with children and teens can have a minor rotation at that campus, with placement in the Hampden Academy program. The Hampden Academy day treatment program serves adolescents ages 13-18 who are unable to function in a regular classroom setting. Various treatment models and interventions are used to address and manage mental health based on the needs of the student and family. These services focus on, but are not limited to: self-advocacy, body image, self-esteem, culture, self-confidence, skill building, healthy relationships, leadership, strengths, managing boundaries, assertiveness, goal setting, assessing values, empowerment, and social skills. Clients receive individual, family, and group therapies while attending the day treatment program.

School-Based Services. This team provides comprehensive mental health treatment for school-age children in elementary, middle, and high school settings across Aurora in collaboration with Aurora Public Schools. The service provided by interns may include intake evaluations, individual and group therapy, family psychotherapy, crisis intervention, consultation, and case management. The youth served have a range of presenting problems, including significant history of traumatic experiences. There is often a high concentration of Spanish speaking families in many of the schools, as well as a number of other languages. This rotation may not be available every year and is currently impacted by COVID-19.

Early Childhood and Family Center

The Early Childhood and Family Center (ECFC) provides comprehensive mental health treatment for families with infants and children up to age 6. Many of these children have experienced child abuse and neglect, psychological abuse, and been exposed to interpersonal and community violence. As a result, they experience emotional and behavioral difficulties which often interfere with learning and in developing relationships. Individual, family, and group therapies are integrated to best serve the needs of each child and family. A variety of parenting classes for new and teen parents are provided. The program uses a number of evidence-based models including Parent-Child Interactional Therapy, Child-Parent Psychotherapy, The Incredible Years, Nurturing Parenting Program, Trauma Focused – CBT, and Relational Assessments. Some evening work may be required. Only the child and family track intern may consider this for a primary placement.

Intern Selection Policy and Procedures

All completed applications, from students in APA-Accredited programs in clinical, counseling, or school psychology, submitted by the deadline will be reviewed by one or more members of the Psychology Training Committee and the Training Director. Applicants who submitted a completed application will be notified of interview status no later than **December 11, 2020**.

Based on the quality of the application and the goodness of fit between the applicant's training goals and the internship program, approximately forty applicants are invited to interview. **All parts of the interview day will be held via video conference** and interview days are scheduled for **January 4th, 8th, 11th, and 15th**. Interview days run 9:00am to 3:30pm (MST zone).

Invited applicants can expect the following on the interview day:

1. Overview of the internship program and rotations, as well as overview of agency and surrounding community
2. Question and answer time with the Training Director and psychology training committee about the internship, agency, or other relevant factors of the internship program of interest to applicants
3. Question and answer session with the current intern cohort (non-evaluative meeting)
4. Following a lunch break, each applicant will interview with 1 or 2 members of the Psychology Training Committee, for a 1.5 to 2 hour individual interview. Interviews may also include a current intern or postdoctoral fellow.

Optional events for applicants invited to interview:

1. Virtual open house with the Training Director and members of the Psychology Training Committee on Wednesday January 27th beginning at 5:30pm (MST zone)
5. Open access question and answer sessions with the Training Director on an individual basis via phone or video conference (not considered evaluative part of interview process)

Accommodations for applicants unable to access reliable video conference services should be addressed with the Training Director at the time an interview is offered.

For privacy reasons, neither the internship program nor applicants will record any part of the interview day, specifically individual interviews and meeting the current intern cohort, nor the optional events of the virtual open house and Q & A sessions with the Training Director.

Following the completion of the interviews, the Psychology Training Committee meets to rank order applicants, which is based on both the submitted application and the individual interview. The time spent with the current intern cohort is not part of the ranking decision nor are any open access question and answer sessions with the Training Director. The final ranking order is determined by consensus. 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.

Results of the APPIC Match constitute a binding agreement between the matched applicants and the program. **However, final appointment of applicants to the internship at AuMHC is contingent on matched applicants passing a criminal background investigation.** This includes a name search through bureau of investigation units in States where the individual has lived for the past ten years. A search will also be conducted through the Department of Human Services. If adverse information is received, the applicant will be required to provide evidence of disposition. If an applicant has a drug-related offense, the individual will be required to provide evidence of disposition and may be required to submit to a drug screen upon hire and periodic drug tests. Each situation will be handled on a case-by-case basis. The Center's CEO will make all determinations regarding any adverse action taken. All Center staff are required to get an annual flu vaccine.

Additional requirements exist for interns placed in rotations with school-based programs. Interns may be required to submit to a supplemental background check per State of Colorado regulations for those programs. Interns may need to complete additional trainings that are provided at no-cost to the intern.

- Required to successfully complete CPR training
- Required to successfully complete CPI trainings

Post-Match Process for Rotation Assignment

Following the match process, the incoming intern cohort are asked by the Training Director to provide confidential lists of ranked-order preferences for primary placement and minor rotations for the internship year. The intern matched to the Asian Pacific Development Center track is automatically assigned to that program for primary placement. The Training Director, along with input from the Psychology Training Committee, reviews the preferences and determines placement based on intern interest, rotation availability as a primary and/or minor option, and supervisor availability. The aim of the rotation assignment process is for interns to know before beginning internship their primary placement and the minor rotation assignments.

Non-Discrimination Policy

Aurora Mental Health Center and subsidiaries (AuMHC) comply with applicable federal and state civil rights laws. We will not discriminate against, or deny services to, any individual due to their race, color, national origin, age, disability, sex. We do not discriminate, or deny services to, any individual due to their ancestry, creed, gender, gender expression or identity, genetic testing, marital status, military status, political affiliation, pregnancy, religion, or sexual orientation in any of its activities or operations. Activities and operations include, but are not limited to provision of services, recruitment, hiring, or termination of staff, recruitment and selection of volunteers, and selection of vendors. We are committed to maintaining an environment that respects the dignity of each individual in our community. We do not tolerate discrimination in any form or context including harassment or exclusion.

Additional Information

For further information about the internship program, including but not limited to program policies and procedures with regard to intern evaluation, remediation and due process, and criteria to successfully complete the internship, please contact the internship Training Director, Erika McElroy, Ph.D. at (303) 923-6880 or erikamcelroy@aumhc.org. Email is the preferred method of correspondence.

COVID-19 Impact on Applicants

While the internship program has a minimum number of practicum hours for applications, it is recognized applicants may fall short of the 500 hours minimum due to the impact of COVID-19 on clinical practicum/externship experiences. As such, applicants are strongly encouraged to use the cover letter as a means to share how their direct service practicum experiences were impacted, specifically if the impact to accumulation of hours was significant. Although assessment/testing hours may also have been impacted, the internship does expect that applicants have completed the required coursework related to psychological testing and assessment listed earlier in the brochure and a de-identified assessment/testing report is submitted with the application. Applications submitted without a de-identified report may be considered incomplete and not reviewed.

COVID-19 Impact on AuMHC

Like many agencies, AuMHC experienced significant impact to service delivery with the onset of the coronavirus in early 2020. AuMHC is considered an essential business, therefore the majority of clinical services quickly shifted to telehealth with services provided by clinicians from their homes or select office locations via phone or video to clients. Although it is unknown how the agency will be impacted for the 2021-2022 training year by the virus, the following precautions implemented in 2020 may remain in place:

- All clients and staff in an AuMHC building are required to wear a face covering. Staff are expected to provide their own face coverings.
- All clients and staff must participate in temperature and symptoms checks each time they enter the building. Staff complete a daily tracking log.
- Clients unable or unwilling to meet the above two requirements to receive services in an AuMHC facility are offered an alternative mode of service delivery.
- All staff who test positive, or suspect they were exposed to COVID-19, may be required to self-quarantine for up to 14 days. Human Resources is informed of the exposure or positive test and works with the staff and their supervisor. Use of sick time, paid vacation time, or COVID-19 sick leave are potential options.
- Social distancing guidelines are in place for all AuMHC facilities and office spaces.
- The agency is using enhanced cleaning schedules for all general areas (i.e., waiting rooms, break rooms) and individual offices.
- Large meetings, including team meetings, do not occur in person but rather via video conference. As such, internship didactics are conducted via video conference.

- Interns and supervisors may choose to not meet in an office, but rather a private outside location on an AuMHC property that allows for 6 feet of separation. Telesupervision via video conference is currently being used.

Interns matched with the AuMHC internship program can expect to provide in-person and telehealth services via phone or video conference – commonly referred to as hybrid service delivery. The agency provides interns with an agency laptop and office work space with phone and printer access. Should interns find it necessary to provide telehealth services from their home, they are expected to use their personal telephone and internet services at their expense. The agency expects the same of staff and is mindful of the burden this could place on an intern.

The Federal Labor Standards Act (FLSA) and Internship

In 2020, Aurora Mental Health Center made the determination based on the FLSA that psychology interns are considered non-exempt, benefited, hourly staff. Interns matched with AuMHC for the 2021-2022 training year will be considered non-exempt, hourly status employees eligible for overtime pay. Non-exempt status will not change benefit packages or the training stipend provided the intern routinely works 40 hours a week.

- Interns are required to complete daily timesheets, receive daily paid break times, and take an unpaid lunch break each day.
- Interns are expected to work five days a week, Monday to Friday, with standard work hours aligned with clinical teams and agency standards.
- Interns are required to use their paid vacation time if travel to and from their home graduate institution is needed for dissertation/academic tasks, for job or postdoc interviews, and for graduation ceremonies.
- Interns are expected to use sick time per the standards of the Employee Handbook.
- Interns working on dissertations while on internship should expect to complete this academic work on their own time on evenings or weekends.

It is of high importance to the internship training program and the agency that the psychology interns are supported with work-life integration. As such, interns are encouraged to keep work hours within the 40 hour week requirement Monday to Friday and to minimize the need to work excess hours in the evenings or on weekends. However, **it is highly likely that at certain times of the internship year interns will be required to surpass the 40 hour work week and receive overtime pay.** These instances will be approved by the Training Director, or designee, in advance.

These psychologists comprise the Psychology Training Committee. The table lists supervisors first, then didactic and seminar leaders, and lastly other members of the committee.

Psychologist	Professional Interests	Role with Internship Program
S. Eri Asano, Ph.D. The Wright Institute Clinic Director, APDC	Refugee and Immigrant Mental Health; Multicultural Issues; Program development	Supervisor at APDC
Christy Balentine, Ph.D. IMH-E® (IV) Infant Mental Health Mentor-Clinical University of North Carolina-Greensboro	Early Childhood Mental Health; Trainer for Parent Child Interaction Therapy; Dyadic assessment and treatment; Parenting teens	Supervisor at ECFC
Daryl Hitchcock, Ph.D. California School of Professional Psychology Program Manager of ECFC	Dyadic (relationship-based) assessments of families; Attachment based therapy; Trauma-informed treatment	Supervisor at ECFC
Myoung Ah Hohm, Ph.D. University of Denver	Immigrant and Refugee Behavioral Health care; Trauma; Chronic Pain; CBT; Mindfulness; EMDR	Supervisor at APDC
Jan Jenkins, Ph.D. University of Colorado Program Manager of CRWC	Refugee Mental Health; Integrated Care; Global Mental Health; Health Equity	Supervisor at CRWC
Jackie Kuykendall, Psy.D. Alliant International University	Forensic Psychology and First Responder/Law Enforcement Mental Health	Supervisor at CRWC
Jennifer Lucchesi, Psy.D. University of Denver - GSPP Program Manager of ACLS	Autism Spectrum Disorder; Psychological/Therapeutic Assessment; DBT	Supervisor for Adult Intensive Services Programs

Psychologist	Professional Interests	Role with Internship Program
Erika McElroy, PhD. University of Utah Counseling Psychology Director, Student Training	Leadership; Clinical Supervision; Program Development	Training Director Psychology Internship Program Supervisor for adult and child minor rotations (as needed)
Dawn O’Neil, Ph.D. University of Cincinnati Director, Adult Intensive Programs	SPMI; Crisis Intervention; Women’s Empowerment; DBT	Supervisor for Adult Intensive Services Programs
Nai Chieh (Geri) Tien, Ph.D. University of Northern Colorado	Individual; Couples and Family Therapy; Multicultural Issues	Supervisor at APDC and Seminar co-leader
Alan Toulouse, Ph.D. University of Nebraska	Child and Family Therapy; Assessment and Consultation	Supervisor Child and Family South
Jay Willoughby, Psy.D. University of Denver	Infant Mental Health; Early Childhood Trauma Treatment; Treatment of Disruptive Behaviors; Pediatric Behavioral Health Consultation; Culturally Sensitive Supervision	Supervisor at ECFC and Didactic Presenter
Kirsten Anderson, Psy.D. University of Denver-GSPP VP of Clinical Operations	Disaster Response; Leadership; Therapy with at-risk adolescents	Didactic Presenter
Sarah Avrin, Ph.D. Washington State University	Developmental Disabilities; PTSD; Trauma-Informed care; Work with Peer Specialists	Didactic Presenter
Monica Gerber, Ph.D. University of North Texas Coordinator of Clinical Services – APDC	Refugee and immigrant health; Multicultural psychology; Systemic oppression; Trauma	Seminar Co-leader

Psychologist	Professional Interests	Role with Internship Program
Mara Kailin, Psy.D. Rutgers University Chief Clinical Officer	Cross-Cultural Issues; Assessment; Trauma	Seminar Leader
Jeffrey M. Longo, Ph.D. University of Virginia	Motivational Interviewing; Couples Therapy; Cognitive- Behavioral Therapy	Didactic Presenter
Amber Olson, Ph.D. University of Denver Counseling Psychology Director, Outpatient Services	Grief and Loss; Integrated Primary Care; Supervision and Training; Multicultural issues	Seminar Leader
Kelly Phillips-Henry, PsyD, MBA California School of Professional Psychology, San Diego MBA from University of CO CEO of AuMHC	Healthcare administration; Eating disorders; Trauma and treating sexual abuse survivors; Marital /couple's therapy	Didactic Presenter
Lauren Widman-Eggerth, Psy.D. Wheaton College	Infant Mental Health; Immigrant and Refugee Behavioral Health Care; Trauma-Based interventions across the lifespan	Didactic Presenter

Other Members of Committee	Role at the Center	Center Program
Hannah Benedetti, Psy.D.	Licensed Psychologist	Elmira Counseling Center
Margaret Charlton, Ph.D., ABPP	Licensed Psychologist	Intercept (ID/DD) Program
Jung In Hyun, Ph.D.	Expected licensure in the fall of 2020	Southeast Adult Counseling Center

Summary of Financial and Other Benefit Support

Annual Stipend/Salary for Full-Time Intern (non-exempt status)	\$25,200
Access to medical insurance for intern	Yes
Intern contribution to cost of medical insurance required	Yes
Coverage for family member(s) available	Yes
Coverage for legally married partner and domestic partner available	Yes
Hours of annual paid vacation (accrued over 12 months)	96 hours
Hours of annual paid sick leave (accrued over 12 months)	96 hours
In the event of medical conditions and/or family needs requiring extended leave, does the program allow reasonable unpaid leave to interns in excess of personal time off and sick leave?	Yes
Other Benefits:	
Bilingual compensation (if meet requirements)	\$2,400 total
Dental, Flexible Spending Plan, Life Insurance, Professional/Liability Insurance, Long-Term Disability Insurance, EAP	