

## APA-accredited predoctoral internship

### Welcome

Dear Prospective Applicant,

If you have any other questions please do not hesitate to contact the Center for Counseling and Student Development (CCSD). Ms. Cindy Carroll is the administrative assistant who manages our application and interview procedures; if you have questions about application materials or processes, please contact her at [cindyc@udel.edu](mailto:cindyc@udel.edu) or 302-831-8107. If you wish to contact me directly for internship-related information, feel free to do so at [merrish@udel.edu](mailto:merrish@udel.edu).

On behalf of the entire CCSD staff, I am delighted that you are considering our site for your internship training year. I know that this can be a stressful and hectic process and I hope that the information on this website will help you determine if CCSD is a good fit for you.

Sincerely,

Merris Hollingsworth, Ph.D., ABPP  
Coordinator of Predoctoral Internship

### APA Accreditation

The predoctoral internship in psychology program has been fully accredited by the American Psychological Association (APA) since 1984. The APA Commission on Accreditation, in November of 2008, awarded a reaccreditation of the program for seven years. Special mention was made that "current and former interns were very complimentary of supervisors and supervision, citing supervisors' openness, support, and mentoring as particular strengths." Also noted is the fact that "the program demonstrates a commitment to enhancing the diversity of its staff and attending to cultural and individual differences in training...Current interns identified the multicultural seminar series as a powerful and challenging learning experience within a safe context."

### Accrediting Body

Office of Program Consultation and Accreditation  
American Psychological Association (APA)  
750 First Street NE  
Washington, DC 20002-4242  
(202) 336-5979

### About the CCSD and UD

#### The CCSD

The mission of the Center for Counseling and Student Development (CCSD) is to contribute to the personal, educational, and career development of University of Delaware students. The counseling service has served as the primary mental health unit on campus since its establishment in 1946. The CCSD is accredited by the International Association of Counseling Services (IACS).

The philosophy of the unit includes a strong emphasis on student development, providing services and programs for students who are confronting typical developmental issues and tasks. The CCSD also assists students whose concerns are interfering with their ability to function in a satisfactory manner. Approximately 8 % of the student body uses the CCSD services annually

to address a wide variety of personal, educational, and career-related problems.

The [staff of the CCSD](#) spends roughly 40% of its time in counseling, 25% in training or teaching, 20% in consultation, staff development, and special University programs. Remaining staff time includes a variety of activities such as committee work, outreach activities, administrative duties, or research. The CCSD has five administrative support staff.

The CCSD has two separate facilities: psychologists, postdoctoral fellows, and interns are located in the Perkins Student Center within space specifically designed for a university counseling center. The psychiatrists, as well as some of the psychologists, are located in a wing of the campus. Student Health Service. Interns have private offices with video equipment and desk-top computers. Facilities include two group rooms, a career library, and a professional library.

## University Environment

The University of Delaware is in Newark, a pleasant community of about 30,000. It is 14 miles from Wilmington and halfway between Philadelphia and Baltimore.

There are over 15,400 undergraduates, some 2,500 graduate students, and more than 1,000 part-time students. Some 4,800 enroll in summer sessions while another 8,000 pursue winter session courses.

The University offers degrees in 130 different undergraduate programs, 79 master's degree programs and 39 doctoral programs. First semester begins in late August or early September, the second in February; a five-week winter session intervenes. There are two summer sessions of five weeks each, and one of seven and one-half weeks duration.

## Eligibility

The predoctoral internship in psychology program offered by the CCSD at the University of Delaware is designed to provide supervised experience in individual and group counseling, consultation, student development programs, career development services, and practicum supervision. Candidates must be enrolled in a doctoral program in counseling, clinical, or closely related area of psychology. All of the formal course work and comprehensive examinations for the doctorate should be completed, including supervised practicum courses in counseling. There currently are four full-time predoctoral internship positions.

The University of Delaware is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, creed, color, gender, genetic information, age, religion, national origin, veteran or disability status, or sexual orientation in its educational programs, activities, admissions, or employment practices as required by Title IX of the Educational Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VII of the Civil Rights Act of 1964, and other applicable statutes. Inquiries concerning the above should be referred to the Office of Equity and Inclusion, (302) 831-8735, located at 305 Hullahen Hall.

## Program Objectives and Training Philosophy

The purpose of the internship is to provide a comprehensive training experience. A practitioner model focused upon clinical practice and service delivery guides the internship training program (Rodolfa, Kaslow, Stewart, Keilin, & Baker, 2005), with the goal of providing the professional skills necessary for independent functioning as a psychologist in a university or college counseling setting. In this context, the program centers upon development of clinical competence, and training activities consistently explore research and theory as essential complements to all aspects of clinical practice. Both theory and research

are incorporated in seminars, professional development activities, case presentations, and supervision of clinical work. The practitioner model allows attention to two primary, interrelated tasks, both of which CCSD staff understand as central to the internship.

The program views development, refinement, and integration of clinical skills in a variety of areas as one central task of internship. Interns start internship with a foundation of didactic information and clinical skills from their academic training. Internship provides an intensive opportunity to develop new skills (e.g., career counseling, providing supervision) and to apply familiar skills in increasingly sophisticated ways. At the end of internship, CCSD expects interns to demonstrate competencies in individual and group therapy, outreach, consultation, multicultural issues, supervision, and ethical issues.

A second, closely related task is the development of a more mature, integrated professional identity. Internship represents an important transition from the role of graduate student to that of a professional psychologist, prepared for entry-level practice following internship. CCSD supports interns' growth via mentoring, discussion of professional identity development, and practical support (e.g., research time for dissertation-related work; funding and time for professional development activities.) Interns gain specific exposure to the many roles and responsibilities of a psychologist in a counseling center setting, which provides a strong foundation for future work in a university setting. This exposure occurs as interns serve with staff on internal administrative committees and participate in ongoing discussions about psychologists' roles within the larger university community during staff meetings, seminars, and staff retreats.

The CCSD staff is highly committed to the internship program and to the achievement of excellence in the experience. Staff provide regular, intensive supervision and training seminars to support and guide interns' growth. Some opportunities exist to individualize the program so that special needs or skills of the interns can be addressed or developed. At the completion of the internship, individuals will hopefully view the experience as a valuable capstone to their formal training in counseling and will be capable of assuming positions of responsibility within the field.

Rodolfa, E. R., Kaslow, N. J., Stewart, A. E., Keilin, W. G., & Baker, J. (2005). Internship training: Do models really matter? *Professional Psychology: Research and Practice*, 36, 25 – 31.

## Training Activities

### Required Training Activities

Interns at the CCSD are employed on a 40-hour-a-week basis and are required to participate in the following training programs:

**Assessment Interviews:** The assessment and diagnosis of incoming clients is a part of the intake interview procedure. All staff members participate in the assessment system. The assessment counselor is responsible for clarifying the presenting problem, assessing the severity of the problem, judging the need for timely interventions, and discussing with the client the treatment alternatives that are available to him/her. Personality inventories, interest inventories, and/or computer-based career decision-making programs may be assigned by the intake counselor. Interns are responsible for three hours of assessment duty per week.

**Rotation with the psychiatrists on staff:** Each intern will have a two-hour weekly rotation working with the CCSD psychiatrists. This rotation provides some exposure to a medical model of diagnosis and psychopharmacology. Activities during this time may include observation of psychiatrists conducting medication evaluation or medication checks with students; discussion of diagnosis, psychopharmacology, or other relevant issues; clinical consultation; or related readings.

**Counseling and Psychotherapy:** Direct counseling and psychotherapy is one of the major

emphases of the internship program. The internship experience is viewed as one of the best opportunities for the developing psychologist to gain a broad range of experience with clients while receiving intensive supervision. Interns will have experience with a number of different kinds of cases, requiring different interventions and lengths of treatment, and will designate 10 - 12 hours per week for individual counseling in the CCSD.

**Crisis Intervention:** It is reasonable to assume that individuals who are involved in providing counseling services will have to develop skills in crisis intervention. Interns are expected to be able to respond to the crises experienced by their own clientele and students seen for assessment interviews. In addition, interns will periodically provide assessment and service to students on a walk-in basis. Assistance is available for the intern, or any staff member, in those instances where an emergency situation may require hospitalization or other atypical measures. Interns have options to work with staff members who are on after-hours crisis duty.

**Career Development:** Like many university and college counseling centers, the CCSD offers career counseling to students in various stages of the career development process. Interns are required to become knowledgeable about and provide career counseling, testing, decision making strategies, and sources of career information.

**Group Counseling:** The CCSD offers a number of different counseling groups each year. These include both structured and unstructured groups, such as body image, anxiety management, and grief issues. For a description of recent group offerings, please follow this link. Group activities are considered to be preferred modes of treatment in many situations. Interns should plan to co-lead at least one multiple session, unstructured group and participate in screening prospective group members. The CCSD staff works collaboratively to provide opportunities for interns to co-lead a process group. In the event that an intern's group fails to recruit enough eligible group members to run, the intern may fulfill this requirement by serving as a process observer for another group.

**Supervision of Other Trainees:** Since the CCSD serves as a practicum site for the M.A. Program in Counseling in Higher Education, all interns will be required to supervise master's level practicum students. Supervision usually requires two hours per week of the intern's time for a minimum of one semester. Additionally, interns participate as a group in a weekly supervision of supervision seminar. Typically, this experience occurs during spring semester.

**Supervision:** Interns receive supervision in a number of different ways. Each intern will meet with senior staff members for a minimum of two hours a week to receive supervision of his/her individual counseling caseload and related activities. Supervision of group counseling is provided in weekly one-hour meetings with the intern's co-leader. Interns will also meet regularly, as a group, with the coordinator of the internship program to receive an ongoing orientation and/or for discussion of administrative issues. Lastly, interns will often work with senior staff members in a number of other areas such as teaching, paraprofessional training, outreach programs, etc., and will be supervised by the participating senior staff member for those activities.

**Personal and Professional Development:** The CCSD staff engages in regularly scheduled professional development programs, and interns participate fully in these activities. Additionally, the entire CCSD staff generally schedules two or three off-campus retreats each year to deal with matters of importance to the CCSD. Interns also are encouraged to participate in their own personal and professional growth as an integral part of the internship. This year, \$1,250 will be made available to interns for this purpose.

As a part of professional development, interns will participate in a group that is designed to help them process their growth and experience during the internship year. The group is facilitated by a licensed psychologist in private practice. In fall semester, the group will meet every other week for seven sessions. More sessions can be made available in spring semester, if interns so choose.

**Internship Seminar:** Two formal seminars for interns are scheduled on a weekly basis. One two-hour seminar covers a variety of topics relevant for developing therapists, including case conceptualization, diagnosis, treatment planning, and case presentations. A second seminar focuses on multicultural issues and group therapy. In the spring semester, one seminar addresses supervision of supervision, while the second seminar includes group therapy, case presentations, and variety of clinical topics.

**Case Conferences:** The internship seminar series includes case conferences which are presented by both senior staff members and interns. Additionally, interns have the opportunity to discuss casework concerns through staff case management meetings.

**Administration:** Interns participate in weekly staff meetings. They will assume committee responsibilities and participate in the decisions which affect the policies, procedures, and personnel of the CCSD.

**Consultation and Outreach:** Interns are required to participate in at least three on-going consultation and outreach efforts and/or to initiate new ones. Examples of outreach requests include career planning, stress management, grief/loss issues, or eating disorders. In 2010-2011, CCSD interns can assist staff in training University personnel and faculty in suicide prevention. Opportunities for more intensive consultation or outreach experiences are available in June and July. In recent years, interns have participated in summer programs with the Dean's Office in the College of Arts and Sciences, the University's English Language Institute, and Christiana Hospital's behavioral cardiology program.

### **Elective Training Activities**

Interns also have the opportunity to participate in the following elective programs within their weekly schedule:

**Research:** Interns are especially encouraged to be working towards the completion of their doctoral dissertations, but may also be involved with independent research projects or the research projects of individual staff members. They should inform the coordinator of the internship program about their research activities. The internship will provide a half-day a week of release time for such activities. Access to computers for dissertation and other research projects is available.

**Teaching and Paraprofessional Training:** The CCSD staff is actively involved in both teaching and paraprofessional training. A number of credit courses are offered by CCSD staff to graduate and undergraduate students on topics such as helping relationships, career development, and human relations. Interns may choose to serve as guest lecturers. The demands of the internship do not permit interns to assume full responsibility for teaching a course in the fall and spring semesters. Additionally, the CCSD sponsors a Student Development Assistants Program and is responsible for the recruitment, training and supervision of this group of graduate students.

**Student Services for Athletes:** The CCSD works closely with the Student Services for Athletes Program (SSA). The program is designed to assist student-athletes to make the best possible academic and personal adjustment to the University of Delaware. Interns have the opportunity to work with student services personnel to help student-athletes balance their academic responsibilities and participation in athletics.

## Sample Schedule

	Mon	Tues	Weds	Thurs	Fri
8:00	Research	Professional development meeting	Office duties	Group Supervision	Not scheduled
9:00		Staff meeting	Psychiatric rotation	Case management meeting	Intern process group
10:00		Intern seminar		Intern seminar	Client
11:00			Client	Client	
12:00	Lunch	Assessment	Lunch	Lunch	Lunch
1:00	Client	Lunch	Committee meeting	Client	Office duties
2:00	Assessment	Client	Client	Client	Assessment
3:00	Client	Office duties	Individual supervision	Client	Client
4:00	Office duties			Office duties	Office duties
5:00	Closed		Group	Not scheduled	Closed

## Evaluation Procedures

Evaluation and feedback are viewed as important aspects of the learning process which assist interns in maximizing their strengths, developing new competencies, and mastering the fundamental skills which will permit them to function in the multiple roles of a professional psychologist. At the end of each semester, the interns are given formal feedback about their professional skills and performance. The coordinator of the internship solicits input from other staff members (e.g., supervisors, seminar leaders) who have had professional contacts with the interns. The results of evaluations are communicated to the intern both verbally and in written form by supervisors before they are forwarded to the coordinator of the internship. As a part of this process, group and individual supervisors exchange information and/or perceptions about the progress of interns. The coordinator of the internship writes a letter describing the

progress of an intern to his/her academic department twice a year. As part of this process, interns meet individually with the internship coordinator to review and discuss evaluations before summative letters are mailed. The CCSD has specific procedures to ensure that due process is accorded during feedback and evaluation processes.

## **Stipend and Benefits**

The internship is for the period from August 16, 2010 to July 31, 2011 and carries a stipend of \$27,118.

Interns are provided with an accident and sickness health insurance program, dental insurance, and may elect to receive health care from the University's Student Health Service (mandatory fees are waived). Ten vacation days and 10 days of sick leave are also available. Funds for professional travel and development are allocated equally to all CCSD staff members and interns. Up to 10 days can be taken by interns for professional development.

## **Liability Insurance**

While covered by the University's general insurance program, all interns are still encouraged to carry their own professional liability insurance coverage. Malpractice insurance is available for student members of the APA at a relatively low cost.

## **Application and Selection Procedures**

To apply for the graduate internship, provide the following via APPIC's online application process:

1. a letter stating the candidate's interest in the internship;
2. a completed APPIC Application for Psychology Internship (APPI) available at the [APPIC](http://www.appic.org) Web site <http://www.appic.org>.
3. a current resume;
4. official transcripts of academic records of all graduate work;
5. evaluations by three persons who have observed the candidate's academic and applied performance.

## **Deadline**

All applications should be received no later than Monday, November 2, 2009. Candidates who are considered finalists for the internship will be invited to attend a required on-campus interview. Some financial assistance is available for travel expenses. These interviews provide candidates with the opportunity to meet the professional staff and learn about the individual theoretical approaches to counseling and psychotherapy, styles of supervision, professional activities, and research interests that are represented on the staff.

For the 2010-11 recruitment, the following days will be used for candidate visits:

Thursday, December 10  
Tuesday, December 15  
Thursday, December 17

Tuesday, January 5  
Thursday January 7  
Tuesday January 12  
Thursday January 14  
Tuesday January 19  
Thursday January 21  
Tuesday January 26

## **APPIC Match Policies**

CCSD adheres to the procedures established by the Association of Psychology Postdoctoral and Internship Centers (APPIC) for the recruitment and selection of predoctoral interns. 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.  
APPIC MATCH POLICIES: 2009-2010 ([APPIC Match Policies](#))

CCSD Program Code Number for the Match: 119611

## **Top Ten Reasons for choosing UD for your internship (as suggested by previous interns):**

10. At the CCSD, there is a long-established tradition of high quality supervision and a focus on training.
9. Interns have time to work on their dissertations or other research projects.
8. Professional development opportunities are encouraged and supported at the same level as they are for senior staff members. In 2009-10, \$1,250 of professional development funds are allocated to each person.
7. Interns have the opportunity to work with psychiatrists and receive supervision from them.
6. Interns are on the "free lunch program" in January when we interview prospective interns for the following year!
5. Within our program's structure, there are many choices for interns to make about groups, consultation, outreach, and teaching.
4. There is an opportunity to engage your audio-video-computer talents (P.S. you can watch videos in your office)!
3. There is no sales tax in Delaware ... so shop until you drop.
2. The group program here really works ... there ARE groups to run!
1. You've got to love a school with a blue hen for a mascot!