

Student Counseling Services
University of Minnesota
Pre-Doctoral Internship

Welcome from the Training Director

Dear Prospective Intern:

Welcome to our predoctoral internship web page! I invite you to review these pages and follow any links of interest to you. If you find that the description of the program is a good fit with your goals for your internship, I hope you will submit an application.

One of my favorite parts of managing the training program is the strong interest our staff has in training students. This program has a long tradition of training: the SCS pre-doctoral internship has been APA-accredited since 1972 and the agency has been involved in student training for over 55 years. We have a diverse and eclectic staff who are committed to the development of competent and independent professional psychologists. While our agency provides goal-directed, brief counseling, our staff operate from a variety of theoretical orientations. We are a staff who values unique and flexible perspectives and we are open to the variety of preferences and viewpoints that trainees bring with them. We are looking for applicants interested in working with students on a university campus. Applicants should also have interest in acquiring generalist training that allows for the integration of personal, career, and academic counseling, as well as the opportunity to be engaged in the supervision of practicum students and the provision of outreach presentations to the university community. Prior experience in a university or college setting is preferred, but not required.

While no major changes are planned to the internship for the coming year, we will certainly be making minor revisions based on feedback from the interns and Training Committee. If you have any questions about our program, please feel free to contact me at 612-625-7428 or hanu0010@umn.edu. I welcome all questions, invite you to visit if you are able, and look forward to receiving your application.

Best Wishes,

Alexa Fetzer

Overview

The APA-accredited SCS internship program provides you with the opportunity to be an active member of a counseling team. As a team member, you can exchange ideas with talented colleagues. SCS staff serve on graduate faculties for two APA-accredited counseling psychology programs. Our staff has expertise in a variety of theoretical orientations including cognitive-behavioral, feminist, developmental, person-centered, narrative, humanistic and psychodynamic. We also are skilled at using a variety of strategic interventions.

Philosophy

The SCS training philosophy rests on the belief that each trainee comes to the internship with a unique set of strengths and challenges. Our task is to help each intern identify strengths and gain increasing competency in areas of deficiency. Training is viewed as a developmental process utilizing a variety of methods to achieve identified goals. The role of mentoring is seen as a critical variable in the development of professional psychologists. Values of life-long learning, continuous improvement, reflective clinical practice and affirmation of individual differences are inherent in our training philosophy and day-to-day practice.

In accordance with APA Ethical Standard 7, Item 7.04, the SCS training staff does not require the disclosure of many forms of personal information. In our training program, we believe that trainees can benefit, however, from sharing some forms of personal information. For example, counselors' personal reactions in the therapy room may provide valuable information about the course of therapy. SCS also values the exploration of cultural diversity through our Diversity Work Group and individual counseling supervision; these opportunities represent avenues where trainees and staff can exchange information about their own diverse identities with others.

Training Model

The SCS internship is an enactment of the local clinical scientist model of training (Stricker & Trierweiler, 1995; Trierweiler & Stricker, 1998). The model reflects the integration of scientific research, professional scientific practice, as well as setting-specific data in the application of scientific principles in clinical practice.

The SCS internship has three broad goals:

1. A developmental sequence of training in entry-level counseling skills, with an emphasis on providing services in a university setting.
2. Development of multicultural awareness and skills.
3. Socialization into professional psychology.

SCS uses a brief approach to counseling. Clients and counselors set mutually agreed-upon goals following the initial assessment process and work toward achieving those goals. While it is anticipated that most clients will be served in a time-limited approach, some clients may be seen over a longer period of time.

Our training philosophy emphasizes the application of scientific inquiry to clinical practice, building on existing competencies of interns, continuous improvement of the program via regularly scheduled evaluation and providing the conditions to foster ongoing professional learning.

Orientation

For the first three weeks of your internship, an orientation program acquaints you with the University, related campus offices and programs, and SCS staff. A variety of presentations, workshops, social events, and other activities within SCS will help you learn about SCS and meet the staff. In particular, activities are planned with counseling staff and specific programs, such as Student Academic Success Services, Career Development Program, and the Consultation, Outreach and Diversity Program.

Direct Service

Interns are expected to schedule 18 direct service hours per week in the following areas:

Individual counseling (10-14 hours/week):

SCS serves a diverse student population using a brief model of counseling. In addition to providing personal counseling, interns work with students presenting with career and academic concerns. Interns are expected to gain proficiency in psychological testing as part of the assessment process. Interns also receive training in crisis counseling and provide this service during regular hours.

Practicum supervision (1-6 hours/week):

A major focus of the internship is the development of supervision skills. Interns supervise practicum students from the local APA-accredited counseling programs. We use a small group, live supervision format. Interns initially supervise with a senior psychologist and then take primary responsibility for practicum supervision.

Groups and workshops (2-4 hours/week):

SCS offers process groups, skill-building groups, support groups and workshops. Interns are expected to co-facilitate a minimum of one group or workshop series per semester, eventually taking primary responsibility for both.

Outreach/Consultation (0-1 hour/week):

Through this program, interns give presentations and conduct training sessions that emphasize developmental/preventative techniques. You will work with students, faculty, and/or staff in a variety of settings--campus organizations, college departments, staff offices, residence halls, and off-campus locations.

Supervision and Training

Interns receive the following supervision and training:

Individual supervision: For two hours each week, you will meet with your primary supervisor in an individual supervisory session. Doctoral-level licensed psychologists will discuss your clinical work, review recordings of your sessions, and help you further develop your interests and skills.

Supervision of supervision: Intern supervisors meet weekly with a senior supervisor to discuss models of supervision and to receive supervision on their supervision of practicum students.

Supervision of group counseling: Interns meet weekly with the Groups Coordinator for training and supervision on their group work.

Research seminar: The intern group meets bi-weekly with a staff member for assistance with dissertation or other research.

Outreach/Consultation Supervision: Interns meet bi-weekly with the Director of Consultation, Outreach, and Diversity Program.

Consultation Group: The interns meet every other week to present and discuss clinical work with senior staff.

Topical seminars: Weekly intern seminars are arranged around a theme such as multicultural competency, professional issues, assessment and empirically-supported treatments. Some seminars are conducted jointly with the counseling center at the University of St. Thomas. Seminars are taught by university and community mental health professionals noted for expertise in their fields.

Intern Check In: The intern group meets one hour per week with the Director of Training to check-in and discuss the internship experience.

Evaluation: At SCS, feedback and evaluation are valued as part of our commitment to continuous improvement. Our structured evaluations include the following:

1. Pre and post intern self-assessment of skills
2. Intern evaluation of orientation
3. Intern learning contact
4. Intern and supervisor written evaluations of each other for individual supervision, supervision of group counseling, supervision of practicum supervisors, outreach supervision and research seminar.
5. Intern evaluation of the semesters' experience
6. Brief evaluation of each seminar
7. Final evaluation of internship

Copies of supervisor evaluations are sent to your Academic Training Director at the end of each semester.

Sample Schedule

Training Hours

Supervision of Individual Cases	2.0
Supervision of Groups/Workshops	1.5
Training Seminar	1.5
Supervision of Practicum Supervisors	1.5
Supervision of Outreach/Research Seminar	1.0
Consultation with Practicum Supervisors	1.0
Intern Check-In	1.0
Consultation Group	0.5
Subtotal	10.0

Direct Service

Individual Clients	10-14
Group Counseling/Workshops	2-4
Practicum Supervision	0-6
Consultation/Outreach	0-1
Subtotal	18.0

Administration/Other

Research	2.0
Committee Work, Meetings, and Administration	2.0
Case Management	4-5
Preparation for Supervision	1-2
Preparation for Outreach	1-2
Subtotal	12.0
Grand Total	40.0

Professional Activities

Interns are given the opportunity to participate in administrative and staff development meetings. As an intern, you may serve on any SCS standing or ad hoc committee. Standing committees include: Diversity, Training, Case Management, Professional Development and Visibility. Each intern serves on one committee for the entire year.

Interns are expected to participate in professional development activities including dissertation research, professional writing and presentations at professional meetings and conferences.

Office Space

Interns work in their own private, individual offices. Each intern office is equipped with a webcam, a wall-mounted color video camera, and a personal computer. Group rooms contain wall-mounted video cameras as well.

Living in the Twin Cities

Community

Chartered in 1851, seven years before the Minnesota territory became a state, the [University of Minnesota](#) boasts 4,500 courses on its four campuses--Twin Cities, Duluth, Morris, and Crookston. The Twin Cities campus is actually two campuses--one in Minneapolis and one in St. Paul. Enrollment at the University of Minnesota is 60,000, making it one of the largest universities in the United States. It ranks among the top 25 public and private research universities in the country.

[The cities of Minneapolis](#) and [St. Paul](#) are culturally rich in theater, with the [Guthrie Theater](#) and many professional and community theaters featuring regular performances; in dance, with the [Minnesota Dance Theater](#) and several other dance companies performing regularly; in music with the [Minnesota Orchestra](#) and [St. Paul Chamber Orchestra](#) heading the list of orchestral and chamber groups and with folk, country, jazz, and rock groups appearing regularly in the metropolitan area; and [in art](#) with the works of both local and international artists displayed at the [Minneapolis Institute of Arts](#), [Walker Art Center](#), [Minneapolis Museum of Art](#), and the [Weisman Art Museum](#).

The Mississippi River and more than 200 picturesque lakes in the greater metropolitan area provide opportunities for swimming, sailing, canoeing, fishing, or just sunning and relaxing in the summer; and [for skating](#), hockey, broomball, and ice fishing in the winter. On land, people can enjoy the vast park system, with its network of foot paths, cross country skiing and bicycle trails, numerous public golf courses, and open recreational areas.

Housing

The University offers assistance in finding on- and off-campus housing. The [Housing Office](#) lists units available for rent and administers dormitory housing. Interns who are married or in domestic partnerships can apply for apartments in the Commonwealth Terrace Cooperative. Our local newspapers, the [StarTribune](#) and [Pioneer Press](#) also have housing listings.

Multicultural Services

Both the University of Minnesota and SCS have made an increasing commitment to issues of diversity. At SCS, we have a Diversity Work Group which meets monthly to discuss both our own diversity and ways to more effectively serve a diverse student population.

Approximately 44% of our clients identify as ethnically diverse. In addition, we serve a significant number of gay/lesbian/bisexual clients and maintain a close liaison relationship with the [Gay, Lesbian, Bisexual, Transgender Programs Office](#). We also serve [international students](#) and have active, ongoing liaison relationships with the multicultural offices such as [Disability Services](#); the [Multicultural Center for Academic Excellence](#); and the [Minnesota Women's Center](#).

In addition to in-house monthly professional development seminars for all counseling staff, which often focus on multicultural counseling issues, a focus of the intern seminars is multicultural counseling training. Also, the Minnesota APA-Accredited Internship consortium sponsors an all-day training for all of our interns on Multicultural Counseling.

Members of our training staff have licensed expertise in counseling students of color and gay/lesbian/bisexual clients and are available for consultation. Staff from multicultural offices also provide training and consultation to SCS.

University Services

As an intern at the University of Minnesota you will have a number of resources available to you. Some of these resources include:

- [Library system](#) with more than 3.5 million total volumes;
- Statistics consultation service;
- [Test scoring service](#) and
- Major computer center including consultation services.

Application

To apply, please supply the following information through the AAPI online service which may be accessed at www.appic.org by clicking on “AAPI online”.

- 2018-2019 AAPI
- Cover letter indicating your interest in our site
- Current vita
- All graduate transcripts
- Three letters of recommendation, preferably one from your major advisor and two from other people with direct knowledge of your supervised practicum experiences.

The application deadline for the 2018-2019 internship is Monday, October 30, 2017. Our site number is 138211.

We use e-mail to conduct all of our internship selection correspondence. Please notify us immediately if your e-mail address changes or if you are experiencing any difficulty retrieving your e-mail.

The 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. SCS follows APPIC policy regarding offers and acceptance. These policies may be viewed online at www.appic.org. Additionally, any offer of employment is contingent upon the successful completion of a background check.

Selection Process

As a minimum qualification for entrance to the internship program, you must be enrolled in a counseling or clinical psychology doctoral program. Supervised practicum totaling a minimum of 1000 hours (400 AAPI Intervention and Assessment Hours) must be completed before the start of the internship. SCS interns must be admitted to candidacy by the ranking deadline. SCS, as a member of APPIC, participates in the Internship Matching Program. All applicants must obtain an Applicant Agreement and register for the match to be eligible for our internship site. The Applicant Agreement can be downloaded from the matching program website at www.natmatch.com/psychint/ or by contacting National Matching Service at 416-977-3431 (Toronto, Ontario, Canada).

An Intern Selection Committee, comprised of senior staff and interns, evaluates applications. Successful applicants have had previous experience in a university counseling center and/or extensive experience in student affairs in higher education. Experience in career and academic counseling is also highly desirable. Applicants who receive the highest ratings will be invited to participate in a telephone interview.

In keeping with our social justice values, we conduct interviews over the telephone in order to provide an equivalent experience for all interviewees. We have moved to offering an Open House in lieu of campus visits. Interested applicants who are asked to interview will have an opportunity to meet with the Training Director, staff, and current interns. You will also be given a tour of our counseling center and may elect to take a tour of the University while you are here. It will be held at a date to be determined. Please understand that in order to not give unfair advantage to those with more financial resources, this is not considered part of the interview. This is simply an opportunity for those who are invited to interview to have a chance to see our facilities and to assist those who feel this would help with their decision-making process. Please contact Alexa Fetzer for further questions about the Open House. If you would like to talk by telephone with a specific staff member or intern, please call our main number (612-624-3323) and ask a receptionist to connect you. We encourage you to do everything you need to learn about and feel comfortable with our site.

Stipend and Benefits

The SCS internship appointments are full-time for 12 months. For 2018-2019, appointments will start on Monday, August 6, 2016. Internships carry a stipend of \$26,000. Interns receive 15 vacation/professional development days (2 of which must be taken the last week of internship).

Interns may also accrue comp time by volunteering for after-hours outreach activities. Other benefits include university holidays and research time. Health insurance is provided through Boynton Health Service at the University of Minnesota.