

Allina Health Mental Health

ABBOTT-NORTHWESTERN HOSPITAL

Doctoral Psychology Internship Program

Internship Brochure

2016-2017

Fall 2015

Dear Applicant,

Thank you for your interest in the doctoral internship program at Abbott-Northwestern Hospital in Minneapolis.

We are excited to announce that the APPIC Board approved membership for our program on 10/22/2015.

Our hope is that this packet provides you with the information you need to recognize our commitment to training and to guide your decision-making.

On behalf of the Abbott-Northwestern Hospital doctoral internship training program, let me thank you again for your taking the time to learn more about us. Feel free to contact me with any questions.

Jeff Gottlieb, Ph.D., Licensed Psychologist
Psychology Internship Training Director
Allina Health Mental Health
800 E. 28th Street
Wasie Center 6th Floor, Mail Stop 15600
Minneapolis, MN 55407
(612) 863-5327

ABBOTT-NORTHWESTERN HOSPITAL DOCTORAL PSYCHOLOGY INTERNSHIP

INTRODUCTION

The Hospital

Abbott Northwestern is recognized nationally and locally for its exceptional expertise and care. Each year, the hospital serves more than 200,000 patients and their families from across the Twin Cities and Upper Midwest. Our hospital has a long and proud history as a health care provider and innovator in Minneapolis. Abbott Northwestern Hospital is proudly part of a larger health care system, Allina Health. The clinics, hospitals and additional care services of Allina Health are dedicated to meeting the lifelong health care needs of its communities.

Allina Health offers a full range of primary and specialty care services including technically advanced inpatient and outpatient care, 24-hour emergency care, rehabilitation, medical transportation, pharmacy, and home and community services. Our more than 26,000 employees, 5,000 associated and employed physicians and more than 4,100 volunteers share a common mission – to deliver exceptional health care and support services to the people in our communities – putting the patient first in everything we do. Allina Health provides a complete continuum of care – from disease prevention to innovative diagnostic and treatment services for complex medical conditions. We also have one of the nation’s largest rehabilitation specialty care organizations.

The Area

Minneapolis – along with St. Paul and surrounding communities - is the 14th largest metropolitan area in the United States. As the largest city in a state known as the Land of 10,000 Lakes, Minneapolis alone has twenty lakes and cradles both sides of the Mississippi River. A year-round outdoor calendar, a major theater and arts community, professional sports teams, a well-known shopping center (Mall of America), and a concentration of Fortune 500 companies help to make Minneapolis the home to more than 400,000 residents.

Abbott Northwestern Hospital is in the heart of south Minneapolis. Not surprisingly, it draws many of its patients from the immediate geographic area, the Phillips Neighborhood. This neighborhood might best be understood by a description on the Phillips Neighbor Network website: *The Phillips Neighborhood is the oldest, largest, most complex, and surely the most interesting of all Minneapolis' neighborhoods.*

The Internship

The year-long internship is entirely on the campus of Abbott-Northwestern Hospital. The hospital setting is invariably filled with complex clinical, legal, and ethical challenges that provide psychology interns with rich training experiences in preparation for what may be careers of working closely within teams of professionals with similar dedication to best practices with adult patients.

THE TRAINING PROGRAM

Philosophy

The framework for internship training at Abbott Northwestern Hospital reflects our commitment to prepare interns for the professional practice of psychology in a manner consistent with the philosophy of the practitioner-scholar training model. Our training experiences and approaches to intervention and assessment are informed by scientific research. This research is not limited to the behavioral health sciences. Due to our emphasis on collaborative care in the internship, our program is designed so that students have ongoing opportunities to discover and utilize current research within medicine, nursing and other disciplines within a hospital environment. Hence, competence in scholarly inquiry and the application of relevant scientific knowledge is achieved through involvement with multidiscipline care and partnering with other clinical training programs in the hospital. Diverse methods of learning and scientific inquiry across disciplines found within our hospital setting provide a breadth and depth of learning opportunities.

The training and education of interns are viewed by our training staff as continuous in nature and necessarily interactive. Clinical experiences become increasingly complex during the internship year. Supervisors initially select experiences well within the scope of the interns' competency and comfort. Shadowing and co-facilitation are common during this phase. With time, and with demonstration of their increased competency, the interns are entrusted and challenged with additional training experiences while continuing to work closely with their supervisors. These training experiences ultimately allow the interns to achieve competence in the goals of the training program.

Goals of Program

The program aims to:

Prepare the intern for professional practice as an ethical psychologist

Promote the intern's identity as a future psychologist who can consult and collaboratively contribute as a valued, mental health professional

Develop the intern's theoretical understanding of effective therapeutic intervention within a collaborative health care system

Promote the intern's competence in assessment, diagnosis, and treatment planning protocol in collaboration with other professionals

Develop the intern's understanding of diversity perspectives in the delivery of health care

Develop the intern's strategies for effective scholarly inquiry

Expectations

To accomplish the training goals, interns are expected to be involved in the internship for a full 12 months (2080 hours). With 30 days of paid time off, the internship still provides a total of 1840 hours if all paid time off is utilized. The State of Minnesota requires that a doctoral internship be 1800 hours or more. Potential interns are encouraged to check with their respective state boards to determine licensing requirements.

Interns are expected to participate in all training activities. Interns will spend the majority of their time at the main training settings (the Mental Health Outpatient Clinic and the General Medicine Clinic). The remaining training activity time during the typical week will be split among shared didactic seminars, individual and group supervision, inpatient group therapy, case consultations and presentations, and independent research at an on-site library. There are four hours of scheduled didactic seminars weekly.

Interns are full-time, and they should expect to spend 30-40% (12-16 hours) of their time in face-to-face service delivery. The primary services which comprise the intern's overall service delivery are the following:

- Psychotherapy sessions and consultation with established patients
- Diagnostic interviews with new patients
- Consultations with patients with medical issues
- Co-therapist for interviews, consultations, group therapy, and other patient-related activity

These training activities allow the intern to meet objectives associated with each Training Goal noted earlier in the brochure. The objectives are part of the Doctoral Intern Evaluation form, which affords clarity to both interns and supervisors about program expectations and student progress. Interns are formally evaluated by their supervisors twice during the internship year.

TRAINING CURRICULUM

Background

The curriculum is based on the purpose of providing doctoral interns with the clinical training, supervision, and didactic learning required to prepare them for positions as entry level psychologists. To this end, interns gain experience and knowledge in interviewing, assessing, and intervening with patients with a wide variety of behavioral health concerns.

As noted earlier, staff views the interns' training process as continuous in nature and with a strong emphasis on "learning by doing." The increasing complexity of the clinical experiences has parallels between the Outpatient Mental Health Clinic and the General Medicine Clinic. In other words, in each of these two main training settings, staff and supervisors are sensitive to encouraging interns to engage in activities that are within the scope of the intern's ability, while maintaining a longer-term goal of allowing the intern to enhance skills through involvement with more challenging clinical and consultative experiences.

None of the internship goals are met by solely one of the primary training activities. In addition, all of the training activities address more than one goal. At the end of this section of the brochure, there is a summary identifying which training activities address each internship goal (*Goals and Primary Training Activities*).

Clinical Settings/Training Activities

The General Medicine Outpatient Clinic

A primary clinical placement for the intern will be with the hospital's General Medicine Outpatient Clinic. This clinic serves a diverse, typically low-income population, often from the surrounding neighborhood. Census data reflect that the neighborhood has 2-3 times the average poverty rate of Minneapolis neighborhoods. Unemployment is higher, and it has a higher building vacancy rate. Its strengths include its diversity, having perhaps twice as many residents (when compared to Minneapolis overall) who were born in a country other than the United States.

Some key features of the Medicine Clinic contribute to its excellence as a training opportunity for psychology interns. The Clinic itself is a training environment. Internal Medicine residents provide direct medical care under the close supervision of staff physicians. The Clinic's commitment to training new practitioners renders it ideal for the psychology intern who may be new to working in a primary care setting.

The Medicine Clinic and the Mental Health Clinic together share a commitment to the mental health needs of their patients. The Medicine Clinic's providers recognize the value of behavioral health care intervention for their patients. They are sensitive to the presence of co-morbid disorders and recognize how medical complaints may reflect unrecognized mental health concerns.

Another shared value is a commitment to the practice of a collaborative care model. The psychology intern's work is integrated within the Medicine Clinic rather than at the Mental Health Clinic. Care is provided when a patient needs intervention in familiar surroundings rather than a new office with new paperwork, different scheduling routines, and unfamiliar faces. Consultation between the psychology intern and the provider(s) occurs before the patient has left the Medicine Clinic.

Mental Health Clinic

The Allina Health Mental Health Outpatient Clinic at Abbott-Northwestern Hospital is a multidisciplinary clinic serving the mental health needs of adults and children with a focus on a practice serving individuals with high levels of medical and psychiatric needs. The staff of licensed practitioners include doctoral and master's level psychologists with a broad range of specialty areas. As a multidiscipline team of prescribers, nurses, psychologists and social workers the goal of the clinic is to bridge a level of care between primary care mental health and partial/acute care hospitalization. Additionally, the psychology department provides health psychology services to a variety of medical specialty clinics within the hospital-based setting.

There are several unifying themes that describe both our practitioners and our clinic. Collaboration is a key element. Clinicians work closely together. A weekly peer multidiscipline consultation meeting is a forum for professionals to discuss complex cases. For interns, more frequent collaboration occurs in an informal manner.

An additional clinic theme is the frequency of co-morbidity in our patient population. As a hospital-based clinic, our patients are often referred to us by inpatient medical providers in addition to the broad base of physicians in the Allina Health network. The level of medical and psychiatric complexity provides rich learning opportunities.

The Mental Health Clinic will provide the intern with the opportunity to maintain a caseload of adult outpatients. It is expected that the patient's caseload will reflect the diversity seen in other clinician's caseloads. Historically, our providers have actively referred cases that they suspect will be a growth experience for graduate students and/or within a student's particular interest area. As a result, the intern will provide both short-term and longer-term interventions. Supervisors will also work with the doctoral intern in order to determine the most appropriate length of service, rather than having a fixed amount of services. Ultimately, our goal remains focused on interns being able to utilize best practice principles to determine how to most effectively meet the needs of the individuals on their caseloads.

Evidence of the hospital's commitment to psychologists is reflected by how our psychologists serve both within the walls of the clinic as well as having an ongoing presence in a number of programs throughout the hospital. Psychologists can be found in the Neuroscience Institute, the Courage Kenny Rehabilitation Institute, the Virginia Piper Cancer Institute, inpatient cardiology, the Behavioral Medicine Sleep

Center, and the brain injury clinic. The intern will find in these settings a high degree of collaborative care.

Finally, opportunities arise for consultation on medical inpatient units. Abbott-Northwestern Hospital is a large multi-bed, multi-specialty facility. The attending physicians for these specialties are often faced with co-morbid medical challenges in their patients, i.e., individuals who struggle with a psychiatric disorder as well as the medical condition for which they were hospitalized. The psychiatrists and psychologists of the Outpatient Mental Health Clinic each maintain a separate “on-call” service through which an attending physician can arrange for a consultation from these mental health providers. When available, the doctoral psychology intern will observe and subsequently participate in this consultation model in conjunction with the psychiatrist or psychologist.

Didactic Experiences

Interns spend four hours per week in regularly scheduled didactic activities. These are specific activities that meet on a weekly basis throughout the internship year.

The regularly scheduled activities are as follows:

Professional Practice Seminar: This weekly seminar is offered every week throughout the internship year. It is facilitated by a doctoral level licensed psychologist. It addresses themes of professional identity as a psychologist, ethical issues, right livelihood, and many other topics relevant to emerging professional who will be entering the job market following internship completion.

Topics in Psychology Seminar: This weekly seminar is offered every week throughout the internship year. It is facilitated by a doctoral level licensed psychologist. It addresses current topics in psychology which examine the roles of psychologists in medical settings. *Clinical Health Psychology in Medical Settings: A Practitioner's Guidebook* serves as a text for this seminar.

Multi-Disciplinary Peer Consultation Group: Psychologists, psychiatrists, social workers, and psychiatric nurses meet weekly to discuss cases and issues that arise from a hospital-based mental health clinic. The focus is on clinical and professional concerns- it is not an administrative meeting to discuss clinic protocols or tasks. While there are guidelines for discussion and expectations for participants, there is no pre-determined agenda.

Brain Injury Clinic: Courage Kenny Rehabilitation Institute's Brain Injury Clinic is an outpatient service designed to help people who have had a mild-to-moderate brain injury due to a head injury, stroke, non-progressive brain tumor, anoxia (lack of oxygen) or encephalitis. They have a weekly case conference for two hours. This interdisciplinary staffing is attended by physicians, psychologists, speech-language pathologists, and/or occupational therapists. As the training year progresses, interns will be challenged to offer input on Brain Injury Clinic case discussions involving assessment of mental status and its impact on treatment planning, behavioral health interventions, interdisciplinary care, and relevant ethical and professional issues.

Supervision and Training Staff

We consider individual supervision to be a key training activity of our internship program. The individual supervision process subsequently facilitates interns in meeting many of the training goals outlined in the summary on the next page.

All interns are assigned doctoral-level licensed psychologists who serve as primary supervisors throughout the internship. Interns receive a minimum of two hours per week of face-to-face, formal individual supervision.

The primary supervisors are:

Jeffrey Gottlieb, Ph.D., Licensed Psychologist
Louisiana State University
Psychology Internship Training Director
Allina Health Mental Health Outpatient Clinic

Kimberly Finch, Psy.D., Licensed Psychologist
Minnesota School of Professional Psychology
Psychology Internship Associate Training Director
Allina Health Mental Health Outpatient Clinic

Jennifer Rademacher, Ph.D., Licensed Psychologist
University of Cincinnati
Staff Psychologist
Allina Health Mental Health Outpatient Clinic

Goals and Primary Training Activities

Below is a summary of which training activities support a particular training goal. Note that the activities are not listed in terms of their contribution towards that goal.

Internship Goal	Activities Which Address this Goal
<i>To prepare the intern for professional practice as an ethical psychologist</i>	General Medicine Clinic Mental Health Clinic Individual Supervision Professional Practice Seminar Topics in Psychology Seminar Multi-Disciplinary Peer Consultation Group Brain Injury Case Conference
<i>To promote the intern's identity as a future psychologist who can consult and collaboratively contribute as a valued, mental health professional</i>	General Medicine Clinic Mental Health Clinic Individual Supervision Professional Practice Seminar Topics in Psychology Seminar Multi-Disciplinary Peer Consultation Group
<i>To develop the intern's theoretical understanding of effective therapeutic intervention within a collaborative health care system</i>	General Medicine Clinic Mental Health Clinic Individual Supervision Professional Practice Seminar Topics in Psychology Seminar Multi-Disciplinary Peer Consultation Group
<i>To promote an intern's competence in assessment, diagnosis, and treatment planning protocol in collaboration with other professionals</i>	General Medicine Clinic Mental Health Clinic Individual Supervision Professional Practice Seminar Topics in Psychology Seminar Brain Injury Case Conference
<i>To develop an intern's understanding of diversity perspectives in the delivery of health care</i>	General Medicine Clinic Mental Health Clinic Individual Supervision Professional Practice Seminar Topics in Psychology Seminar
<i>Develop strategies for effective scholarly inquiry</i>	General Medicine Clinic Mental Health Clinic Individual Supervision Topics in Psychology Seminar Multi-Disciplinary Peer Consultation Group Brain Injury Case Conference

COMPENSATION AND BENEFITS

Salary

For the 2016-2017 internship year, doctoral interns will be paid \$25,000 in salary.

Benefits

There is a total of thirty days of paid time off, which may be used for holidays, personal leave days, and time off for illness.

The compensation package does not provide health insurance coverage nor provide the opportunity to purchase health insurance through Allina Health.

Calendar

The internship will begin on August 22, 2016, and end on August 31, 2017.

Interns for 2016-2017 will begin on Monday, August 22, 2016, and will work half-time through Friday, September 2, 2016.

Beginning on August 21, 2017, doctoral interns will begin a half-time schedule (as new doctoral interns are undergoing orientation). The final day of internship will be August 31, 2017.

PROGRAM STATUS

APPIC Membership Status

We are excited to announce that the APPIC Board approved membership for our program on 10/22/2015.

NON-DISCRIMINATION STATEMENT

Allina Health, including Abbott Northwestern Hospital, is committed to a policy of providing educational opportunities to all qualified students regardless of economic or social status, and will not discriminate on the basis of race, color, religion, sex, marital status, beliefs, age, national origin, sexual orientation, physical or mental disability or any other legally protected category.

HOW TO APPLY

APPIC Match Process

Our internship program will participate in the APPIC match for the 2016-2017 academic year. We are currently a member of APPIC.

Interns are required to use APPIC's AAPI on-line service which allows applicants to complete a standardized internship application for electronic submission. Applicants must register for the APPIC match using the online registration system at www.natmatch.com/psychint.

Our internship program adheres to all APPIC policies regarding the application and selection process for interns. No person within our training agency will solicit, accept, or use any ranking-related information from any intern applicant.