



WAKE FOREST UNIVERSITY
COUNSELING CENTER
Psychology Internship



Photo of Counseling Center staff and trainees, Fall 2016

Intern Brochure
2018-2019

Mission

The Mission of the Wake Forest University Counseling Center (WFUCC) Psychology Internship Program is to provide psychology interns with a supervised clinical experience in a broad range of activities in preparation for careers in a university counseling center or similar setting. Interns have the opportunity to learn from a diverse and multidisciplinary team of professionals who espouse a broad developmental and mentor-based training approach and use a combination of experiential, didactic, and practical training experiences to achieve training goals. As a result of this process, interns develop skills, competencies, and professional identities as psychologists.

Introduction

Thank you for your interest in the Wake Forest University Counseling Center (WFUCC) Psychology Internship Program! The WFUCC Psychology Internship offers a one-year, full-time internship beginning and ending in July each year. The start date for the 2018-2019 cohort will be July 15, 2018. Interns complete 2000 hours of training during the year, with at least 500 of those hours being in direct, face-to-face service to clients. Interns can expect to be engaged in all activities associated with working in a university counseling center, including individual and group counseling, initial assessment and referral services, triage, after-hours crisis intervention, case management, consultation, psychological assessment, outreach services, and supervision of masters-level mental health trainees. Our internship meets the requirements set forth in the North Carolina Psychology Practice Act towards licensure as a Health Services Provider Psychologist.

Distinguishing Features of the WFUCC Psychology Internship

- Work with an **interdisciplinary team** of psychologists and counselors at the UCC and use a treatment-team approach to care coordination with WFU's Student Health Service and Learning Assistance Center/Disability Services.
- **Co-construct** your training experience based on your areas of interest and goals for the training year and beyond.
- Receive supervision and guidance in developing a **specialized niche** in the mental health field that will prepare you for a coordinator role in a university counseling center following graduation.
- Learn to use a **collaborative, systems approach** to working within a larger campus environment.
- Receive training and experience **providing supervision** to a master's-level trainee.
- Develop strong **risk assessment and crisis management** skills by conducting scheduled and walk-in crisis appointments and participating in the after-hours on-call rotation.
- Participate in a variety of campus **outreach activities** and plan and facilitate specific outreach events addressing the unique needs of underrepresented populations on campus.
- Incorporate a variety of **assessment** instruments into your clinical work.
- Receive mentorship and assist with UCC administrative duties to hone **leadership skills**.

Training Site

Wake Forest University is a private, independent, non-sectarian research university founded in 1834. The Reynolda Campus, the university's main campus, is located north of downtown Winston-Salem, North Carolina. The University is home to over 4,800 undergraduate students and almost 3,000 graduate students in arts and sciences, medicine, business, law, and divinity. Wake Forest offers the personal attention of a small liberal arts college, coupled with the breadth and global relevancy of a leading research institution, and is consistently ranked among the top 30 universities in the nation. The mission of Wake Forest University is to educate the whole person, graduating students who seek purpose-filled lives while building a community dedicated to serving humanity in the spirit of our motto, Pro Humanitate.

The University Counseling Center serves all undergraduate students of Wake Forest University and students in graduate programs that are housed on the University's main campus, including arts and sciences, business, law, and divinity. The University Counseling Center is available for consultation and to provide referrals to business students based on the University's Charlotte, North Carolina campus. Medical students of the affiliated Wake Forest Baptist Medical Center are not served by the University Counseling Center and have access to their own dedicated mental health services. The University Counseling Center (UCC) is located centrally on WFU's main campus and operates as part of the Division of Campus Life. The UCC provides individual and group counseling for personal, interpersonal, developmental, vocational, and academic issues as well as offers a breadth of outreach and educational programs. In addition, the UCC provides consultation services to students, faculty and staff; classroom teaching; and training for graduate students in counseling and psychology.

Diversity on Campus

Wake Forest University enrolled 7,019 students who were eligible for University Counseling Center services in the 2016-2017 training year. The University draws students representing 49 states and 47 foreign countries. Self-reported ethnic identities of the undergraduate student body included African-American/Black (8.2%), Asian-American/Asian (8.7%), Hispanic/Latino (6.1%), White (71%), and Multiracial (2.1%).



During the 2016-2017 year, the University Counseling Center served 1009 students (14.3% of the eligible student population) and was generally reflective of the diversity of the overall student population at Wake Forest. Our client population (which includes graduate students) was demographically similar to the campus as a whole: African-American/Black (8.2%), Asian-American/Asian (10.1%), Hispanic/Latino (5.2%), White (70.7%), and Multiracial (4.3%). The demographic distribution for religious preference also closely mirrored that of the undergraduate population as a whole: Atheist/Agnostic/No preference (33.2%), Buddhist (0.7%), Christian (54.3%), Hindu (0.8%), Jewish (2.8%), and Muslim (1.0%). Finally, while official comparison data is not available, the UCC's client population is likely more diverse with respect to sexual orientation than the student population in general. UCC clients self-identified as Heterosexual/Straight (85.9%), Lesbian (1.2%), Gay (2.0%), Bisexual (4.3%), and Questioning (2.4%).

Model of Training

The Wake Forest University Counseling Center Psychology Internship utilizes a **practitioner-scholar model** in which research informs practice. This approach integrates hands-on work in a multidisciplinary setting with scholarly reading, critical thinking, and self-reflection. We believe that providing a supportive yet challenging environment, as well as ongoing and reciprocal feedback from staff and peers creates the optimum space for interns to feel comfortable making and learning from mistakes and to experience personal and professional growth. We also believe it is important for interns to have the opportunity to tailor their training experience based on areas of interest, and to receive mentorship and guidance in developing a niche as a psychologist. Training opportunities will be developmentally appropriate for each individual's level of training and experience, and will be sequential, cumulative and graded in complexity across the training year.

Program Competencies

By the conclusion of the internship year, interns will have accomplished training in the following APA-designated Competencies for Health Service Psychologists:

- 1) Evidence Based Practice in Intervention
- 2) Evidence Based Practice in Assessment
- 3) Consultation and Interprofessional/Interdisciplinary Skills
- 4) Supervision
- 5) Cultural and Individual Diversity
- 6) Research
- 7) Ethical and Legal Standards
- 8) Professional Values and Attitudes
- 9) Communication and Interpersonal Skills

Areas of Specialization

Interns are able to choose one clinical specialization area in which to receive in-depth training beyond the otherwise generalist nature of working in a university counseling center during the training year. An area of specialization prepares interns to take on a coordinator role following graduation (e.g., substance abuse services coordinator, eating disorder services coordinator, multicultural coordinator). However, interns may choose to forego a specialization in lieu of a more generalist training experience. Available specializations will include focused education, supervision, and provision of service in one of the following areas:

- Substance abuse prevention and intervention
- Disordered eating and body image prevention and intervention
- Outreach and intervention for an underrepresented population

Commitment to Diversity

The Wake Forest University Counseling Center is committed to creating a safe, welcoming, and affirming environment for all. This includes students who access our services as well as all individuals who are part of our University community. We recognize that each individual is unique while at the same time living within larger diverse communities. We view diversity as encompassing intersecting identities, including ethnic/racial identity, nationality, sex, gender identity, sexual orientation, religion/spirituality, socioeconomic status, age, body shape/size, ability, and point of view. We strive to make the University Counseling Center a safe place where individuals can strengthen their self-acceptance, confidence, and comfort with their own individual identities. We celebrate the differences among individuals as valuable and essential to the strengthening of our community and to the enrichment of the lives of our students. We acknowledge that this is a work in progress which will continue to evolve.

The Wake Forest University Counseling Center Psychology Internship strongly values cultural and individual diversity and believes in creating an equitable, welcoming, appreciative, safe, and inclusive learning environment for its interns. Diversity among interns and supervisors enhances and enriches the program. Every effort is made by the internship supervisors to create a climate in which all staff and interns feel respected, comfortable, and in which success is possible and obtainable. The WFUCC Psychology Internship includes an overall goal of interns becoming competent in working with clients, colleagues, and community members from various backgrounds. We foster this competence by providing training on identity and culture, encouraging interns to consult and collaborate with multidisciplinary staff members inside and outside of the UCC, and by challenging interns to reflect on their own personal and cultural experiences and how these affect their work with clients.

Intern Experience



Interns can expect to be welcomed and supported by all members of the UCC staff and to be treated like a full-time staff member with increasing responsibilities during the internship year. The WFUCC Psychology Internship experience prepares interns to be **strong generalists** who are ready to move into full-time, independent clinical practice upon completion of the training year. Interns leave the internship with strong skills in therapeutic intervention, diagnosis and treatment planning, conceptualization through the lens of a primary theoretical orientation, appropriate use of assessment instruments, and competence in working with clients from diverse backgrounds. Interns will also be proficient in conducting thorough risk assessments and managing crisis situations during and after office hours.

Interns can expect to be engaged in all activities associated with working in a university counseling center, with the goal of this contributing to the development of a **solid professional identity**. Specifically, interns lead the planning and facilitation of prevention and outreach presentations and therapy groups for students, which serve to increase autonomy as a professional and build leadership skills. Interns develop an understanding of their role as a psychologist within a larger university

environment by providing consultation to staff, parents, and students regarding persons of concern and consulting with other providers on campus regarding shared students. Additionally, interns gain knowledge of and have influence on the overall functioning of the center and agency decision-making by participating in UCC staff meetings and retreats.

Last, interns can expect to have the ability to **co-construct their internship experience** with their supervisor and the Assistant Director for Training. As much as possible, we work to tailor the training year to fit the needs of each intern. As such, interns are encouraged to explore their own areas of interest and to select an area of specialization for the purpose of developing a niche in the mental health field.

Supervision

Wake Forest University Counseling Center houses four licensed psychologists who serve on the Supervisors Committee as well as the Internship Planning Committee. Interns receive a minimum of two hours of individual supervision each week from a licensed psychologist. One hour of biweekly secondary supervision by a licensed mental health provider focuses on interns' chosen area of specialization or other elements of their goals for the training year. Supervision of interns' group therapy provision occurs weekly for a half hour, and weekly group supervision is provided for an hour each week. Group supervision may focus on clinical cases, ethical/legal issues, and supervision of supervision. During the spring semester, interns meet for an additional hour of supervision per week addressing their role as supervisors of graduate trainees at the UCC. All interns receive a total minimum of 4 hours per week of supervision.

Didactics

Interns participate in at least two hours per week of didactic training. These trainings are carried out by members of the Supervisors Committee, counseling center staff, and other content experts from the university and local community. Didactic topics focus on the development of clinical skills, ethical and legal considerations, diversity topics, and professional issues. A sample of the didactics that will be provided during the 2018-2019 training year include:

- Suicide and Violence Risk Assessment
- Models of Outreach
- Eating Disorder Assessment and Treatment
- Substance Abuse Assessment and Treatment
- Working with First Generation Students
- ADHD Coaching: Individual and Group-Based Approaches
- Working with LGBTQ+ Students
- Sexual Assault Response
- Working with International Students and "Third Culture Kids"
- Use of Mindfulness in Therapy



Research

Interns have the opportunity to participate in ongoing research and program evaluation efforts being carried out by the University Counseling Center. Additionally, interns are given dissertation or personal research release time of up to 2 hours per week during the academic year and approximately 4 hours per week during the summer months.

Sample Weekly Intern Schedule

The WFUCC Internship is a full-time, 2000 hour experience that takes place over 12 months. Interns are expected to work approximately 40 hours per week. Roughly half of interns' time will be spent engaged in direct, face-to-face clinical services (consisting of initial assessments, individual and group therapy, during and after-hours on-call risk management and crisis response, case management, and consultations). Below is a typical weekly intern schedule. Please note that this is a sample and that the actual number of hours spent in each activity may vary from week to week.

Direct Clinical Services (hrs/wk)	
Initial Visits	1.0
Individual Therapy	Fall and Spring: 13.0 – 15.0 Summer Semester: 7.0
Triage	1.0
After-Hours Crisis Intervention	0.0 – 2.0
Group Therapy	Fall and Spring Only: 1.5
Case Management	1.0
Consultation	0.0 – 2.0
Total Direct Clinical Services	Fall and Spring: 17.5 – 22.5 Summer Semester: 10 - 14

Non-Direct Services (hrs/wk)	
Outreach Facilitation	Fall and Spring: 1.0 – 3.0 Summer Semester: 0.0 – 3.0
Outreach Preparation	0.0 – 1.0
Provision of Supervision	Spring Semester Only: 1.0
Supervision Preparation (providing)	Spring Semester Only: 1.0
Total Non-Direct Services	Fall Semester: 1.0 – 4.0 Spring Semester: 3.0 – 6.0 Summer Semester: 0.0 – 4.0

Training Activities (hrs/wk)	
Primary Individual Supervision	2.0
Group Supervision	1.0
Secondary Supervision (1 hour biweekly)	0.5
Supervision of Group Therapy	Fall and Spring Only: 0.5
Special Topics Supervision	1.0
Intern Training Seminar	2.0
In-Service Trainings	Fall and Spring Only: 1.0
Supervision Seminar	Fall Semester Only: 1.0
Clinical Staff Meetings	1.0
LAC/DS and Psychiatry Consult Meetings (1 hour biweekly)	Fall and Spring Only: 0.5
Student Health Service Consult Meetings (1 hour monthly)	Fall and Spring Only: 0.25
Other Professional Development	Fall and Spring: 0.0 – 2.0 Summer Semester: 0.0 – 5.0
Total Training Activities	Fall Semester: 10.75 – 12.75 Spring Semester: 9.75 – 11.75 Summer Semester: 7.5 – 12.5

Administrative Activities (hrs/wk)	
Recordkeeping	4
Staff Meeting	0.5
Administrative Tasks	Fall and Spring: 0.0 – 2.0 Summer Semester: 5.0
Dissertation/Research Release Time	Fall and Spring: 0.0. – 2.0 Summer Semester: 2.0 – 4.0
Supervision Preparation (receiving)	1.0
Total Administrative Activities	Fall & Spring: 5.5 – 9.5 Summer Semester: 12.5 – 14.5

TOTAL HOURS (hrs/wk)	37.5 – 40.0
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Stipend, Benefits, and Resources

The annual stipend for the WFUCC Psychology Internship is \$32,000, which is competitive with other college counseling center internship sites in the region. Interns are employed by Wake Forest University, and as such receive the full benefits package provided to all full-time exempt staff, including medical, dental, and vision plans, flexible spending accounts, life insurance coverage, and retirement plans, among other notable perks. Annual vacation and sick leave of 25 days per year and 13 observed holidays are provided to all interns. Additional information about benefits can be found at www.hr.wfu.edu/benefits/. As staff members of the UCC, interns will also be allotted generous professional development funds to attend conferences and trainings during the internship year.



Application Process and Selection Criteria

The WFUCC Psychology Internship currently offers two internship positions. Students interested in applying for the internship program should submit an online application (AAPI) through the APPIC website (www.appic.org). **The WFUCC Psychology Internship ID code is 245111.**

All application materials must be received by December 1st in order to be considered. Applicants will be notified of their interview status on or before December 15th. Interviews will be scheduled in January and applicants have the option of attending an in-person interview or interviewing using videoconferencing. The WFUCC Psychology Internship Program will also host an open house to give applicants the opportunity to meet the UCC staff and learn more about our program.

Psychology doctoral students are eligible to apply to the WFUCC Psychology Internship if they meet the following criteria:

- 1) Current enrollment in a doctoral program in either clinical or counseling psychology,
- 2) Successful completion of comprehensive exams prior to applying to the internship program,
- 3) Completion of all required doctoral coursework and practica prior to the internship start date,
- 4) Formal approval of doctoral dissertation proposal prior to the start date of the internship,
- 5) Certification of readiness to begin internship from the applicant's doctoral program, and
- 6) Demonstration of genuinely strong interest in counseling center work.

The WFUCC Psychology Internship Program will base its selection process on the entire APPIC AAPI; however, applicants who have met the following qualifications prior to beginning internship will be considered preferred:

- 1) Current enrollment in an APA-accredited doctoral program in clinical or counseling psychology
- 2) A minimum of 500 intervention hours
- 3) A minimum of 50 assessment hours

Additional qualities that the WFUCC Psychology Internship Program values and are desired in internship applicants include:

- goals and interests that align with the philosophy and aims of the training program
- self-motivation and self-direction
- openness to learn and develop throughout the training year
- willingness to examine own intersecting identities and cultural values, and to reflect on feelings and reactions to clients
- willingness to make mistakes and to learn from the challenges they bring



In addition to education and training requirements and preferences specified above, WFUCC Psychology Internship requires that matched interns complete employment screening, including a drug screen and background check, to begin their training year. If a matched intern does not satisfactorily complete the employment screenings the match agreement will be terminated and the intern will not be allowed to complete his or her internship with the WFUCC.

The WFUCC Psychology Internship Program also requires all clinical staff (including psychology interns) to live within an approximately 45 minute radius of the university as part of the after-hours on-call rotation service.

Wake Forest University is committed to diversity, inclusion and the spirit of Pro Humanitate. In adherence with applicable laws and as provided by University policies, the University prohibits discrimination in its employment practices and its educational programs and activities on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability and veteran status.

Accreditation Status

The WFUCC Psychology internship is not accredited by the American Psychological Association. Questions related to the program's accreditation 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

Email: apaaccred@apa.org

APPIC Membership Status

The WFUCC Psychology Internship is not a member of APPIC at this time.

Contact Information

I hope you have enjoyed learning about the WFUCC Internship Program and will give strong consideration to submitting your application! I sincerely wish you all the best in the match process. To learn more about the WFU Counseling Center, visit our website at counselingcenter.wfu.edu. For specific content of the internship program, you may download an electronic copy of our internship training manual at counselingcenter.wfu.edu/training-program/. Additionally, feel free to contact me with any questions you may have about the internship program. I look forward to hearing from you!

Sincerely,

Christine Love Sterk, Ph.D., HSP-P

Licensed Psychologist/Assistant Director for Training

North Carolina Licensed Psychologist & Health Services Provider Psychologist # 4938

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