

Intern Handbook

Policies and Procedures of the
Mid-Michigan Psychology Internship Consortium



Prepared by the Training Co-Directors and Site Supervisors

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Introduction

Preface

The mission of the Mid-Michigan Psychology Internship Consortium is to train scientist-scholar-practitioners in health service psychology who conceptualize their work with children, adolescents, and transition-age students from an ecological systems perspective. MMPIC offers intensive, structured training experiences with a diverse population at the individual, family, school, and systems-level by consulting and collaborating with caregivers, family members, school professionals, medical professionals, and other important stakeholders to support client care. MMPIC values evidence-based practices that take into consideration individual, cultural, ethnic, and societal differences. Interns are trained to engage in scholarly inquiry and are expected to apply learned knowledge in their clinical practice.

The four consortium sites, Michigan Medicine, Department of Pediatrics, Division of Pediatric Psychology, Saginaw Public Schools, Sunfield Center for Autism, ADHD, and Behavioral Health, and Thriving Minds Behavioral Health Center are located in Ann Arbor, Saginaw, and Brighton, Michigan. Intern supervision and didactic trainings occur at all four sites and at Michigan State University.

The consortium accepts applicants from school and clinical psychology doctoral programs, with preference given to interns from accredited programs. Only interns from school psychology programs are considered for the Saginaw Public Schools slot.

MMPIC is committed to offering a well-rounded, comprehensive, and unified training program. Interns apply for and are admitted to MMPIC, not individual sites. While intern responsibilities and supervision are coordinated at individual sites, interns complete seminars, case consultation, and some didactic training together as a cohort. All interns develop competencies in assessment, intervention, and consultation within an ecological framework, though daily activities may vary considerably from site to site.

MMPIC is currently an Association of Psychology Postdoctoral and Internship Centers (APPIC) member. The training co-directors are currently writing a self-study for eventual submission to the American Psychological Association.

Program Structure

MMPIC has the following administrative structure.

The consortium's administrative home is Michigan State University. The department of Counseling, Educational Psychology, and Special Education (CEPSE) provides some faculty time and some administrative support to the consortium. The University of Michigan is also a university partner. The chair of the CEPSE (Counseling, Educational Psychology, and Special Education) department in the College of Education at Michigan State University, Dr. Cary Roseth, also provides administrative oversight to MMPIC by supervising Training Co-Director, Dr. Jana Aupperlee.

The consortium is headed by two Co-Directors of Training: Dr. Aupperlee and Dr. Lancaster.

Dr. Aupperlee is the administrative leader and leads the trainers in pursuing membership and accreditation in close contact with the co-director and the other supervisors. Dr. Lancaster is the practice leader and is on-site at least 30 hours a week. Please note that these duties are roughly labeled; the co-directors work closely to support one another, the other supervisors, and the interns. Please see the duties listed below.

Dr. Aupperlee takes primary responsibility for administration with the internship consortium. Dr. Aupperlee directs and organizes the training program and its resources. Her duties include policy creation and oversight, organizing intern selection, and monitoring intern development. Specifically, under the header of policy creation and adherence, she drafts applications to APPIC and later to the APA's CoA. Dr. Aupperlee also created first drafts of program materials like the training handbook and brochure. Second, Dr. Aupperlee coordinates intern selection, planning the review of applications and subsequent interview processes. Dr. Aupperlee helps to foster intern development through scheduling intern seminars and ensuring alignment of seminar topics with the MMPIC aim and competencies. During the seminars, Dr. Aupperlee provides some didactic training and facilitates intern goal setting. Finally, Dr. Aupperlee promotes continuous program improvement. She monitors and evaluates the training program's aims and activities, documents and maintains interns' training records, contact intern's home universities as necessary, and schedules and leads meetings of the supervisors.

Dr. Lancaster takes primary responsibility for practice training. His duties include co-directing and organizing the training program and its resources. He also contributes to the final review of consortium materials including the APPIC application, the APA CoA Eligibility application, and consortium materials like the program handbook. He coordinates intern didactic training and helps to monitor and evaluate the training program's activities. Beyond managing the didactic calendar, Dr. Lancaster reviews intern feedback on didactics and shares that information with the speakers. He also serves as a resource to the on-site site supervisors. Dr. Lancaster also coordinates any dissemination materials (e.g., posters, papers, presentations) about MMPIC's development. He oversees assessment, intervention, and consultation activities at the systems level and provides the intern access to local school districts for individual cases.

The consortium’s next level is the training supervisors, who also provide on-site coordination. Each site has one primary supervisor/coordinator. The supervisor provides the intern with space, activities, clients, face-to-face supervision, indirect supervision, systems knowledge, systems access, and access to other staff members.

Specifically, Dr. Kotrba, Dr. Miller, and Dr. Naguib share responsibility for practice training. Their duties include supporting and organizing the training program and its resources. They also contribute to the final review of consortium materials including the APPIC application, the APA CoA self-study, and consortium materials like the program handbook. They also help provide didactic training to the cohort and help to monitor and evaluate the training program’s aims and activities. Further, each trainer provides one intern regular, site-based supervision.

Interns may have contact with other professionals at each site (e.g., other psychologists, counselors, speech and language therapists, etc.) but this contact is informal and under the direction of the site supervisors.

The interns comprise a cohort and interact through face-to-face didactic trainings, a shared intern-created text thread, and through planned social events.

Administrative assistant support is provided informally by support staff at each site.

Training Aim, Competencies, and Learning Elements

Evaluations are designed to assess whether the intern has met the minimum level of achievement for each learning element.

Aim: Developing health service psychologists who use evidence-based approaches to support children, adolescents, and families in community.

<i>(i) Research</i>
<ul style="list-style-type: none">• Demonstrates the substantially independent ability to critically evaluate and disseminate research or other scholarly activities (e.g., case conference, presentation, publications) at the local (including the host institution), regional, or national level• Applies scientific methods of evaluating practices, interventions, and programs
<i>(ii) Ethical and legal standards</i>
<ul style="list-style-type: none">• Be knowledgeable of and act in accordance with each of the following:<ul style="list-style-type: none">○ the current version of the APA Ethical Principles of Psychologists and Code of Conduct○ Relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels, and○ Relevant professional standards and guidelines

- Recognize ethical dilemmas as they arise, and apply ethical decision-making processes in order to resolve the dilemmas
- Conduct self in an ethical manner in all professional activities
- Demonstrates and applies knowledge of school-specific regulations, policies, and practices in school and clinical contexts

(iii) Individual and cultural diversity

- An understanding of how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves
- Knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service
- The ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles (e.g., research, services, and other professional activities) This includes the ability apply a framework for working effectively with areas of individual and cultural diversity not previously encountered over the course of their careers. Also included is the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own
- Demonstrate the ability to independently apply their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship

(iv) Professional values, attitudes, and behaviors

- Behave in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others
- Engage in self-reflection regarding one's personal and professional functioning; engage in activities to maintain and improve performance, well-being, and professional effectiveness
- Actively seek and demonstrate openness and responsiveness to feedback and supervision
- Respond professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training
- Accurately assesses own strengths and weaknesses
- Keeps supervisor informed of all professional activities
- Manages time effectively

(v) Communications and interpersonal skills

- Develop and maintain effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services
- Produce and comprehend oral, nonverbal, and written communications that are informative and well-integrated; demonstrate a thorough grasp of professional language and concepts
- Demonstrate effective interpersonal skills and the ability to manage difficult communication well
- Demonstrates a thorough grasp of professional language and concepts
- Tolerates professional ambiguity and uncertainty

(vi) Assessment

- Demonstrate current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology.
- Demonstrate understanding of human behavior within its context (e.g., family, social, societal and cultural)
- Demonstrate the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process
- Select and apply assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics; collect relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient
- Interpret assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective
- Communicate orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences

(vii) Intervention

- Establish and maintain effective relationships with the recipients of psychological services
- Develop evidence-based intervention plans specific to the service delivery goals
- Implement interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables
- Demonstrate the ability to apply the relevant research literature to clinical decision making
- Modify and adapt evidence-based approaches effectively when a clear evidence-base is lacking
- Evaluate intervention effectiveness, and adapt intervention goals and methods consistent with ongoing evaluation

(viii) Supervision

- Apply supervision knowledge in direct or simulated practice with psychology trainees, or other health professionals. Examples of direct or simulated practice examples of supervision include, but are not limited to, role-played supervision with others, and peer supervision with other trainees
- Demonstrates knowledge of supervision models and practices
- Recognizes supervision needs
- Invites feedback

(ix) Consultation and interprofessional/interdisciplinary skills

- Demonstrate knowledge and respect for the roles and perspectives of other professions
- Apply this knowledge in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior

Selection Criteria and Procedures

Statement of Nondiscrimination

Given that the consortium is affiliated with Michigan State University, the MMPIC trainers adhere to the university's equal opportunity statement:

Michigan State University is committed to the principles of equal opportunity, non-discrimination and affirmative action. University programs, activities and facilities are available to all without regard to race, color, gender, religion, national origin, political persuasion, sexual orientation, marital status, disability, height, weight, veteran status, age or familial status. The University is an Affirmative Action, Equal Opportunity Employer.

Beyond providing equal opportunity, the trainers at MMPIC seek out candidates with diverse experiences. We are committed to ensuring a range of diversity among our interns, and we select candidates representing different geographic areas, ages, racial and ethnic backgrounds, sexual orientations, disabilities, and life experiences. All things being equal, consideration is given to applicants who identify themselves as members of historically underrepresented groups on the basis of racial or ethnic status, as representing diversity on the basis of sexual orientation, or as representing diversity on the basis of disability status.

Diversity Plan

MMPIC is committed to the value of diversity and the richness of human differences. Our service and training mission requires that the consortium serve people of all backgrounds with the expectation of respectful, culturally-appropriate treatment and service. In particular, the consortium recognizes that stereotypes, prejudice, and discrimination have affected training and programming practices in the mental health field. We believe that we benefit from the perspectives of those who differ by age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation, and social economic status. Thus, the consortium's policies and procedures, as well as its activities, associations, and interactions with the community, reflect and promote the dignity and worth of the individual and the value and strength of diversity in the community. We encourage diverse individuals to apply to our program and seek out opportunities to serve diverse clients and systems.

We believe professionals become culturally competent through carefully structured experiences with people who differ with regards to age, disability, ethnicity, gender, gender identity, language, national origin, race, religion, culture, sexual orientation, and socio-economic status. We begin our diversity training by having interns reflect on their own perspectives, beliefs, and privilege, since nearly all our interactions have cross-cultural components. Next, we offer them structured didactic trainings including readings and discussions related to diversity. Interns are also required to participate in reflection activities with their intern peers. We also expect interns to seek out assessment, intervention, and consultation activities with diverse clients and professionals. Site supervisors work closely with

interns to ensure that they work with diverse children, youth, and families. Should interns have specific populations of interest, the site supervisors help them gain access to those clients as feasible.

According to the United States Census Bureau report (2010), approximately 21.1% of the citizens of Michigan are racially or ethnically diverse (African-American/Black, 14.2%, Hispanic/Latino, 4.8%, Asian 2.9%). While we acknowledge that Michigan is relatively homogenous, these state level-statistics belie the diverse urban, rural, and suburban communities in our area.

We take a number of steps to help our interns gain experiences with diverse clients and professionals.

- At least one of the primary supervisors self-identify as differing by gender, ethnicity, race, culture, sexual orientation, age, religious beliefs, or socio-economic class. Our primary supervisors solicit the contributions of diverse individuals at their sites to the training of their interns.
- Dr. Naguib is willing to supervise interns who wish to practice psychology in Portuguese, Spanish, or Arabic.
- MMPIC continues to recruit training sites in rural and urban areas where underserved populations do not typically access mental health services outside the schools.
- Training supervisors select cases for interns involving aspects of diversity.
- We also seek to increase the diversity of our intern cohort. We are determined to attract racially/ethnically diverse applicants to our program, learn from them, and provide them appropriate mentors. We invest time in cohort development so that interns can receive social support from one another to promote intern retention.
- We post advertisements on listservs recommended by the Black, Hispanic, Indian, Asian American, and LGBTQIA psychological associations.
- We ask School Psychology programs within 400 miles to publicize our consortium and to encourage interns who differ based on gender, ethnicity, race, culture, sexual orientation, age, religious beliefs, and socio-economic class to apply.

Intern Recruitment and Selection

The recruitment of interns includes several specific strategies. Initial efforts focus on obtaining an applicant pool that is highly reflective of diversity.

First, our consortium's website highlights the sensitivity to and value for diversity, thereby increasing the likelihood that more diverse applicants will view our setting as a desirable place to work and commensurate with their diversity-related values. The website also emphasizes the consortium trainers' sensitivity to diversity and our commitment to attracting interns with diverse backgrounds. Thus, our non-discrimination policy is featured prominently on our website.

Applicants reflecting diversity are reviewed holistically to avoid emphasizing factors that could disadvantage otherwise strong diverse candidates and highlight openness to the full scope of assets a diverse candidate might bring.

Given that this is a new internship consortium, concerted efforts are made to publicize the internship, and particularly with candidates reflecting ethnic and cultural diversity. These include affiliated psychologists presenting and speaking at national conferences and meetings. At such meetings, affiliated psychologists bring printed brochures highlighting key aspects of the internship. Supervisors also routinely bring up our internship in their off-site discussions with colleagues and students. As noted above, our internship website highlights our sensitivity to diversity and commitment to ongoing training in related areas. Our internship brochure is also be emailed to groups and APA Divisions that focus on diversity (Association of Black Psychologists; National Latina/o Psychological Association, APA Divisions 35, 44, and 45).

Practica and Academic Preparation Requirements

Interns are selected based on the following criteria found in all MMPIC public documents:

Academic Record: Interns must be in good standing with their APA-approved doctoral program in psychology. Interns must hold at least an M.A. degree.

Clinical Experience: Interns must have practicum experiences with a school-age population. Interns must have at least 150 hours of assessment experience and at least 150 hours of intervention/ consultation experience.

- Applicants interested in the Saginaw Public Schools placement must be eligible to obtain the Master's Educational Limited License in Psychology (TLLP) OR be eligible to obtain the Michigan Preliminary School Psychologist Certificate.
- Criteria and procedures for the Master's Educational Limited License in Psychology (TLLP) application are found on the [Michigan Board of Psychology](#) website.
- To obtain the Michigan Preliminary School Psychologist Certificate, the following requirements apply: (a) hold a graduate degree in an approved school psychology certification program with no less than 45 semester credit hours, (b) have completed supervised internship of a minimum of 600 clock-hours in school psychology, and (c) possess a valid out-of-state school psychologist certificate or license if the school psychologist program was completed in another state. Please review the [Michigan Department of Education](#) website for more information.
- Applicants for all other placements must be eligible to obtain their Master's Educational Limited License in Psychology (TLLP). Criteria and procedures for application are found on the [Michigan Board of Psychology website](#).
- Students from in-state doctoral programs should refer to their program guidelines for obtaining these credentials.
- ***The cost of these required licenses/credentials is roughly \$100.***

Scholarship: Consistent with the scientist-scholar-practitioner model, interns must complete their doctoral dissertation proposal prior to the ranking deadline.

Writing Skills: Interns must demonstrate strong writing skills in application materials. Potential interns must submit one assessment report and one other professional write-up (consultation report, therapy report, intervention progress report) with their application.

Letters of Recommendation: Interns must have three letters of recommendation aligned with the scientist-scholar-practitioner model of training. One of these letters must be from the doctoral program's Director of Clinical Training.

Interpersonal and Communication skills: MMPIC seeks interns who are flexible, collaborative, mature, and open to feedback and supervision. Applicants who are interested in culturally competent practice or speak a second language are prioritized.

Selection Process

We seek applicants who have a sound clinical and scientific knowledge base from their academic program, strong basic skills in assessment, intervention, and consultation skills, and the personal characteristics necessary to function well in our internship setting. Our selection criteria are based on "goodness-of-fit" with our scientist-scholar-practitioner model, and we look for interns whose training goals match the training that we offer. A selection committee including at least two licensed psychologists is involved in training reviews applications. The selection process may include information gained from internet searches of applicants' names.

Interview Process

In-person interviews are required of all applicants who make the final selection round. In-person interviews involve an informational session with the training co-director(s) and a meeting with the site supervisor at the site(s) to which they've applied.

Application Procedures

MMPIC is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). Over the years, APPIC has developed procedures for student-internship matching, and these guidelines continue to evolve over time as APPIC remains responsive to the varied concerns around this issue. The guidelines in effect for this application year are available from [APPIC](#). MMPIC agrees to follow APPIC guidelines. 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.

MMPIC participates in the APPIC Internship Matching Program administered by National Matching Services Inc. (NMS). Applicants must complete the [APPIC Application for Psychology Internship \(AAPI\)](#) online. The Match number for MMPIC is: 2447 followed by the two-number code for the different sites.

Applicants should indicate which consortium site (by preference) they are applying to in the first line of the cover letter (e.g., "I am applying to the Sunfield Center" or "I am applying to Saginaw Public Schools.") Applicants should write **one cover letter for each MMPIC site**.

All application materials must be submitted through the AAPI Online Service and received by December 1. No materials will be accepted by e-mail or US mail.

Expectations for Intern Performance

Expectations and Hours

For interns to successfully complete the internship, the following criteria must be met:

- Total training time must include at least 2000 hours
- Direct service time must include at least 500 hours
- Total supervision time must include 100 hours of individual supervision with a licensed psychologist plus an additional 100 hours of supervision with a licensed psychologist.
- All client records, paperwork, and work products must be complete and reviewed with supervisors before the end of internship

Completion Criteria

- In order to successfully complete the internship, all interns must: meet the minimum level of achievement (a score of 3, graduating intern) on the final evaluation of all competencies, meet the required number of internship hours, and meet the requirements specified in any Formal Probationary Plan.

Common Experiences

All MMPIC interns are required to have the following training experiences across the internship year:

- Each intern must complete three assessments with written documentation
- Each intern must share assessment data with a parents or guardian at least 3 times
- Each intern must complete three interventions with written documentation
- Each intern must complete three consultation experiences with written documentation
- Each intern must liaise with at least one school staff member
- Each intern must present publicly present on a topic
- Each intern must work on a team with at least one other mental health professional
- Each intern must have at least one experience supervising another mental health professional at a lower level of training
- Each intern must work with at least three diverse individuals

Evaluation Procedures

Each intern is assigned at least two licensed psychologist supervisors who provide evaluative feedback. One doctoral-level, licensed supervisor is assigned to each intern for two hours of supervision per week.

Within the context of these supervisory relationships, interns receive ongoing feedback regarding their professional strengths and their areas/skills in need of improvement. This occurs in many ways including ongoing review of work products and discussions about intern skill development.

Interns receive specific feedback four times during the internship year. Twice, in October and March, supervisors provide each intern informal verbal feedback, discussion, and a short written paragraph regarding the following topics: (1) his/her knowledge and acquisition of relevant professional standards; (2) his/her acquisition of appropriate professional skills and competencies; and (3) his/her appropriate management of personal concerns and issues as they relate to professional functioning. Within one week of the informal verbal feedback discussion between intern and supervisor, the supervisor provides a training co-director with a summary paragraph.

In addition to the informal feedback, each intern also receives formal written reviews twice a year. In December and August each primary supervisor provides a training co-director with formal ratings of each intern using the MMPIC Intern Evaluation. The MMPIC Intern Evaluation provides a structured form for feedback on the profession-wide competencies. This formal feedback is reviewed with each intern during regularly scheduled supervision. At the formal winter evaluation, each intern must achieve scores of 2 or higher on all items on the MMPIC Intern Evaluation. Any score of 1 will trigger the initiation of a formal probationary plan. At the final formal evaluation in summer, each intern must achieve scores of 3 (graduating intern) or higher on all items on the MMPIC Intern Evaluation; this is the minimum level of achievement.

At the end of each of the four evaluation periods, a training co-director reviews the progress of each intern. Because keeping the intern's home university informed about intern progress is essential, a training co-director provides the supervisors' MMPIC Intern Evaluation results to the designated internship representative, typically the DCT.

Interns also use these December and August feedback periods to provide verbal and written feedback to each supervisor regarding his/her provision of supervision. Perceptual and/or factual differences between the supervisors' evaluation and that of the intern are expected to be resolved during this evaluation meeting. Interns are invited to respond in writing to the MMPIC Intern Evaluation and submit it to a training co-director. A copy of the evaluation is forwarded to a co-director and the ratings are entered into the MMPIC data management system. A copy of the final ratings on the Intern Evaluation is provided to the intern's home university.

Evaluation Outcomes

Below are the potential scores interns may receive on the MMPIC Intern Evaluation in each competency area.

Rating	Score	Description
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Novice**	1	<p>Intern is just beginning to demonstrate these skills and requires more instruction, training, and practice prior to the completion of internship requirements. Intensive supervision is needed.</p> <p>This is a typical rating for interns at the onset of internship. A mid-year evaluation score of 1 will lead to initiation of formal remediation procedures.</p>
Early Intern	2	<p>Intern can demonstrate these skills with close supervision, but requires additional practice prior to completion of internship requirements. Routine, but intensive, supervision is needed.</p> <p>This is a typical rating early in internship. Scores of 2 or higher meet expectations for the mid-year formal evaluation.</p>
Graduating Intern	3	<p>Intern's skills are adequate for internship expectations. Additional guidance or practice may be necessary.</p> <p>This is a common rating for interns throughout internship. A score of 3 is the minimum level of achievement for the final formal evaluation. A 3 indicates an intern is ready for entry-level practice.</p>
Emerging Professional	4	<p>Intern demonstrates acceptable skills for an entry-level psychologist. Competency attained in all but non-routine cases. Occasional supervision is needed; depth of supervision varies with client needs and case complexity.</p> <p>This is a common rating for interns at the completion of internship. It surpasses the minimum level of achievement.</p>
Independent Functioning	5	<p>Intern demonstrates advanced skills for an entry-level psychologist. Intern demonstrates advanced skills in this area, consistent with those of a licensed psychologist. Supervision is ongoing and largely based on intern's needs assessment.</p> <p>This is an unusually high rating for interns at the completion of internship. It surpasses the minimum level of achievement.</p>
**Note: Supervisors must offer a detailed explanation for any score of 1		

Due Process Policy

The Mid-Michigan Psychology Internship Consortium (MMPIC) is committed to facilitating knowledge acquisition, skill development, and professional identity development.

Intern Rights and Responsibilities

- The right to specific, timely, formative feedback.
- The right to be treated in manner that is respectful, professional, and ethical.

- The right to reasonable opportunities to remediate problems. These procedures are not punitive; rather, they are structured opportunity for interns to receive support and assistance to remediate concerns.
- The right to participate in Due Process procedures by having his/her viewpoint heard in each step of the process.
- The right to appeal decisions within the limits of the policy.
- The right to engage in ongoing evaluation of the training internship experience using the Site/Supervisor Training Evaluation.
- The responsibility to engage with the training program in a manner that is respectful, professional, and ethical, making every reasonable attempt to remediate behavioral and competency concerns, and striving to meet the aims and objectives of the program.

Internship Rights and Responsibilities

- The right to implement due process procedures as described below.
- The right for trainers to be treated in manner that is respectful, professional, and ethical.
- The right to make decisions related to remediation for an intern including probation, suspension, and termination within the limits of this policy.
- The responsibility to engage with the intern in a manner that is respectful, professional, and ethical, making every reasonable attempt to support interns in remediating behavioral and competency concerns, and supporting the interns in successfully completing the training program.
- The responsibility to use constructive feedback to improve training.
- The trainers reserve the right to restrict an intern's participation in internship should serious problems be apparent.

Definition of a Problem

A problem is broadly defined as an interference in professional functioning which is reflected in one of more of the following ways: 1) an inability to demonstrate professional behavior; 2) an inability to demonstrate professional skills at an acceptable level of competency; and/or 3) an inability to manage personal stress, behaviors, and/or emotional reactions that interfere with professional functioning.

Trainers use professional judgment to determine when an issue becomes a problem that requires remediation. Issues typically become identified as problems that require remediation when they include one or more of the following characteristics:

1. The intern scores below the minimum level of acceptable performance on a formal evaluation
2. The intern does not acknowledge, understand, or address the problem when it is identified
3. The quality of services delivered by the intern is negatively affected
4. The problem is not restricted to one area of professional functioning
5. A disproportionate amount of attention by training personnel is required
6. Trainee behavior does not change as a function of feedback and/or time

7. The behavior has potential for ethical or legal ramifications if not addressed
8. The behavior negatively impacts the public view of the agency
9. Trainee behavior negatively impacts other trainees
10. The behavior potentially causes harm or causes harm to a client
11. Gross misconduct that violates ethical standards and/or regulations, site policies and/or procedures, and/or state/federal law

MMPIC addresses intern behaviors to support the demonstration of profession-wide competencies at two levels. The first level is an Informal Review. A supervisor or faculty/staff member works with the intern to develop a plan, monitor the behavior, and resolve the issue. Second, intern behavior can be addressed formally and will result in an Acknowledgement notice, Remediation Plan, a Suspension Plan, or Termination.

Informal Review

When a supervisor or other faculty/staff member believes that an intern's behavior is becoming problematic or that an intern has difficulty consistently demonstrating an expected level of competence, the first step should be to raise the issue with the intern directly and as soon as feasible in an attempt to informally resolve the problem. The supervisor or faculty/staff who raises the concern should monitor the situation through resolution or a formal response.

Formal Review

If an intern's problem behavior is beyond the level of an Informal Review or if the problem behavior persists following an attempt to resolve the issue informally, the following process is initiated:

- a. **Notice:** The intern and the intern's home institution are notified in writing that the issue has been raised to a formal level of review and that a Hearing will be held.
- b. **Hearing:** The site supervisor, and faculty/staff member if appropriate, will hold a Hearing with a training co-director and intern within 10 business days of issuing a Notice. The purpose is to discuss the problem and determine what action needs to be taken to address the issue. If the training co-director is the supervisor who is raising the issue, an additional faculty member who works directly with the intern will be included at the Hearing. The intern will have the opportunity to present his or her perspective at the Hearing and/or to provide a written statement related to his or her response to the problem.
- c. **Outcomes:** The result of the Hearing will be determined by the training co-director and the site supervisor, and potentially the other faculty/site supervisor who was present at the Hearing. This outcome will be communicated to the intern and the intern's Director of Clinical Training in writing within 5 business days of the Hearing. As a result of the hearing, a hearing report will be generated. The four possible outcomes are 1) the behavior should be addressed informally through an Acknowledgement Notice, or that the problem should be addressed formally with a 2) Remediation Plan, 3) Suspension Plan, or 4) Termination.
 1. **Acknowledgement Notice:** The trainers will write a report that formally acknowledges:
 - a. That the faculty is aware of and concerned with the problem,

- b. that the problem has been brought to the attention of the intern, and
- c. that the problem is NOT SIGNIFICANT ENOUGH to warrant further remedial action at this time.

2. **Remediation Plan.** The plan defines procedures such that the supervisor(s) and training co-director(s) actively and systematically monitor, for a specific length of time, the degree to which the intern addresses, changes, and/or otherwise improves the problematic behavior or skill deficit. The length of the remediation period depends on the nature of the problem and is determined by the intern's supervisor(s) and the training co-director(s). The written Remediation Plan will be shared with the intern and the intern's home institution and will include:
- a. The behaviors or skills associated with the problem;
 - b. The specific actions to be taken to rectify the problem;
 - c. The time frame during which the problem is expected to be ameliorated; and
 - d. The procedures designed to determine whether the problem has been appropriately remediated.

At the end of the remediation period, a training co-director will provide a written statement indicating whether the problem was remediated. This statement will remain in the intern's file and will be shared with the intern's home institution. If the problem has not been remediated, a training co-director may choose to extend the Remediation Plan, place the intern on a Suspension Plan, or terminate the intern's placement. The extended Remediation Plan includes all the information specified above and the extended time frame.

3. **Suspension Plan.** Intern suspension removes the intern from all clinical service provision for a specified period of time, during which the program may support the intern in obtaining additional didactic training, close mentorship, or some other method of remediation. The length of the suspension period will be determined by the intern's supervisor and a training co-director. A written Suspension Plan will be shared with the intern and the intern's home institution and will include:
- a. The behaviors or skills associated with the problem;
 - b. The specific actions to be taken to rectify the problem;
 - c. The time frame during which the problem is expected to be ameliorated; and
 - d. The procedures designed to determine whether the problem has been appropriately remediated.

At the end of the suspension period, a training co-director will provide a written statement indicating whether the problem was remediated such that suspension of clinical activities can be lifted. If the problem has not been remediated, a training co-director may choose to recommend that the intern be placed on a Remediation Plan, extend the suspension, or terminate the intern's placement. This written document will follow the procedures outlined above. This statement

will remain in the intern's file and will be shared with the intern's home institution.

4. **Termination of Internship** If none of the above informal or formal methods of support is sufficient to change intern behavior OR the problem is a gross violation of ethical standards and/or regulations, site policies and/or procedures, and/or state/federal law, termination from internship may occur. Should the decision to terminate the intern occur, the intern will receive a written notice from a training co-director. If an intern receives official notice that the consortium terminates the internship, the intern must complete and submit all client paperwork within 48 hours. An MMPIC co-director would also notify, in writing, APPIC, the intern's home institution, and any relevant professional credentialing bodies. Human resources may be notified should they be present in the organization.

Due Process Guidelines

General Guidelines

Due process ensures that decisions made by internships about interns are not arbitrary or personally-based, requires that internships identify specific evaluative procedures which are applied to all trainees, and have appropriate appeal procedures available to the interns so they may challenge the internship's action. General due process guidelines include the following:

- Presenting interns notice, in writing, with the internship's expectations related to professional functioning.
- Stipulating the procedures for evaluation, including when and how evaluations will be conducted. Such evaluations should occur at regular intervals.
- Outlining in the internship handbook the various procedures and actions involved in making decisions regarding problematic behavior.
- Communicating early and often with interns about any suspected difficulties and seeking input about how to address such difficulties.
- Providing a written procedure to the intern which describes how the intern may appeal the internship's action(s). Such procedures are included in the internship's handbook and made available to the intern at the beginning of the internship.
- Ensuring that interns have sufficient time to respond to any action taken by the internship.
- Using input from multiple sources when making decisions or recommendations regarding intern performance.

Appeal Process

Within ten business days of receiving a written outcome from a training co-director, the intern may appeal. Two levels of appeal are present. First, the intern would appeal, in writing, to a committee of three trainers, comprised of site supervisors and training co-directors. The intern may select one of the members of the three-person committee.

Should an intern disagree with the decision of the three-person committee, the intern may appeal in writing to Dr. Cary Roseth, chair of the Counseling, Educational Psychology, and Special Education (CEPSE) department (croseth@msu.edu). The intern will submit all documents associated with the situation to the CEPSE chair. The MMPIC trainers may also submit documents to the chair for review. The chair will review the documents and make a decision. The decision will be made within five business days of receipt of the written appeal and all documents. The chair has final authority and full discretion in decision-making.

Grievance Policy

In order to protect the needs and rights of all interns, a formal grievance procedure has been developed. While the MMPIC trainers hope that any concerns or complaints can be discussed and resolved informally, a formal mechanism is appropriate in light of the power differential between trainers and interns. In general, interns are encouraged to actively work to create training experiences that fit their needs and interests and to work with MMPIC trainers to ensure that their needs are met. Giving feedback (both positive and negative) to supervisors or a training co-director is encouraged and welcomed. The grievance log and any grievances are stored indefinitely in a locked file cabinet in Dr. Aupperlee's office.

Interns have two levels of grievance: informal grievances and formal grievances.

Informal Grievances

Interns dissatisfied with training or behavior may attempt to resolve the matter informally. When such a situation arises, the intern is encouraged to first speak directly with the person of concern for a resolution. If the situation is not resolved, or if the intern prefers not to speak directly to the staff member/supervisor, the intern may discuss the concern with a supervisor and/or a training co-director. In many cases, a training co-director or supervisor can provide suggestions or feedback that allows the intern to resolve the concern independently, and the matter is kept in confidence. If the intern is not comfortable addressing the situation alone, a training co-director or supervisor will then facilitate a meeting between the intern and the person of concern. In the case of a concern regarding an employee of the partnering site who is not involved with MMPIC, the supervisor and/or a training co-director will consult with the site supervisor, who may then take the lead in facilitating a meeting between the intern and that employee. In some cases, several meetings are held as progress is made toward resolution. A training co-director may consult with the training committee to assist interns in resolving difficulties.

Interns also have the option of writing a formal grievance.

Formal Grievances

If the intern's concern is not resolved informally or if the intern is not comfortable engaging in informal resolution procedures, the intern will submit a formal grievance, in writing, to the MMPIC trainers. The grievance should be sent to at least three MMPIC trainers and/or training co-directors. Within five days of the receipt of the written grievance, a trainer will convene a

meeting. The committee will include the individuals already involved in addition to an intern advocate selected by the intern (if he/she chooses). The committee will outline a course of action. A written summary of the plan will be distributed by the appropriate parties to all relevant parties, including the intern's home institution. All MMPIC trainers agree to adhere to the course of action developed by the three trainer committee. Any formal grievances will be stored by a training co-director in a locked cabinet. All grievances must be sent to the trainers during the internship or within one month of the intern's final day of internship. Grievances submitted after this time will not be considered.

Should an intern feel that the formal grievance was not satisfactorily addressed by the trainers, the intern may also send a written grievance to Dr. Cary Roseth, chair of the CEPSE department. Within five days of the receipt of the written grievance, the chair will convene a meeting. The committee will include the individuals already involved in addition to an intern advocate selected by the intern (if he/she chooses). The chair will outline a course of action. A written summary of the plan will be distributed to all relevant parties, including the intern's home institution. All MMPIC trainers agree to adhere to the course of action developed by the chair. Any formal grievances received by the chair will be stored by a training co-director in a locked cabinet. All grievances must be sent to the chair during the internship or within one month of the intern's final day of internship. Grievances submitted after this time will not be considered.

Relationship between MMPIC Policies and Site-Specific Policies

MMPIC has clear and detailed due process and fair treatment policies. All sites adhere to the MMPIC due process and fair treatment policies. At one site, Michigan Medicine, agency-specific policies provide an extra level of support for interns. The policies there do not contradict those of MMPIC. The other three sites do not have formal due process and fair treatment policies. Also, all policies within the internship adhere to the APA and SoA requirements along with state and federal statutes.

At Michigan Medicine, the Human Resources department has as Standard Practice Guide Policy on "Grievance Procedure and Dispute Resolution." Michigan Medicine policies include pre-grievance counseling, informal resolution, and the grievance procedure. The grievance procedure is a three step management review process. Step 1 includes a conversation between the employee (intern) and his or her supervisor. If not resolved there, Step 2 requires the employee (intern) to submit his or her concerns in writing to the next level of supervision. Step 3 is the University Review Committee. The Michigan Medicine grievance policy does not contradict MMPIC grievance procedures. If an intern's grievance is found to be inappropriate to be resolved internally by MMPIC, it will be turned over to the human resources department to be resolved in accordance with the Michigan Medicine grievance procedures. Grievances are also turned over to the Michigan Medicine Human Resources department when they involve a legal issue.

The policy at Michigan Medicine does not contradict the MMPIC policies on due process, notice, hearing, and appeal. Interns are subject to the MMPIC due process policy, which is more

comprehensive, but fits within the agency due process. In some cases, should an intern struggle with one team within the Division of Pediatric Psychology at Michigan Medicine, the intern might be moved to another team within the Division of Pediatric Psychology at Michigan Medicine.

At Saginaw Public Schools (SPS), interns are covered solely by MMPIC level policies. Although the SPS district has a Human Resources department, all district policies are attached to separate employee unions rather than the district as a whole. Given that interns are not part of a union, they are not covered by the various union policies. Specifically, the internship would handle all grievances by applying the MMPIC policies. The MMPIC policies would ensure fair treatment of the intern despite the lack of applicable policies on site.

At Sunfield Center, an employee manual exists, but does not include formal due process, hearing, notice, appeal, or grievance procedures. There are no policies that would impact or conflict with the intern's experience. Any issues that arise will be addressed through the internship due process and fair treatment policies. The MMPIC policies ensure that intern rights are respected.

Thriving Minds has an employee manual, but it does not include formal due process, hearing, notice, appeal, or grievance procedures. At Thriving Minds, no policies exist that would impact or conflict with the intern's experience. Any issues that arise will be addressed through the internship due process and fair treatment policies. The MMPIC policies ensure that intern rights are respected.

Should an intern have a concern about a training co-director, the intern is encouraged to share concerns with the other training co-director. Should the intern wish to file a grievance, the intern may do so with the other training co-director. Should the intern prefer not to approach the other training co-director, the intern's options are dictated by their site. If the intern is part of Michigan Medicine, the intern should contact the Human Resources department at Michigan Medicine. If the intern is at Saginaw, Sunfield Center, or Thriving Minds, the intern would then call a Review Panel. The Review Panel includes MMPIC trainers not directly involved in the intern's concern. The intern may request a specific member of the training faculty to serve on the review panel. The review panel will review all written materials and have an opportunity to interview the parties involved or any other individual with relevant information. The review panel has final discretion regarding outcomes.

Policies and Procedures

Ethics

Interns are expected to abide by the ethical principles of the [American Psychological Association](#) and the [National Association of School Psychologists](#). Interns may use the [Ethical Decision-Making Model](#) from Mary Alice Fisher (2005) to support their ethical decision making.

Lack of awareness of the ethical codes does not preclude interns and trainers from adhering to the codes.

Mandated Reporting

Internship requires interns to work with vulnerable populations that include minor children. Interns have the legal duty to protect the safety of children by reporting suspected abused or neglect. Additional guidance about reporting suspected child abuse or neglect can be found in the [Mandated Reporter's Resource Guide](#).

Supervision

Each site has a Primary Site Supervisor, a designated psychologist involved with each intern, one who is present for at least 20 hours per week and available for support, supervision and professional development, who is an employee/member of that agency, and has been designated as responsible for the training and supervision of psychology interns. Sites are required to provide two hours per week of individual face-to-face individual supervision for each intern by a psychologist licensed in the state where the training is taking place. Interns must also receive at least two hours a week via didactic training activities such as case conferences, seminars, in-service training, or grand rounds. Supervision by other mental health professionals may also be a part of the intern's training, but interns must still receive two individual hours and two or more hours per week of face-to-face supervision with a licensed psychologist.

Whenever possible, consortium members share resources and develop coordinated training activities and admissions. MMPIC provides a monthly face to face group didactic. Didactic training on specific topics is offered by licensed psychologists. In addition, all interns attend didactic trainings at Michigan Medicine during the three to four weeks a month in which they don't attend the MMPIC face to face didactic. Interns from Saginaw, Sunfield Center, and Thriving Minds attend via teleconferencing.

In addition to the weekly individual supervision and regularly scheduled central didactic training, interns are expected to attend training offered by the various participating agencies. When outside training occurs, it is listed in the didactic calendar. Site psychologists present on topics to all interns that represent expertise in a particular area from that agency. For instance, Dr. Naguib presents trainings on the Autism Diagnostic Observation Schedule, Second Edition (ADOS-2) and Dr. Kotrba presents trainings on Selective Mutism.

Telesupervision

Telesupervision is only used when icy or snowy weather prevents regularly scheduled supervision from occurring face-to-face. In those rare cases, telesupervision is used by interns across the consortium.

Response to COVID-19

Prior to the COVID-19 pandemic, telesupervision was used only as a backup measure when face to face meetings weren't possible due to weather. Given COVID-19, telehealth and telesupervision occur frequently. For more information about the use of telehealth and telesupervision, please see a description for each site below.

Michigan Medicine

The COVID-19 pandemic has impacted the modality of the internship training experience at the Michigan Medicine site within the Mid-Michigan Psychology Internship Consortium, but it has not impacted the quality of the training. Before the COVID-19 pandemic, essentially all of the training experiences (face-to-face supervision, conducting co-therapy with patients, didactics, etc.) were conducted in person. Currently, all training experiences are being conducted through virtual video meetings. Supervisors conduct supervision with their interns via Skype for Business, a HIPAA secure product installed by Michigan Medicine on all the intern computers. Didactics, other research labs, and book/journal clubs are being conducted via Zoom or Bluejeans. Patient visits are being conducted via a special Zoom product that is integrated into the EPIC Electronic Health Record at Michigan Medicine. This platform allows the intern and supervisor to simultaneously be present with the patient during the video visit. The Zoom product is HIPAA compliant and also allows for clinicians to place patients in a virtual waiting room, so that the intern and supervisor can discuss the case and develop case conceptualizations. Though it is unclear how long the pandemic will last and when exactly interns and supervisors will return to clinic, it is likely that interns will begin to return to clinic in some capacity during fall of 2020. Interns still have office space and clinic space reserved for their potential return to in person meetings and business, and Michigan Medicine has strict screening protocols for all individuals who enter any buildings. When interns do return to clinic they will be provided proper PPE and will follow all safety protocols to ensure both intern and patient safety.

Saginaw Public Schools

The training of psychology interns and the provision of psychological services in Saginaw Public School District (SPSD) has shifted with the pandemic. District COVID-19 accommodations will align with Michigan's six-phase plan for reopening. School leaders have developed a corresponding six-phase plans for educating students.

Specifically, if SPSD is in a region in phases 1-3, all school instruction will be virtual and psychological services, such as social and emotional support to students and staff, will be conducted using a HIPAA-compliant telehealth platform. Observation, training, and supervision of the intern will also be conducted via telehealth.

If SPSD is in a phase 4-5 region, schools may open with significant accommodations. Many assessment, intervention, and consultation activities with students, staff, and families will take place using a HIPAA-compliant telehealth platform. In addition, some consultation and

evaluation activities will be conducted in person with district-provided personal-protective equipment (PPE) and with appropriate cleaning procedures. Supervision will be conducted by phone and telehealth, and some face to face supervision may occur with PPE and social distancing.

If SPSD is in a phase 6 region, interns will spend more time providing in-person assessment, intervention, and consultation services, with continued use of PPE. At this time, SPSD is in Phase 4. The phase will likely change over time. In addition, the modality of learning opportunities provided to students, as well as the modality of psychology services and internship supervision, will be re-evaluated frequently.

Sunfield Center

The COVID-19 pandemic has shifted the modality, but not the quality, of the internship training experience at the Sunfield Center site within the Mid-Michigan Psychology Internship Consortium. Interns will still receive and have access to all the clinical training and services that Sunfield Center has to offer. Currently, all training experiences are being conducted through virtual video meetings. Supervisors conduct supervision with interns via Zoom Healthcare, a HIPAA secure product. All interns will have a personal Zoom account. Training and staff meetings will be conducted via zoom. Intervention and therapy are being conducted via zoom as well. This platform allows the intern and supervisor to simultaneously be present with the patient during the session. The Zoom platform also allows clinicians to place patients in a virtual waiting room, so that the intern and supervisor can discuss the case and develop case conceptualization during the session. The only face to face patient contact is assessments with plexiglass screens and personal protective equipment. At this time, interns will only participate in these appointments as a virtual observer. Currently, the time line for returning to the clinic is undetermined. Interns will be updated weekly should this policy change. In the event interns need to access the physical office space, Sunfield Center has strict screening protocols for all individuals who enter any buildings. When interns do return to the Sunfield Center office they will be provided proper PPE and will follow all safety protocols to ensure both intern and patient safety.

Thriving Minds

The COVID-19 pandemic has caused a transition to online telehealth and online supervision/consultation services for Thriving Minds. Thriving Minds is responsive to the needs of our interns and their patients, and will align in-person versus telehealth services with the Michigan governor's six-phase plan for safe reopening. If the state is in phases 1-3, Thriving Minds interns, therapists, and staff will conduct all services and supervision remotely via a HIPAA compliant telehealth platform for health care providers. Observation and training of the intern will also be conducted via teleconference. This telehealth platform is provided to all staff by Thriving Minds. If the state is in phases 4-5, direct clinical services, training, and supervision will be conducted either in-person with PPE, social distancing, and safety accommodations in place, or via HIPAA compliant telehealth platforms. If the state is in phase 6, interns will return to clinical intervention, training, and supervision mostly in-person, with PPE that is required or

recommended by the state government or in accordance with CDC guidelines. At each phase of reopening, intern input will be sought as practices shift back to face to face interactions.

Time Requirements and Schedule

The internship is a year, full-time, one-year (roughly 2000 hour) training experience. Interns and sites may adjust their schedules to meet the needs and training experiences of both parties. It is expected that interns will accumulate their hours based on roughly 40-43 hours week for 50 weeks in a year. Overtime will not be grounds for leaving an internship in less than 52 weeks. Interns must provide a minimum of 500 hours of direct client contact. The rest of the time should be spent with training experiences, supervision, report writing, case conferences, meetings, research, etc. Sites are free to develop their own individual training experiences based on what they have to offer and the training needs of the interns. Site training is in addition to cohort-based training.

Family Medical Leave Act

Interns who require use of the family and medical leave act are the only exception to this one year, full time, expectation. Should an intern require use of the family and medical leave act, the internship clock and stipend would both stop until the leave ended. Interns must complete all internship hours and responsibilities within 15 months of their state date.

Internship Dates and Time Off

The internship begins on August 16 or the first Monday after August 16 each year and ends on August 15 or the Friday before August 15 each year. Interns are covered first by liability through the affiliation agreements between Michigan State University and each site and secondarily under each supervisor's liability insurance on the dates specified in the affiliation agreement. Interns who do not document 2000 hours during the training year should discuss this with their site supervisors and the training co-directors to attempt to arrange for continuation at the site until those hours are completed. Sites are not obligated to continue the intern's stipend beyond their one-year commitment, and interns are responsible for providing their additional malpractice insurance if they wish to be covered for more than a calendar year. All interns are entitled to ten days of vacation and five days of sick/personal leave during the course of the internship year. Interns may be given other holidays, given to all staff at a site, but these will not count towards internship hours. Sites may give interns compensatory time-off, such as leaving early, if an intern has worked over-time, but this should be pre-approved by a site supervisor.

With prior site supervisor approval, interns may take up to three days for conference attendance. These days will not count towards vacation or sick/personal leave.

In addition, each intern is allowed up to three hours per week of research time/professional development time for dissertation completion. All internship related activities are counted and tracked weekly within the 2000 hours, and Site Supervisors sign intern evaluations to verify

experiences at part of the formal evaluations. The Training Co-Directors collect and report all hours for all interns and sites, and send these out to all parties on a regular basis. Intern activities and hours are discussed at MMPIC supervisor meetings.

Administrative and Financial Assistance

Administrative Structure

The training committee: Collaborative and Shared resources

The training committee includes the site co-directors and the site supervisors. The training committee meets regularly, usually four times per year. A schedule of meeting dates, agendas, and minutes is kept in a co-director's office. The training committee meets to discuss issues pertaining to the internship training program and to ensure the quality and integrity of the training program, review interns, and sites, and vote on policy. A site supervisor from each agency attends. Teleconference attendance at quarterly trainer meetings may occur sometimes, though only in extenuating circumstances (e.g., family illness, weather, etc.). In addition to meeting face-to-face, the training committee meets four times a year, bi-monthly, via teleconferencing through Zoom. The training committee is in frequent contact via site visits, e-mail, phone, or through teleconferencing. Agenda and minutes are kept for policy and process changes, and for intern review.

Finances

Financial Structure:

(a) Funding for intern slots is provided through each partnering site and each site is responsible for funding a minimum of one internship position paid directly to the intern(s). Each intern is guaranteed an annual stipend of \$24,600 for 2020-2021. For 2021-2022, interns will receive an annual stipend of \$23,600 for 2021-2022. Interns at Michigan Medicine will receive health insurance. Interns at the other three sites will receive an additional \$1000 for wellness promotion, but NO insurance.

(b) Sites are free to offer other benefits as they deem appropriate e.g., travel money compensation, costs to attend other training or to purchase books.

Intern Contract

Each intern receives a brief contract letter after they have been informed of their match from the Matching Service within the time limits set forth by APPIC. This letter is sent by the Site Supervisor to the intern and states the basic conditions of the internship. The interns reply to formally accept the positions in MMPIC, placed at a site. This letter is followed by a detailed Intern Contract, which includes the internship start date (beginning with a general Orientation), pay level, benefits (only at Michigan Medicine), as well as the number of hours required to successfully complete the internship. The site is not a party to the MMPIC Intern Contract but is given a copy that reflects all conditions contained in this Consortium Agreement.

Maintenance of Records

MMPIC records are maintained by the Training Co-Director, Dr. Aupperlee. These records are maintained in a password protected file maintained by the school psychology administrative assistant in the College of Education at Michigan State University. Records maintained include intern offer letters, intern evaluations (formal evaluations and informal paragraphs), and intern certificates of completion. The internship handbook for each year, which includes a description of the internship experience and requirements, is also retained. These records are maintained indefinitely.

Facility Requirements

All participating facilities will apply for membership and be accepted by vote at training committee meeting. Facilities must provide adequate facilities to accommodate interns and their learning activities. Additionally, all agencies agree and acknowledge a uniform commitment to administering and implementing the program's training principles, policies, and procedures addressing intern admission, financial support, training resources, supervisor access and supervision, mid- and end-of-year performance evaluations and expectations as defined by MMPIC handbook and to the extent the handbook does not conflict with agency's required rules, regulations, policies and procedures. Sites commit to intern activities and learning to ensure the success of an intern. Psychologists evaluate interns twice per year and follow remediation and due processes as outlined by MMPIC handbook.

Public Materials and Selection of Interns

Members agree to advertise accurate information on all intern positions and site conditions, provide experiences and staff to meet consortium aims, and to advertise and select positions according to consortium criteria printed in the brochure and handbook, including MMPIC policy of non-discriminatory practices. Members agree to inform the Director of any major change that would impede an intern being successful.

Staffing Requirements

Each site should provide adequate staffing to carry out internship training functions. Each intern's site supervisor will be a licensed psychologist in good standing with the state in which the training is taking place. Mental health professionals involved with training activities are licensed in their field. Sites ensure the quality of their staff and agree that all staff shall remain current and up to date in their respective fields and will provide appropriate professional modeling to interns.

Communication with Other Agencies

A MMPIC Training Director informs APPIC of all changes to MMPIC sites and interns, and certifies that all parties are in compliance with MMPIC and APPIC policies annually. A MMPIC Training Director also reports on all interns' completion of internship experiences to their home institutions. An MMPIC Training Director completes all internship verification hours to psychology licensing boards for all members on behalf of interns.

Internship Requirements

Goals

Each intern will write three to five SMART goals to guide his or her work each semester. This document will be shared with all supervisors and will be reviewed regularly to ensure alignment between intern expectations and opportunities.

Evaluation and Activity Logs

Interns can access the MMPIC handbook for the MMPIC Intern Evaluation. These forms must be signed, completed in full, and submitted per didactic calendar deadlines. These evaluation forms should be attached to intern activity logs. Documenting internship hours and experiences is important in planning professional development, applying for professional credentials, and monitoring progress in meeting self-identified goals. Each intern should keep a weekly log of internship hours including supervision, activities, cases, workshops, client characteristics, and assessment tools.

Interns must also complete the Site/Supervisor Training Evaluation in December and August. These forms give the interns a standard way to indicate their assessment of the consortium, their supervisor, and their site. All trainers review this feedback at quarterly meetings and use it to inform continuous improvement efforts.

Participation

Interns attend all didactics including the monthly face to face didactics at the sites and the Michigan Medicine-provided didactics the other three or four weeks a month. Beyond attendance, interns are expected to come to supervision prepared to discuss required reading material, professional issues, and professional development. Active participation in supervision includes volunteering during discussions, attentive listening, appropriate technology use, and thoughtful, critical analysis of internship content and field experiences. Each intern will also complete two ungraded grand rounds presentations with the other interns and a training co-director.

MMPIC Sites

Michigan Medicine, Department of Pediatrics, Division of Pediatric Psychology

Program within the Department of Pediatrics at the C. S. Mott Children's Hospital within the Michigan Medicine System. The program is composed of psychologists who are integrated within medical teams to maximize the overall health of children and their families using principles of behavioral science.

Site Primary Supervisor: Blake Lancaster, Ph.D.

Division of Pediatric Psychology

C.S. Mott Children's Hospital

Pediatric Psychology Clinic
1540 East Medical Center Drive, Level 5
Ann Arbor, MI 48109-5318
734-936-4220; blancast@med.umich.edu
<https://medicine.umich.edu/dept/pediatrics/divisions/pediatric-psychology>

Saginaw Public Schools

Culturally diverse, urban school district serving children with socio-economic challenges as well as both high and low incidence disabilities with consistent multi-tiered systems of support.

Interns at Saginaw Public Schools spend eight weeks each summer completing a mini-rotation at Thriving Minds. During these eight weeks, interns will do assessment, intervention, and consultation with children, youth, and families in the clinical setting. They will also participate in an intensive intervention for selective mutism. During the summer session, Dr. Miller will continue to provide two hours a week of supervision to provide the intern continuity in supervision and expectations. Dr. Kotrba, working with Drs. Hella and Thomson, will provide the intern with the additional two hours each week.

Site Primary Supervisor: Robert Miller, Ed.D.
Saginaw Public School District
550 Millard Street
Saginaw, MI 48607
989-780-0174; rmiller@spsd.net
<http://www.spsd.net>

Sunfield Center for Autism, ADHD, and Behavioral Health

Private practice, outpatient mental health center specializing in treatment of child, adolescent, and adult psychiatric disorders in Ann Arbor, Michigan.

Site Primary Supervisor: Suzi Naguib, PsyD
300 North Fifth Avenue, Suite 210
Ann Arbor, MI 48104
734-222-9277; suzinaguib@sunfieldcenter.com
<http://sunfieldcenter.com/>

Thriving Minds Behavioral Health Center

Private practice, outpatient mental health clinic, located in Brighton and Chelsea, Michigan, specializing in the evaluation and treatment of anxiety, learning, and behavioral disorders in children and adolescents.

Site Primary Supervisor: Aimee Kotrba, Ph.D.
10524 East Grand River, Ste. 100

Brighton, MI 48116
810-225-3417; information@drkotrba.com
www.thrivingmindsbehavioralhealth.com

Appendices

Appendix 1 MMPIC Intern Evaluation Form

Mid-Michigan Psychology Internship Consortium

620 Farm Lane

437 Erickson Hall

East Lansing, MI 48824

Telephone: 517.432.0843

Fax: 517.353.6393

Intern Evaluation Form (completed by supervisors)

Intern Name	
Supervisor(s) Name(s)	
Date	
Internship Site	
Total Hours	
Mid-year	
End-of-year	
Did interns receive at least two hours a week of face-to-face supervision?	
Yes	
No	
Methods Used in Evaluation (check as many as apply):	
Live Observations (required)	Process Notes
Audiotapes	Test Protocols
Videotapes	Other (specify):
Verbal Summary	

Mid-Year Expectations and Completion Criteria

- At the mid-year formal evaluation, each intern's skills must be rated as Early Intern (a score of 2) on every item on the evaluation. If a score falls below a 2 at mid-year, the formal probationary plan procedures will be initiated.
- In order to successfully complete the internship, all interns must:
 - Meet the Minimum Level of Achievement of graduating intern (a score of 3) on every item on the final formal evaluation, and
 - Meet the required number of internship hours, and
 - Meet the requirements specified in any formal probationary plan

For each item, mark the number corresponding with your rating of the intern's skills.

Rating	Score	Description
Novice**	1	<p>Intern is just beginning to demonstrate these skills and requires more instruction, training, and practice prior to the completion of internship requirements. Intensive supervision is needed.</p> <p>This is a typical rating for interns at the onset of internship. A mid-year formal evaluation score of 1 will lead to initiation of formal remediation procedures.</p>
Early Intern	2	<p>Intern can demonstrate these skills with close supervision, but requires additional practice prior to completion of internship requirements. Routine, but intensive, supervision is needed.</p> <p>This is a typical rating early in internship. Scores of 2 or higher meet expectations for the mid-year formal evaluation.</p>
Graduating Intern	3	<p>Intern's skills are adequate for internship expectations. Additional guidance or practice may be necessary.</p> <p>This is a common rating for interns throughout internship. A score of 3 is the minimum level of achievement for the final formal evaluation. A 3 indicates an intern is ready for entry-level practice.</p>
Emerging Professional	4	<p>Intern demonstrates acceptable skills for an entry-level psychologist. Competency attained in all but non-routine cases. Occasional supervision is needed; depth of supervision varies with client needs and case complexity.</p> <p>This is a common rating for interns at the completion of internship. It surpasses the minimum level of achievement.</p>
Independent Functioning	5	<p>Intern demonstrates advanced skills for an entry-level psychologist. Intern demonstrates advanced skills in this area, consistent with those of a licensed psychologist. Supervision is ongoing and largely based on intern's needs assessment.</p> <p>This is an unusually high rating for interns at the completion of internship. It surpasses the minimum level of achievement.</p>
**Note: Supervisors must offer a detailed explanation for any score of 1		

Research						
		Early Intern		Graduating Intern		
1	Critically evaluates research	1	2	3	4	5
2	Disseminates research (e.g., case conference, presentation, publications)	1	2	3	4	5
3	Applies scientific methods of evaluating practices, interventions, and programs	1	2	3	4	5

Ethical and Legal Standards						
		Early Intern		Graduating Intern		
4	Demonstrates knowledge of and acts in accordance with the current version of the APA Ethical Principles of Psychologists and Code of Conduct	1	2	3	4	5
5	Demonstrates knowledge of and acts in accordance with relevant laws, regulations, rules, and policies governing health service psychology at the organizational, local, state, regional, and federal levels	1	2	3	4	5
6	Demonstrates knowledge of and acts in accordance with Relevant professional standards and guidelines	1	2	3	4	5
7	Recognizes ethical dilemmas as they arise and applies ethical decision-making processes in order to resolve the dilemmas	1	2	3	4	5
8	Conduct self in an ethical manner in all professional activities	1	2	3	4	5
9	Demonstrates and applies knowledge of school-specific regulations, policies, and practices in school and clinical contexts	1	2	3	4	5

Individual and Cultural Diversity						
		Early Intern		Graduating Intern		
10	Understands how their own personal/cultural history, attitudes, and biases may affect how they understand and interact with people different from themselves	1	2	3	4	5
11	Demonstrates knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service	1	2	3	4	5
12	Demonstrates the ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles (e.g., research, services, and other professional activities)	1	2	3	4	5
13	Applies a framework for working effectively with areas of individual and cultural diversity not previously encountered over the course of their careers	1	2	3	4	5
14	Works effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own	1	2	3	4	5
15	Independently applies their knowledge and approach in working effectively with the range of diverse individuals and groups encountered during internship	1	2	3	4	5

Professional Values, Attitudes, and Behavior						
		Early Intern		Graduating Intern		
17	Behaves in ways that reflect the values and attitudes of psychology, including integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others	1	2	3	4	5
18	Engages in self-reflection regarding one's personal and professional functioning	1	2	3	4	5
19	Engages in activities to maintain and improve performance, well-being, and professional effectiveness	1	2	3	4	5
20	Actively seeks and demonstrates openness and responsiveness to feedback and supervision	1	2	3	4	5
21	Responds professionally in increasingly complex situations with a greater degree of independence as intern progresses across levels of training	1	2	3	4	5
22	Accurately assesses own strengths and weaknesses	1	2	3	4	5
23	Keeps supervisor(s) informed of all professional activities	1	2	3	4	5
24	Manages time effectively	1	2	3	4	5

Communication and Interpersonal Skills						
		Early Intern		Graduating Intern		
25	Develops and maintains effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services	1	2	3	4	5
26	Produces oral, nonverbal, and written communications that are informative and well-integrated	1	2	3	4	5
27	Comprehends oral, nonverbal, and written communications	1	2	3	4	5
28	Demonstrates a thorough grasp of professional language and concepts	1	2	3	4	5
29	Demonstrates effective interpersonal skills and the ability to manage difficult communication well.	1	2	3	4	5
30	Tolerates professional ambiguity and uncertainty	1	2	3	4	5

Assessment						
		Early Intern		Graduating Intern		
31	Demonstrates current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology	1	2	3	4	5
32	Demonstrate understanding of human behavior within its context (e.g., family, social, societal and cultural).	1	2	3	4	5
33	Demonstrate the ability to apply the knowledge of functional and dysfunctional behaviors including context to the assessment and/or diagnostic process.	1	2	3	4	5
34	Selects and applies assessment methods that draw from the best available empirical literature and that reflect the science of measurement and psychometrics	1	2	3	4	5
35	Collects relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient	1	2	3	4	5
36	Interprets assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective.	1	2	3	4	5
37	Communicates orally and in written documents the findings and implications of the assessment in an accurate and effective manner sensitive to a range of audiences.	1	2	3	4	5

Intervention						
		Early Intern		Graduating Intern		
38	Establishes and maintains effective relationships with the recipients of psychological services	1	2	3	4	5
39	Develops evidence-based intervention plans specific to the service delivery goals	1	2	3	4	5
40	Implements interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables	1	2	3	4	5
41	Demonstrates the ability to apply the relevant research literature to clinical decision making.	1	2	3	4	5
42	Modifies and adapts evidence-based approaches effectively when a clear evidence-base is lacking.	1	2	3	4	5
43	Evaluates intervention effectiveness, and adapt intervention goals and methods consistent with ongoing evaluation.	1	2	3	4	5

Supervision						
		Early Intern		Graduating Intern		
44	Applies supervision knowledge in direct or simulated practice with psychology trainees, or other health professionals	1	2	3	4	5
45	Demonstrate knowledge of supervision models and practices	1	2	3	4	5
46	Recognizes supervision needs	1	2	3	4	5
47	Invites feedback	1	2	3	4	5

Consultation and Interprofessional/ Interdisciplinary Skills						
		Early Intern		Graduating Intern		
48	Demonstrates knowledge and respect for the roles and perspectives of other professions.	1	2	3	4	5
49	Applies this knowledge in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior.	1	2	3	4	5

Appendix 2 Site/Supervisor Evaluation Form

Date: _____

Mid-Michigan Psychology Internship Consortium Site/Supervisor Training Evaluation

1. Unsatisfactory - unacceptable for this level of training
2. Improvement Needed - clearly below what is generally expected at this level of training
3. Satisfactory - average at this level of training
4. Good - is recognizably above satisfactory for this level of training
5. Excellent - exceptional for this level of training

Overall Quality of Internship Training						
1	Please rate the overall quality of experience.	1	2	3	4	5
2	Please rate the overall quality of supervision.	1	2	3	4	5
3	Please rate the breadth of experience.	1	2	3	4	5
4	Please rate the depth of experience.	1	2	3	4	5
5	Please rate the overall professional atmosphere.	1	2	3	4	5
6	Please rate the consortium on its ability to develop the competencies necessary to function as an entry-level psychologist.	1	2	3	4	5
Consortium Structure						
7	Please rate the consortium on its representation of its training program.	1	2	3	4	5
8	Please rate how well the consortium communicated the internship goals and objectives.	1	2	3	4	5
9	Please rate how well the internship goals and objectives were achieved.	1	2	3	4	5
10	Please rate the overall organization and structure of this internship site.	1	2	3	4	5
11	Please rate the consortium in relation to providing the necessary activities required by its accrediting body (APA, APPIC) as you understand it (e.g. appropriate supervision, didactic training, etc.)	1	2	3	4	5
12	Please rate the intern evaluation forms.	1	2	3	4	5
13	Please rate the availability of the Training Director.	1	2	3	4	5
Intern Support						
14	Please rate the quality of the primary supervision you received.	1	2	3	4	5
15	Please rate the amount of supervision you received.	1	2	3	4	5
16	Please rate the availability of supervision.	1	2	3	4	5

17	Please rate the contribution of the didactic training seminars to your development as a well-rounded entry-level psychologist.	1	2	3	4	5
18	Please rate the opportunities for professional development.	1	2	3	4	5
19	Please rate the adequacy of available role models.	1	2	3	4	5
20	Please rate the supportiveness of the internship environment.	1	2	3	4	5
21	Please rate the peer support available throughout the internship.	1	2	3	4	5
22	Please rate the respect for interns.	1	2	3	4	5
23	Please rate the encouragement of personal growth.	1	2	3	4	5
24	Please rate the support for completing graduate research.	1	2	3	4	5
25	Please rate the balance between training and service delivery.	1	2	3	4	5
Training in Profession-Wide Competencies						
For the next set of questions, please consider all your MMPIC training including supervision, didactics, experiences, clinical work, and allocated time.						
26	Please rate how your MMPIC training supported your development in research.	1	2	3	4	5
Please provide feedback on how your MMPIC training supported your development in research.						
27	Please rate how your MMPIC training supported your development in ethical and legal standards.	1	2	3	4	5
Please provide feedback on how your MMPIC training supported your development in ethical and legal standards.						
28	Please rate how your MMPIC training supported your development in individual and cultural diversity.	1	2	3	4	5
Please provide feedback on how your MMPIC training supported your development in individual and cultural diversity.						
29	Please rate how your MMPIC training supported your development in professional values, attitudes, and behavior.	1	2	3	4	5
Please provide feedback on how your MMPIC training supported your development in professional values, attitudes, and behavior.						

30	Please rate how your MMPIC training supported your development in communication and interpersonal skills.	1	2	3	4	5
Please provide feedback on how your MMPIC training supported your development in communication and interpersonal skills.						
31	Please rate how your MMPIC training supported your development in assessment.	1	2	3	4	5
Please provide feedback on how your MMPIC training supported your development in assessment.						
32	Please rate how your MMPIC training supported your development in intervention.	1	2	3	4	5
Please provide feedback on how your MMPIC training supported your development in intervention.						
33	Please rate how your MMPIC training supported your development in supervision.	1	2	3	4	5
Please provide feedback on how your MMPIC training supported your development in supervision.						
34	Please rate how your MMPIC training supported your development in consultation and interprofessional/interdisciplinary skills.	1	2	3	4	5
Please rate how your MMPIC training supported your development in consultation and interprofessional/interdisciplinary skills.						

Which internship experiences did you find most beneficial and why?

What suggestions do you have for improvement of the internship training program?

What experiences in your internship specifically aided you in obtaining post-internship employment?

What changes in your knowledge/skills/attitudes/values have occurred as a result of your internship?

Additional Comments (attach a separate sheet if desired):

Policies Acknowledgement

The purpose of this document is to ensure that the intern has had the opportunity to review with a supervisor the following policies and procedures. The intern will initial next to each policy and/or procedure they have reviewed. They will then sign below indicating that they have reviewed all documentation, and they are acknowledging their understanding of the policies and procedures of the Mid-Michigan Psychology Internship Consortium, and their willingness to comply with the stated policies and procedures.

- 1. American Psychological Association Ethical Principles of Psychologists _____
- 2. American Psychological Association Code of Conduct _____
- 3. Due Process and Grievance Procedures _____
- 4. Non-Discrimination Policy _____
- 5. Internship Consortium Agreement _____
- 6. Internship Handbook _____

I _____, Psychology Intern, have reviewed and understand each of the documents listed above.

Intern Signature

Supervisor Signature

Date

Note: Please return this form to internship training co-director, Jana Aupperlee, within one week.

I cut this out from page 23

The Mid-Michigan Psychology Internship Consortium (MMPIC) uses videoconferencing for regular trainer meetings and when weather conditions make travel to and from sites treacherous. This format is utilized to meet supervision or didactic requirements when weather prevents meeting face to face. Interns and a faculty facilitator meet in a virtual conference room and interact via high-quality real-time transmission of simultaneous video and audio. These sessions occur at regularly scheduled supervision times or group didactic times. The use of videoconference technology for supervisory experiences is consistent with MMPIC’s model and training aim as MMPIC places a strong training emphasis on access to behavioral healthcare in rural and underserved areas, which often includes the use of telehealth services. Given that the sites are up to 60 miles away from one another, the use of technology facilitates relationship building without creating a time burden on interns or trainers.

MMPIC recognizes the importance of supervisory relationships. Telesupervision is led by members of the MMPIC training committee, the site supervisors and training co-directors, with whom interns already have prior relationships established. It is expected that the foundation for these supervisory relationships will be cultivated initially during MMPIC's orientation and maintained during weekly supervision. Didactic trainings are coordinated by the primary site supervisor, though the presenter may be a psychologist, physician, or professional not officially affiliated with MMPIC. For all clinical cases discussed during group supervision, full professional responsibility remains with the intern's primary supervisor, and any crises or other time-sensitive issues are reported to that supervisor immediately. Interns are provided contact information for their site-based supervisor(s) and a Training Co-Director including email and phone numbers, so crises and time-sensitive information can be reported as necessary.

All MMPIC videoconferencing occurs over a secure network using site-administered videoconferencing technology. Supervision sessions using this technology are never recorded, thus protecting the privacy and confidentiality of all trainees. All interns are provided with instruction regarding the use of the videoconferencing equipment at the outset of the training year. Technical difficulties that cannot be resolved on site are directed to the Distance Learning Service (DLS) Help Desk.