1. **The Mission and Vision of the Psychology Internship Training Program**

**Mission Statement:**

The mission of the Psychology Internship Training Program is to provide high quality, intensive training in the roles, duties, and responsibilities of the Health Service Psychologist functioning in a large multi-site health care system. The major area of education and training is Clinical Psychology, with an emphasis in Clinical Health Psychology. Additional education and training is provided in the focus areas of low socio-economic populations as well as in specialty medical clinics. Psychology Interns receive education, training, and supervision in multiple areas including direct service provision to patients, integrative services with other health professionals, program development, consultative services, outcome research, and community outreach services. A scholar-practitioner model is utilized in which clinical services are based on scientifically sound clinical research that incorporates biological, psychological, social, systemic, economic, and cultural factors. Psychology Interns receive mentoring from the psychologist supervisors so as to become secure in their professional identity, able to work collaboratively with other disciplines, and competent to provide clinical care in an ethical and professional manner.

**Vision Statement:**

The vision of the Psychology Internship Training Program is to provide education and training consistent with the professional development of Health Service Psychologists. Interns function as a member of a multi-disciplinary team and interface with medical providers and other behavioral health and healthcare providers, including students, residents, and trainees in other health professions. This inter-professional model is designed to allow for a delineation of the role of the psychologist as well as an appreciation of the unique contributions of the other members of the integrated treatment team. This patient-centered care model allows interns to provide valued services throughout Aurora Health Care and enhance the quality of the clinical services available to the patients served by the health care system. Graduates of the training program will be able to meet the demands of an integrative healthcare system as psychologists and other behavioral health professionals become integral members of the treatment team.

2. **History and Organization of the Training Program**

**History:**

The Department of Psychiatry was established at Mount Sinai Hospital in the early 1970s, and between 1975 and 1980 two psychology interns completed their training in the program. An academic Department of Psychiatry was established in 1980 as part of the Milwaukee Clinical Campus of the University of Wisconsin Medical School. Two additional psychology interns were trained in the program between 1980 and 1985. In
1985 the Department of Psychiatry established a goal of creating a formal Psychology Internship Training Program to complement the Psychiatry Residency Program which had been started in that year. In 1987 Mount Sinai Hospital merged with Good Samaritan Medical Center, and this action provided the stability needed for further program development. The program has consistently trained between two and four interns per year since that time. In 1988 the internship program was formally recognized by the Medical Center as being a valuable component of the overall teaching mission of the institution. In 1995 the program underwent the initial site visit from the Commission on Accreditation of the American Psychological Association and was granted full APA accreditation status. The program received re-accreditation in 1998, 2001, and 2006. The academic Department of Psychiatry was closed in 1999, and the Psychiatry Residency Program was ended at that time. The Internship program continues to be sponsored by Aurora Health Care and Aurora Behavioral Health Services.

**Organization:**

**Aurora Health Care.** Aurora Health Care is Wisconsin’s largest not-for-profit health care system which includes multiple major medical centers and numerous clinics located throughout the State of Wisconsin. Aurora is divided into several administrative regions, and the Milwaukee area facilities fall within the Greater Milwaukee East and Greater Milwaukee West regions.

**Aurora Behavioral Health Services.** Aurora Behavioral Health Services provides the administrative structure for all mental health services within the Aurora Health Care system. It is the official institutional sponsor of the Internship program and provides for the administrative needs of the program. The interns are credentialed as providers of care through ABHS.

**University of Wisconsin School of Medicine and Public Health.** The University of Wisconsin School of Medicine and Public Health has residency programs located at Aurora Sinai Medical Center and Aurora St. Luke’s Medical Center, with training in internal medicine, obstetrics/gynecology, family practice medicine, cardiology, gastroenterology, geriatric medicine, pharmacy, and other specialties. Interns have opportunities to interact with residents and physicians in other disciplines during the course of their training.

**Faculty.** The faculty involved in the training program come from a variety of backgrounds and include PhD, PsyD, and MD/DO practitioners. Most of the faculty are employed by Aurora Behavioral Health Services and are located at several sites including Aurora Sinai Medical Center, Aurora St. Luke’s Medical Center, and Aurora West Allis Memorial Hospital.

**Training Facilities.** Aurora Health Care consists of multiple facilities, and opportunities for training are available at several sites. Aurora Sinai Medical Center is located in downtown Milwaukee and primarily serves an urban population. Aurora St. Luke’s Medical Center and Aurora West Allis Memorial Hospital are located in suburban
settings and provide many specialty medical services such as cardiology, oncology, and women’s health.

3. **General Goals and Objectives of the Psychology Internship Training Program**

The goals of the training program are to provide the interns with education and training experiences sufficient to prepare them for the professional practice of Health Service Psychology in a large multi-faceted system of health care. The professional practice of psychology is considered to include multiple competencies, including provision of direct clinical service, knowledge of the scientific basis of interventions, design and implementation of outcomes research, education of staff, supervision of providers, and working within integrated systems of care. Competencies which cross all of these areas include professionalism, understanding of individual and cultural diversity, ethical practice, and regulatory/legal requirements. The objectives of the internship are that the interns become proficient in all aspects of these areas as defined below.

**Clinical Service.** The interns provide direct clinical services to patients who evidence a wide range of psychological and medical disorders. The clinical service components include:

1. Assessment of psychological and behavioral components of physical and mental health to determine problems and strengths so as to plan prevention or treatment strategies. The assessment utilizes data from biological, psychological, social, systemic, developmental, and cultural aspects of health. Assessment also includes the use of standard psychometric instruments relevant to the health field. The results of the assessment are communicated effectively to the patient, family, social support system, and other health care professionals.

2. Provision of evidenced-based psychological approaches for the prevention and treatment of common health and mental health problems. These interventions include individual and group therapy approaches as well as family, caregiver and community education regarding prevention and health promotion.

3. Provision of consultation services to other team members regarding specific aspects of patient care, assisting with the psychological and behavioral aspects of presenting problems. Interns seek consultation from other health service providers to become familiar with common medical, dental, and pharmacologic treatments, as well as complementary and alternative treatments. Consultation can also include those conducted at wider organizational levels as well.

**Scientific Knowledge, Outcome Evaluation, and Practice Initiatives.** The interns review and adapt the empirical literature to meet the needs of our patient populations and enhance the effectiveness of clinical interventions. A scholarly approach is applied in
clinical practice, and the interns function in a local clinical scientist model of practice. This is accomplished through:

1. Knowledge of the literature on evidenced based treatments and a critical adaptation of that literature to our setting, as well as a variety of professional issues related to the practice of Health Service Psychology. Interns must be knowledgeable about the biological, psychological, social, cultural, and developmental aspects of behavior, and how these factors affect health and behavior, disease progression, treatment outcomes, and wellness.

2. The interns participate in the formal educational offerings sponsored by ABHS, including the monthly Evidenced-Based Behavioral Health Series as well as various full day workshops offered throughout the year. Aurora Behavioral Health Services is approved by the American Psychological Association to sponsor continuing education for psychologists. Interns also participate in formal educational offerings from other disciplines in the primary care and specialty medical care settings.

3. The interns assist in the development of new services according to the needs of the patient population. This service development is based on an examination of the empirical literature pertaining to the particular disorder and/or treatment modality as well as local population based data.

4. The interns incorporate outcome evaluation methods into service delivery models, so as to obtain relevant data regarding treatment effectiveness including psychological, affective, behavioral, and medical measures. Outcome measures also examine cost-effectiveness and medical-cost offset.

5. The interns participate in the education of other primary care health care providers regarding treatment algorithms developed by Aurora Behavioral Health Services providers. These initiatives have been designed to provide educational, assessment, and treatment guidelines for particular disorders.

Education. The interns are involved in representing the practice of psychology to various groups including other behavioral health and medical caregivers, patients, and the public at large. Such education concerns the practice of psychology, the relation of psychology to other disciplines, and material regarding psychological disorders and their treatment. Education is provided through a variety of means, including:

1. Dissemination of the literature to other caregivers in both formal and informal settings. The interns present formal seminars to caregivers, engage in case conceptualizations in team meetings, and meet with caregivers informally for consultation regarding issues related to assessment and treatment of patients. The interns relate current developments in the field and model the evidenced based approach to treatment by presentations of their own research, as available.
2. Interns perform an educational function when engaged in co-therapy with other interns, caregivers, or practicum students. The interns work collaboratively with other caregivers in the development and delivery of services, and are able to perform an educational function in the course of this development.

3. The interns provide education to the community and larger population based groups, particularly as regards health, mental health, prevention, and wellness.

Supervision of Other Mental Health Caregivers. The interns may gain experience in the supervision of Master's or Doctoral level students by participating in the training opportunities provided to students from local university training programs in psychology and social work. Such supervisory activities may include:

1. Didactic seminars regarding supervision, as well as supervision of supervision opportunities. Interns become knowledgeable about the theories and models of supervision.

2. Regularly scheduled supervision of Master's or Doctoral level practicum students, including individual supervision and group supervision formats as available.

3. Interns may also have the opportunity to supervise practicum students in a co-therapy context, in the course of providing group therapy services.

Working Within Integrated Systems of Care. The interns are expected to fully participate in the activities of the treatment team as outlined above. The interns also gain experience with the role of Health Service Psychologists within the larger context of the Aurora Health Care system. Such integration includes:

1. An understanding of the complexity of the current health care delivery system, including managed care, participation in provider networks, treatment plan requirements, and patient billing. The interns are expected to meet the same productivity standards as other clinic therapists, pro-rated to account for the time allocated for other training activities.

2. The interns become knowledgeable about the core competencies for interprofessional practice. These include an understanding of the values and ethics of other health professions, the roles and responsibilities of the different disciplines, and the development of skills in interprofessional communication and team integration. The interns gain experience in working with other health care providers and become knowledgeable regarding the benefits of such collaboration to the patients and to the health care system as a whole.
The overall allocation of the interns’ time is as follows, based on a 40 hour week:

<table>
<thead>
<tr>
<th>Billable Clinical Time</th>
<th>Non-Billable Clinical Time</th>
<th>Training Activities</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 hours scheduled per week, primarily at the Behavioral Health Clinic. Some rotations may provide for scheduled billable time at other facilities as well.</td>
<td>12 hours per week are available to engage in clinical activities which are not billed for by the intern. These activities include participation in the focus areas of specialty medical clinics.</td>
<td>4 hours per week supervision 1 hour per week didactic seminar 1 hour per week of administrative supervision and clinic meetings 2 hours per week of professional development time (assigned readings, attending additional educational opportunities)</td>
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4. **Description of the Behavioral Health Clinic and the Emphasis of Training**

The Internship is designed to make maximal use of the resources available to Aurora Behavioral Health Services. The interns are assigned to the Aurora Behavioral Health Clinic at Aurora Sinai Medical Center as their primary practice setting, and provide care to patients within that clinic. The major area of training is Clinical Psychology, with an emphasis in Clinical Health Psychology. The training is based on experiences that provide a focus on low socioeconomic populations and on specialty medical clinics.

*The Outpatient Behavioral Health Clinic Setting.* The outpatient Aurora Behavioral Health Clinic primarily serves a low socioeconomic level population, where multiple factors often combine to influence the patient’s psychological and physical well-being. The interns provide treatment regarding the psychological and medical aspects of the patient’s difficulties, and collaborate with other medical caregivers to provide integrated care. Treatment interventions include assessment, crisis intervention, individual therapy, and group therapy. Therapy modalities include cognitive, cognitive-behavioral, behavioral activation, acceptance and commitment, and elements of dialectical behavior therapy. The services provided are reflective of trauma-informed care as well as the recovery model of mental illness and substance abuse. The characteristics of the patient population reflect a wide range of presenting issues and psychological disorders. The interns function as a member of the treatment team and participate in all clinic functions such as team meetings and clinic staff meetings.

The treatment provided in the outpatient mental health clinic is designed to address the psychological, medical, social, cultural, and developmental aspects of behavior. The training model is consistent with the Health Service Psychologist model, which is practiced across different treatment settings ranging from primary care medical clinics to specialty medical clinics to traditional mental health clinics. Interventions also include primary prevention targeting lifestyle aspects such as diet, exercise, tobacco use, and
substance use. Education of wider audiences, such as community organizations, forms a basis for interventions as well.

**Focus Areas Of Training in Primary Care and Specialty Medical Clinics.** The training emphasis in Clinical Health Psychology includes experiences in several focus areas throughout the training year. These areas include cardiology services, oncology services, women’s health, transplant services, bariatric surgery, neuropsychology, and primary care. Interns will rotate through four different services on a three-month basis to obtain an experience in the unique characteristics of each treatment setting, to complement the characteristics of providing psychological services common to all medical settings.

5. **Supervision, Evaluation, and Competency Assessment**

*Supervision.* Individual supervision is considered to be essential to the development of the clinician, and a minimum of two hours per week of regularly scheduled individual supervision is provided by licensed psychologists. Interns are assigned to their supervisors based on their specialty medical rotations. Interns typically spend three-month intervals with their supervisors, allowing for formal supervisory contact with several of the psychologist supervisors throughout the internship year. Supervisors adopt a mentoring model, in which the supervisor and intern together develop goals for the rotation and update those goals periodically as the training proceeds, based on the competencies for education and training of Health Service Psychologists. The interns are expected to assume increasing independence as the training year proceeds, and training experiences tend to be graded in complexity and degree of independence.

Supervision is also conducted in group formats and with practitioners of different disciplines. Interprofessional education and training allow the interns to increase their understanding of the roles and responsibilities of other disciplines, while helping to delineate the unique role played by psychology in the multi-disciplinary setting.

Practicum students may also participate in supervisory experiences, and the interns may be able to supervise the practicum students throughout the training year. Supervision of supervision is available in these instances.

*Evaluation and Outcome Assessment.* Standard, written evaluations are completed on a quarterly basis. The interns are evaluated in a variety of areas consistent with the training competencies including clinical service provision, scientific knowledge base, specific goals set for the rotation, response to supervision, consultation skills, and research skills. The interns in turn evaluate their supervisors on a variety of scales related to the quality of the supervisory experience. The interns also evaluate the practicum students and in turn are evaluated by those students.

The interns are also asked to rate the quality of the program as a whole, and are encouraged to provide suggestions for improvement in the training program.
6. **Application Procedure**

*Applicants.* We are particularly interested in applicants who display evidence of a strong interest in professional practice as a Health Service Psychologist. Such evidence may include enrollment in a specialty training track in their graduate school, selection of practicum experiences related to that area, and selection of dissertation or research topics related to that area. For example, successful applicants have been enrolled in a Health Psychology track in school, have completed elective courses in health related topics, have obtained practicum placements in medical settings, and have completed a dissertation or participated in research related to behavioral health topics. In addition, such applicants express an intention to practice in medical settings following internship or to pursue post-doctoral training in Clinical Health Psychology. The overall goal of the search process, then, is to obtain congruence between the intern's training needs, the resources of the program, and the needs of the Behavioral Health clinic so as to maximize the benefits of training for all participants.

The pre-doctoral internship adheres to the Equal Employment Opportunity statement of Aurora Behavioral Health Services and Aurora Health Care. Training and development are enhanced in a setting where faculty, students, and staff represent a wide range of diversity in such areas as race, national origin, ethnicity, gender, age, sexual orientation, and religious background.

*Application Procedures.* Participants in the psychology pre-doctoral internship program of Aurora Behavioral Health Services are employees of Aurora Health Care, Inc. Employment with Aurora Health Care is conditional upon completion of the pre-employment drug test, criminal background check, and physical assessment to be performed by a designee of Aurora Health Care to certify that the individual is able to undertake the job duties of the position.

In addition, individuals accepted into the program must meet the minimum requirements of the Psychologist Intern job description. These requirements in part include:

- Requires Master’s degree in clinical psychology, clinical social work, counseling psychology, guidance, mental health nursing, or other related area.

- Requires 3000 hours post-master’s degree supervised psychotherapy experience, as evidenced by independent provider status in the State of Wisconsin. Prior to their first day of employment psychology interns must provide documentation from the State of Wisconsin Department of Safety and Professional Services confirming their status as a Licensed Professional Counselor (LPC), Licensed Clinical Social Worker (LCSW) or Licensed Marriage and Family Therapist (LMFT) in the State of Wisconsin.

- Must be actively enrolled and maintain satisfactory standing in a recognized and approved professional psychology program.
• Must have successfully completed the required psychology coursework from an accredited college or university.

This site utilizes the Association of Psychology Postdoctoral and Internship Centers (APPIC) uniform application. That application can be obtained at the APPIC website (www.appic.org). The APPIC regulations for selection are also available at that website. This internship abides by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant prior to Uniform Notification Day.

In addition to the Uniform Application, please include all graduate transcripts, a curriculum Vita, and three letters of recommendation with your application.

Accreditation status can be obtained by contacting the APA at:

American Psychological Association
Commission on Accreditation
750 First Street, NE
Washington, DC 20002-4242
(202) 336-5500

7. Faculty

Aurora Behavioral Health Services Psychology Staff:

Debra Anderson, PhD
Betsy Blair, PsyD
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Joseph Cunningham, PhD, ABPP-CN
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Jeffrey Lauzon, PhD
Greg Schramka, PsyD
Kristina Vollmer, PhD
8. **References**


