

Hamm Clinic
Doctoral Psychology Internship Program 2015 - 2016

Training Model and Philosophy

The Hamm Clinic Psychology Doctoral Internship training philosophy is based on the practitioner-scholar model, which emphasizes that clinical practice, is informed by the science of psychology. Interns learn to use scholarly inquiry to understand and apply relevant research findings to clinical practice.

The Board and all clinical staff at Hamm Clinic understand that training the next generation of mental health service providers is a core mission of our organization. To support this mission, supervisors and other staff clinicians are regularly available for consultations. Additionally, Hamm Clinic provides monthly in-service trainings – bringing in mental health professionals from the community; we also support an annual community conference featuring national leaders speaking on mental health issues. We strongly encourage consultation across mental health disciplines and recognize the value that these clinicians can bring to the psychologist's work with his/her clients.

The clinical staff at Hamm Clinic use and support an integrative theoretical approach to therapy. This includes --but is not limited --to psychodynamic therapy, emotionally-focused couple's therapy, family therapy, cognitive behavioral therapy and multicultural therapy. Other therapeutic interventions that interns encounter include mindfulness, distress tolerance and emotional regulation skills, assertiveness and interpersonal communication skills.

An additional benefit of training at Hamm Clinic is access to on-site availability of fully-credentialed psychiatrists. Interns are encouraged to consult with our psychiatric staff about clients and treatment needs. Many of our clients' mental health treatment includes psychiatric medications and benefit from psychiatric evaluation. This unique opportunity to work in consultation with psychiatrists on an ongoing basis helps the intern learn the skills necessary to collaborate with a client's medication prescriber in community practice.

Commitment to Diversity

Our commitment to diversity is evident in our focused interest to provide mental health treatment to non- native English speaking clients. We have provided therapy services to non-native English speaking clients for 15 years. Recent statistics show Hamm Clinic provided clinical services to a population that was 56% women; 44% men, with a median age of 40 years old (40.4 age of women; 39.9 age of men). 47% of our clients use commercial insurance, 46% use state or federal funded programs to pay for treatment (i.e., Medicare, Medicaid/Medical Assistance) and 7% have no insurance and utilize the sliding fee scale. Additionally, we continue to work to expand our mental health services to individuals from diverse ethnic and cultural backgrounds. Currently, our client population includes 20% people of color which is similar to the racial and ethnic demographic of our 5 county service area. We currently provide psychological services including therapy and assessment and psychiatric consultations in English and Spanish.

In accordance with APA Ethical Standard 7, Item 7.04, Hamm Clinic does not require interns to disclose many forms of personal information in the context of training. At the same time, we also recognize as clinicians that our own personal reactions when providing therapy can affect client care. As such, interns are encouraged to explore their own personal reactions in providing therapy during supervision, consultation group and when applicable, personal therapy.

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Training Goals

Goal 1.

- Interns will develop clinical skills required for professional practice in psychology.
- Interns will demonstrate the ability to conduct initial assessments, develop case conceptualizations and treatment plans.
- Interns will demonstrate the ability to work within a range of therapeutic modalities and are expected to develop competency in general psychotherapy skills.
- Interns will demonstrate the integration of theory and research into clinical

practice. Goal 2.

- Interns will develop competence in ethics and legal matters.
- Interns will demonstrate knowledge of APA ethical principles.
- Interns will demonstrate knowledge of the laws and regulations related to the practice of professional psychology.

Goal 3.

- Interns will demonstrate the ability to consult and collaborate with a multi-disciplinary staff.
- Interns will demonstrate the ability to consult and collaborate with individuals from other mental health professions such as social work, psychiatry, and marriage and family therapy, and health professions such as nursing. Goal 4.

- Interns will develop skills for working with individual and cultural diversity.
- Interns will demonstrate the ability to examine their own attitudes, assumptions, behaviors, and values in working with individual and cultural diversity issues.
- Interns will demonstrate the ability to provide services sensitive to individual and cultural differences.
- Interns will demonstrate the ability to seek consultation and to pursue further learning regarding diversity issues.

Goal 5.

- Interns will develop a professional identity as a psychologist.
- Interns will demonstrate the ability to interact professionally with peers, supervisors, administrative and professional staff.
- Interns will demonstrate professional responsibility with case management, documentation, and time management.
- Interns will demonstrate professional maturity.

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Direct Service

Interns are expected to schedule 20 direct service hours per week in the following areas:

Individual Therapy: Interns primarily provide individual therapy to clients. The length of treatment is determined by client need, client motivation and type of treatment. These guidelines allow for brief, moderate and longer-term therapy. Interns are responsible for conducting intake assessments, managing their caseload with supervision input, on-going treatment and making referrals to resources within and outside the clinic. Hamm Clinic does offer comprehensive psychological testing services for accurate diagnosis and determining effective treatment for our clients. Additionally, psychiatrists provide diagnostic evaluations and psychotropic medication management. The intern providing individual therapy has the opportunity to work in collaboration with the psychological assessor and the psychiatrist.

Psychological Assessment: Interns complete a minimum of six full assessment batteries during their internship year. Interns write psychological reports that provide a constructive response to the referral question(s). Interns are trained as consultants in providing psychological assessment and learn to determine the appropriateness of testing including clarifying the referral question, provide a diagnostic clinical interview, conduct formal test administration and provide a feedback session to client and the referring provider.

Optional Activities (based on trainee interest and availability):

Couple Therapy: Interns work with our couples therapists to provide couples therapy.

Group Therapy: Interns co-facilitate a group with a staff clinician. The tasks of therapy groups range from exploring interpersonal relationships to providing psycho-education. Groups meet weekly.

Supervision and Training

Individual Supervision (2 hours/week): Interns meet twice a week for one hour with their primary supervisor who is responsible for supervising the majority of clinical activities.

Psychological Assessment Supervision (2 hours/week): Interns meet once individually and once as a group with the Psychological Assessment Supervisor to discuss and review their psychological assessment work and to receive didactic training. Additional supervision hours are determined by the psychological assessment supervisor based on the intern's level of competency in psychological assessment.

Clinical Consultation Team (1 hour/week): Interns attend a weekly multi-disciplinary clinical consultation group. Interns are strongly encouraged to be active participants in clinical consultation group. Interns are formally evaluated on their capacity to give and receive consultation in a group setting two times per year by a doctoral level psychologist in the interns' clinical consultation group. Clinical consultation groups include licensed clinical social workers, licensed psychologists, psychiatrists, and trainees from psychiatry, social work, and psychology.

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Training Seminar (3 hours/week): Interns attend a weekly 3 hour seminar with trainees from other disciplines (e.g., psychiatry and social work) to learn about various topics related to providing mental health services. These seminars are taught by Hamm Clinic staff and clinicians from the community. Sample topics have included Personality Disorders: Assessment and Diagnosis, Working with Latino/Latina Clients, Introduction to Dialectical Behavior Therapy, and Cognitive Behavioral Therapy to Treat Panic Disorder and Psychodynamic Psychotherapy.

Dissertation/Research (2 hours/week): Interns use 2 hours per week to work on their dissertations or research of their choice.

Group Supervision (2 hour/month): Interns attend a monthly one hour of group supervision twice a month to address professional growth and clinical issues.

Journal Club (1 hour/month): Interns attend a monthly 1 hour journal club. Journal articles and readings pertaining to client care are distributed and discussed. Past readings have included readings related to treatment and research of various clinical diagnoses, ethics, clinical and professional boundaries, multi-cultural therapy, and supervision. .

Evaluation and supervision projects: As per CoA requirements, interns must demonstrate an “intermediate to advanced level of professional skills, abilities, proficiencies, competencies, and knowledge” in the areas of evaluation and supervision. To meet this requirement, interns may write a papers or do projects of interest in these areas. In the past, interns have provided helpful information on ways to improve the quality of internship training at Hamm Clinic.

Case Presentations: During the course of the year, interns give two clinical case presentations to the clinical staff and invited guests. These presentations include: a thorough case conceptualization based in a psychological theory; description and rationale, informed by research, for the specified clinical intervention; and evaluation of the treatment outcome.

Conferences: Interns attend monthly in-services taught by community professionals who are invited to the clinic to provide continuing education. Hamm Clinic also sponsors at least one conference during the year featuring a nationally recognized speaker. These various training opportunities are incorporated into the interns learning plan for the year.

Optional Supervision (based on trainee interest and availability):

Couples Therapy Supervision: Interns meet with a supervisor to review couple’s therapy cases. The number of hours and frequency of meetings is determined by the supervisor and considers the intern’s level of competency in providing couple’s therapy and the number of couple/family cases the intern is serving. This supervision would be in addition to baseline supervision of two hours per week of individual supervision for psychotherapy and one hour per week of group supervision for psychological assessment.

Group Therapy Supervision: Interns meet regularly for at least one half-hour per week with the co-

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facilitator of the group. The co-facilitator also serves as the intern's group therapy supervisor.

Evaluation

- Interns complete a self-assessment of skills at the beginning of their internship. The self-assessment of skills is based on the training program's goals and objectives and these standards are used to determine successful competence for each objective.
- Interns complete a learning contract at the beginning of their internship. The learning contract will be updated and revised periodically as determined by the supervisor and intern based on the intern's training needs.
- Interns are evaluated by their primary supervisor at the mid-term and end of their internship year. The evaluation is based on the intern's competence on each of the training program's goals and objectives.
- Interns are evaluated by the assessment supervisor at the mid-term and end of their internship year. The evaluation is based on the intern's competence to provide psychological assessment.
- Interns are evaluated by the licensed psychologist and other members of their interdisciplinary consultation team on their clinical consultation skills at the mid-term and end of their internship year. The evaluation is based on their capacity to give and receive consultation in a multidisciplinary group setting
- Interns are evaluated on 2 formal case presentations based on thoroughness in case conceptualization, incorporation of research-based knowledge, clinical intervention, and evaluation of treatment outcome.
- Interns provide evaluations of their primary supervisor at mid-year and year end and a program evaluation at the end of their internship year.
- Interns provide evaluations of other supervisors with whom they have worked at a frequency determined by the Director of Psychology Training (i.e., couples, group, and assessment).
- Interns are aware that all supervisors meet monthly to discuss supervisee's and issues related to supervision including administrative, training, clinical issues and the intern's progress.
- Interns receive continuing and timely feedback in regards to their work performance.

Stipend and Benefits

Hamm Clinic provides 2 full-time doctoral psychology internship positions. The stipend for the 2015-2016 training year is \$22,500 and up to \$130 per month for parking for the training year in accordance with current clinic policies. Interns are allowed to use two hours per week to work on their dissertations or research of their choice. Interns can arrange to take 2 weeks of personal time off (PTO) in addition to time off for each clinic-scheduled holiday. . Health Insurance is not offered.

Eligibility and Selection Process

Applicants must meet the following prerequisites to be considered for our program:

1. Passed their comprehensive examinations
2. Have dissertation proposals approved by graduate program
3. Approval for internship status by graduate program training director

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4. Completed at least one therapy practicum
5. Completed at least one assessment practicum
6. A minimum of 100 hours conducting adult psychotherapy
7. A minimum of 350 direct service practicum hours at application time
8. A minimum of 600 direct service practicum hours at internship start date

Successful Completion

- Interns will complete 2,000 hours during the internship year
- Interns need a passing level of competence in all five core areas of training (competence in theories and methods of psychological assessment, competence in psychotherapy and psychological interventions, constructive consultation and use of supervision, ethics and professional behavior, and sensitivity to diversity issues)
- Interns present two structured case presentations which include thoroughness, case conceptualization, clinical intervention, and evaluation of treatment outcomes.
- For successful completion of the Scholarly Inquiry requirement, the intern may do one of the following three options: Develop a presentation for an in-service in an area of clinical interest, make a poster-presentation at a local or national conference or write a paper integrating scholarly material with clinical work.

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Training Staff

Robert Mantell, RN, Ph.D.,

L.P. Director of Psychology

Training

University of Minnesota, Twin Cities Campus, Department of Educational Psychology Internship at
Brockton/West Roxbury VAMC in Brockton, Mass.

Area of specialization: Individual psychotherapy with adults and geriatric clients

Barbara Benner, Ph.D., L.P.

University of North Dakota, in Clinical Psychology

Area of specialization: Individual therapy with adults and older adolescents; Axis II issues: cross-cultural issues.

Nancy Hammond, Ph.D., L.P.

University of Minnesota, Twin Cities Campus, in Clinical Psychology Internship at Minneapolis VAMC

Area of specialization: Psychological Assessment

Michael Wilke, MA, LP

University of St. Thomas

Internship at The City, Inc., Minneapolis

Areas of specialization: Couples, Cross-cultural therapy.

Yvonne Nobles, Psy.D., L.P.

University of St. Thomas

Internship at Human Services Incorporated (HSI) in Washington County now known as Canvas Health

Areas of specialization: Multi-cultural Counseling

Anesh Patel, Psy.D., L.P.

University of St. Thomas

Internship at University of Minnesota University Counseling and Consulting Services Areas of
specialization: Multi-cultural and Group Psychotherapy

Additional Training Staff

Kathy Brush, Psy.D., L.P.

University of St. Thomas

Internship at the Mental Health Collective and the Center for Victims of Torture

Area of specialization: Trauma, Multi-cultural Counseling, Management of chronic pain

Mary Ellen Jaehne, MSW, LICSW

Clinical Coordinator

University of Minnesota

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Rachel Richardson, MSW, LICSW
University of St. Thomas/College of St. Catherine

Su Sethna, MSW, LICSW
Training Coordinator
University of Minnesota, Twin Cities Campus

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Where Are Our Interns?

| Year | Graduate Program | Program | Degree | Post Intern Experience | Gender |
|--------|---|------------|--------|--|--------|
| 2014.1 | University of Minnesota, Twin Cities Campus | Counseling | Ph.D. | Post Doc, VAMC, Waco, Texas | F |
| 2014.2 | Hawaii School of Professional Psychology | Clinical | Psy.D. | Community Clinic, Wisconsin | F |
| 2013.1 | University of Indianapolis School of Psychological Sciences | Clinical | Psy.D. | Post doc at Meridian Psychological Associates, | M |
| 2013.2 | Minnesota School of Professional Psychology | Clinical | Psy.D. | Post doc at the Program in Human Sexuality, University of Minnesota, | F |
| 2012.1 | Rosemead School of Psychology | Clinical | Psy.D. | Post doc at the Menninger Clinic in Houston, Texas | M |
| 2012.2 | Illinois School of Professional Psychology | Clinical | Psy.D. | Post doc at Yankton State | F |
| 2011.2 | Nova Southeastern University | Clinical | Psy.D. | Post doc and employment in CMHC, Philadelphia, PA | F |
| 2011.1 | John F. Kennedy University | Clinical | Psy.D. | Post doc, Toronto, Canada | M |
| 2010.2 | Pacific University | Clinical | Psy.D. | Post doc State University College Counseling Program, | F |
| 2010.1 | University of St. Thomas | Counseling | Psy.D. | Post doc Emily Program, St. Paul, MN | F |
| 2009.3 | Chicago School of Professional Psychology | Clinical | Psy.D. | Private practice, Chicago, Ill | M |
| 2009.2 | Minnesota School of Professional | Clinical | Psy.D. | Post doc, Hamm Clinic | F |

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|--------|--|------------|--------|-----------------------------|---|
| 2009.1 | Chicago School of Professional Psychology | Clinical | Psy.D. | Private practice, Mpls, MN | F |
| 2008.4 | Loyola College In Maryland | Clinical | Psy.D. | Private practice, MN | F |
| 2008.3 | Minnesota School of Professional | Clinical | Psy.D. | Private practice, MN | F |
| 2008.2 | Minnesota School of Professional Psychology | Clinical | Psy.D. | Private practice, MN | F |
| 2008.1 | University of St. Thomas | Counseling | Psy.D. | Post doc, Hamm Clinic | F |
| 2007.1 | Chicago School of Professional Psychology | Clinical | Psy.D. | Post doc, CMHC, MN | F |
| 2007.2 | Minnesota School of Professional | Clinical | Psy.D. | Private practice, MN | F |
| 2006.2 | University of St. Thomas | Counseling | Psy.D. | Post doc, Hamm Clinic | M |
| 2006.1 | Minnesota School of Professional Psychology | Clinical | Psy.D. | Post doc, Autism Center, MN | M |
| 2005.3 | Chicago School of Professional Psychology | Clinical | Psy.D. | Post doc, CMHC, MN | F |
| 2005.2 | California School of Professional Psychology | Clinical | Psy.D. | CMHC, MN | M |
| 2005.1 | University of St. Thomas | Counseling | Psy.D. | Private practice, MN | F |

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Inquiries regarding Hamm Clinic's Psychology Doctoral Internship Program should be addressed to:

Robert Mantell, RN, Ph.D., L.P. Director of Psychology Training Hamm Memorial Psychiatric Clinic 408 St. Peter Street, Suite 429
St. Paul, Minnesota, 55102-1119 email: bmantell@hammclinic.org

Hamm Clinic is committed to fully utilizing our human resources through a policy of equal employment opportunity. We will not knowingly discriminate on the basis of any legally protected category, including race, age, color, religion, creed, sex, marital status, national origin, handicap / disability, veteran status, sexual orientation or public assistance.

HAMM CLINIC

Hamm Clinic is a private, non-profit outpatient mental health clinic in the Twin Cities that provides services to adults from diverse backgrounds. As a non-profit outpatient mental health clinic, Hamm Clinic provides clinical services on an ability to pay basis. We accept client fees as determined by a sliding fee scale, insurance or medical assistance reimbursement. Hamm Clinic also is a MN Department of Human Services Rule 29 approved facility.

Hamm Clinic was founded in 1954 by Margaret Hamm Kelley. The Hamm Foundation Fund of The Saint Paul Foundation continues to provide significant financial support for Hamm Clinic.

MISSION STATEMENT

Hamm Clinic believes that comprehensive mental health care is a basic human need and should be accessible to everyone. Our mission is to provide:

- Quality, culturally competent outpatient mental health assessment and treatment for adults in our community, particularly the underserved and those who are unable to afford the full cost of care.
- Expert training and education for mental health professionals.
- Leadership in our community for effective mental health care.

CLIENT POPULATION

Hamm Clinic works with clients who present with a broad range of difficulty including those who experience situational crisis or adjustment difficulty to individuals with serious and persistent mental illness. In other words, our clients present with the entire spectrum of personal problems that are typically addressed in community mental health treatment (e.g., adjustment disorder, generalized anxiety disorder, major depressive disorder, substance use disorders, PTSD, and schizophrenia). As such, interns learn to work with a variety of acute and chronic mental health conditions. Additionally, over half of our clients have seen a psychiatrist at some point in their mental health care (i.e., 60% of our clients are on medication management).