Training for Psychiatry Residents

Hamm Clinic

Hamm Memorial Psychiatric Clinic, Inc. is an outpatient, mental health clinic that provides services to adults and families in the greater Twin Cities area. We are a private, non-profit clinic founded in 1954 by the Hamm Foundation. The Clinic continues to receive significant funding from the Hamm Foundation Fund of The Saint Paul Foundation. Hamm Clinic provides services on an ability to pay basis, accepting client fees determined by a sliding scale, insurance, or medical assistance reimbursement. The Clinic’s pre-doctoral psychology internship program is accredited, on probation, by the American Psychological Association (APA), and Hamm is an APPIC member psychology training site. The clinic is a MN Department of Human Services Rule 29 approved facility.

Mission Statement

Hamm Memorial Psychiatric Clinic is dedicated to providing mental health services to adults and families in the culturally diverse Twin Cities metropolitan area, particularly those who are unable to afford the full cost of treatment. The clinic is founded on a belief that access to quality mental health care is crucial to the well-being of the individual and the stability of family and community.

Hamm Clinic's primary area of service is outpatient psychotherapy and psychiatry. We serve a broad client population, from those experiencing situational crisis or adjustment difficulty, to those with serious emotional disturbance. Each person’s history, clinical condition and current life situation inform the treatment effort. Hamm Clinic is staffed by a multidisciplinary team of mental health professionals who value the client-therapist relationship as an integral part of the therapy process.

Hamm Clinic further supports quality mental health care by serving as a specialty training and educational facility for graduate students, post degree fellows, psychiatry residents and professionals in the community. In addition to clinical work, we are dedicated to teaching and conducting research on therapy outcomes.

Client Population

Hamm Clinic serves a broad client population, from those experiencing situational crisis or adjustment difficulty, to those with serious emotional disturbance. People come to the Hamm Clinic by many routes. Many learn of the clinic from insurance network websites, friends or former clients. College counselors, clergy, physicians, insurance providers, and social or community agencies make referrals as well. 54% of Hamm Clinic clients are female, 46% are male. The median age is 40 years old. About 25% of Hamm clients are people of color. Our client population is diverse in socio-economic status, approximately 50% of the clients have an income of less than $30,000 per year. In regards to ethnicity, Minneapolis/St. Paul has a smaller percentage of non-Caucasians compared with some other metropolitan sites and this is reflected in our client population. Based on a recent analysis of patients who chose to reveal their ethnicity, Caucasians represented 77.5 %, 10.8% were Hispanic, 6.1% African American, 2.6% Asian, 1.4% Asian Pacific Islander, 1.6% Native American. Most of the patients self-identified as Hispanic speak mainly Spanish and treatment needs to be conducted in their
native language. The entire spectrum of personal problems is represented by those who come to the clinic and trainees gain experience with a wide variety of acute and chronic mental health conditions. One goal of the clinic’s outreach activities is to reach diverse communities and bring awareness of the clinic’s services. While there is some variability within the population served by Hamm Clinic, there are intentional and ongoing efforts with a goal of increasing this diversity.

Services

Clients who come to the clinic may be seen in individual, couple, family or group psychotherapy. The majority of the service provided at Hamm Clinic is individual psychotherapy. The length of treatment is determined by client need and commitment, allowing for the possibilities of brief, moderate, and longer-term psychotherapy. Initially, a client is seen for intake and diagnostic evaluation. The therapist and client will then determine parameters for the therapy and jointly establish goals for their work together. The Clinic offers psychological assessment and medication management to clients as needed.

Structure

Hamm Clinic administration includes an Executive Director, Director of Clinical Services, Director of Operations and Controller. Additional planning and leadership are provided by the Training Coordinator Psychology Training Director, Research Coordinator, and Management Services Manager. The clinic has an active community Board of Directors representing a cross-section of community members and professionals from the community.

Staff

Hamm Clinic has a multidisciplinary staff comprised of psychiatrists, clinical psychologists, clinical social workers, and nurses. Residents in training will have a rich learning experience by working closely with these disciplines. The clinical staff and support staff are a culturally and racially diverse community of people. We have Spanish-speaking support staff and Spanish-speaking psychotherapists.

The therapeutic modality most commonly used and taught at Hamm Clinic is an integration of effective, evidence-based psychotherapies including psychodynamic, cognitive and interpersonal. We rely heavily on clinical data, gathered in interview and via assessment tools. The therapy process emphasizes the relationship between the therapist and the client. A commitment to consultation in planning and reviewing clinical work is strongly supported. All clinical staff and trainees present case material in a weekly multidisciplinary team meeting to receive in-put from colleagues.

Residency Program

A rotation at Hamm Clinic is generally available to psychiatry residents in their second, third and fourth year of training. The psychiatry position focuses on enhancing the resident’s knowledge and skills in providing psychotherapy and in the psychological component of psychiatric consultation and medication management. The residents will learn and experience the multifaceted role of a psychiatrist - psychotherapist in an outpatient clinic setting: providing psychotherapy, being responsible for on-going case management, preparing written records, coordinating therapy and medication management, and learning the ethical and legal considerations involved in service delivery to a broad psychiatric population. In the role of consulting psychiatrist, the resident will learn and experience how to help patients with medication decisions and how to monitor the medications that are prescribed over time.
Additionally, the resident will learn and practice the delicate role of being a consulting voice in situations where the psychotherapy is provided by another therapist at the clinic.

The psychiatry rotation at Hamm Clinic is an opportunity to train with a professional staff who are respectful and supportive of one another. The resident is encouraged to develop his/her professional identity as a psychiatrist but also as one who can work in harmony with those from other mental health backgrounds.

**Supervision** Psychiatry residents at Hamm Clinic receive intensive clinical supervision while treating a variety of persons and problems. The resident and her/his primary supervisor meet weekly for ½-1 hour in face-to-face individual supervision. Supervision on psychotherapy cases includes attention to such things as: how to listen to the presenting problems during intake, how to gather a psychiatric history and a psychosocial history, how to arrange for psychological testing, how to clarify the patient's symptom profile and arrive at an accurate diagnostic assessment, how to create a treatment plan, how to teach skills, how to identify and work with cognitive distortions, how to work with defense and resistance, how to understand transference/countertransference reactions, how to work dynamically during various stages of the therapy process, and any other discourse relevant to quality clinical work and the residents professional development as a psychotherapist. All clinical cases will be discussed from various theoretical and therapeutic perspectives. The Clinic is equipped with audio recording equipment which may be used to facilitate supervision.

Supervision regarding psychiatric consultation emphasizes the psychological dynamics and medical considerations involved in diagnostic assessment, prescribing of medications and managing the medications over time. The resident will learn how to collaborate with psychologists and social workers who are providing the primary psychotherapy treatment. All residents participate in a one hour weekly, multi-disciplinary team meeting for case consultation. The team offers the opportunity to present case material for in-put from a variety of perspectives and disciplines and to give feedback on other clinicians' cases. Residents provide psychiatric consultation and medication management for patients seen by other therapists on the team. These cases are followed in the team meetings so the resident has an opportunity to work in collaboration with the primary therapist.

**Curriculum** In addition to the primary learning derived from close supervision of therapy cases, education for trainees at the clinic involves an academic year long series of classes and seminars on various psychotherapy topics. Past offerings have included courses on: Basic Psychodynamic Theory and Therapy, Transference, Counter-transference, Personality Disorders, Couples Therapy, Family Therapy, Cross-Cultural Competence, Resistance, Cognitive Behavioral Treatment of Panic, Cognitive Behavioral Treatment of Depression, and other clinical or theoretical issues of importance. The classes are taught by the Hamm Clinic staff and clinicians in the community, and are attended by the clinic trainees, as well as interested clinicians from the community.

**In-services and Conferences** Learning for students and staff is also provided by way of monthly inservices on clinical topics which are taught by community professionals who are invited to the clinic for continuing education. Additionally, the Clinic sponsors an annual conference featuring a nationally recognized speaker. These training opportunities are incorporated into the trainee's learning plan for the year. Time Commitment and Stipend Time commitment for this rotation varies by way of the Resident’s program and the year of psychiatry training.
Inquiry

Inquiries regarding the Psychiatry Residency Program should be addressed to:

Susan Sethna MSW, LICSW
Training Coordinator
Hamm Memorial Psychiatric Clinic
408 St. Peter Street
Suite 429
St. Paul, Minnesota, 55102-1119.
E-mail: ssethna@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