



# Intern Brochure

2021-2022

[www.NM-PIC.org](http://www.NM-PIC.org)

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## Aim:

The New Mexico Psychology Internship Consortium's (NM-PIC) aim is to prepare and retain psychologists to provide culturally competent public mental health care for the diverse children, adolescents, and adults of New Mexico.

The New Mexico Psychology Internship Consortium (NM-PIC) represents the collaborative effort of three agencies – Hidalgo Medical Services in Silver City, the New Mexico Behavioral Health Institute in Las Vegas, and Iina' Counseling Services at Indian Health Services in Shiprock. These geographically dispersed agencies share resources and faculty for the purpose of providing a diversified educational program for psychology interns, focusing on training in culturally relevant and competent services for New Mexico's diverse and often underserved population, in addition to the professional competencies outlined by the American Psychological Association. NM-PIC has partnered with the Western Interstate Commission for Higher Education's Behavioral Health Program (WICHE BHP) in the development of the internship consortium to provide consultation and support. The WICHE BHP has the building of the behavioral health workforce in the western United States as a central tenant to its mission and a track record of assisting in the development of successful and accredited psychology internship consortia in five other western states.

## Accreditation Status

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The New Mexico Psychology Internship Consortium (NM-PIC) is not accredited by the American Psychological Association.

## APPIC Membership Status

NM-PIC is not a member of APPIC and will not participate in the APPIC/National Matching Service Match for 2021-2022.

## Program Structure Overview

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NM-PIC offers one-year, full-time doctoral internships beginning and ending in late June. The start date for the 2021-2022 cohort is June 30, 2021. The Consortium provides a range of clinical and didactic experiences that represents the necessary depth and breadth required for future professional practice within psychology. Interns will be placed at one of the three sites, with both required and elective rotations and visits at other sites within the consortium. Interns at HMS and NMBHI will be employees of their respective sites, and interns at ICS will be employees of the Western Interstate Commission for Higher Education (WICHE).

NM-PIC recruits applicants from diverse backgrounds, and Iina' Counseling Services gives priority to qualified Native American applicants. The Consortium is committed to diversity within its training

program and believes that a diverse training environment contributes to the overall quality of the program. NM-PIC provides equal opportunity to all prospective interns and does not discriminate because of sexual orientation, marital status, or other demographic status that is irrelevant to success as a psychology intern. Applicants are individually evaluated in terms of quality of previous training, practicum experiences, and fit with the internship.

NM-PIC offers generalist training with a focus on rural and underserved populations, with the opportunity for specialized training that varies across training sites. NM-PIC trains clinical psychologists who are effective consumers of research and who utilize scholarly inquiry to inform their practice. More information about each training site and the resources and opportunities offered by each is provided below. NM-PIC offers a robust series of weekly didactic trainings focused on relevant topics and developmentally appropriate for advanced psychology trainees. Additional didactic training opportunities may be offered throughout the year, both cohort-wide and at individual sites.

NM-PIC does not engage in discrimination against or harassment of any person employed or seeking employment within our consortium on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy, physical or mental disability, medical condition, genetic information, ancestry, marital status, age, sexual orientation, or service in the uniformed services. This policy applies to all phases and aspects of the internship, including recruitment, selection, salary, training, and development. This policy is intended to be consistent with the provisions of applicable state and federal laws and site-specific policies. NM-PIC also prohibits sexual harassment and addresses any such grievance in collaboration with each site's Human Resource Department.

### Required Major Training Emphases

All sites offer the following major training emphases. See site descriptions for additional training opportunities:

#### **Behavioral Health Intervention**

As behavioral health intervention is the primary training emphasis, interns across training sites spend approximately 10-15 hours per week in activities related to behavioral health intervention. All sites provide interns the chance to work with a diverse range of underserved clients within a variety of therapeutic modalities. Individual, group, family, and/or couples therapy treatments are available at some sites. Clients served range widely in age, race, ethnicity, and diagnostic presentation.

#### **Psychological Assessment**

Interns across training sites spend approximately 5-15 hours per week in activities related to assessment. Interns at every site administer, interpret, and provide written synthesis of psychological test batteries. Assessments may include record reviews, clinical interviews, intellectual, achievement, personality, neuropsychology and/or competency-based measures. Interns have opportunities to write reports and make recommendations that convey meaningful information to prescribers, treatment teams, clients and families. Assessment opportunities and requirements vary by site.

#### **Consultation and Systems Collaboration**

Interns spend approximately 6-8 hours per week in activities related to consultation and systems collaboration, learning to consult with a variety of other providers and stakeholders. Collaborative opportunities include working within an interdisciplinary treatment team, providing psychological consultation to other disciplines, and partnering with community social service, medical and legal services. Opportunities for consultation and systems collaboration vary by site.

### Required Minor Training Emphases

All interns will participate together in a didactic and experiential mini-rotation on understanding the impact of culture, one's own and the client's, within service delivery.

# NM-PIC Aim and Competencies

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## Program Aim:

*The New Mexico Psychology Internship Consortium's (NM-PIC) mission is to prepare and retain psychologists to provide culturally competent public mental health care for the diverse children, adolescents, and adults of New Mexico.*

## Profession Wide Competencies and Learning Elements

It is expected that by the conclusion of the internship year, interns will have achieved professional entry level competence in APA's nine Profession Wide Competencies and associated Learning Elements. For a comprehensive list of all required Learning Elements, please see the NM-PIC Intern Evaluation. The following represents a list of all required competencies and a general summary of associated learning elements.

Competency 1: Interns will achieve competence appropriate to their professional developmental level in the area of Intervention.

Learning Elements related to this competency include the following:

- Case conceptualization and treatment planning
- Implementation of therapeutic interventions informed by the current evidence base
- Crisis intervention
- Therapeutic skills
- Assessment for risk of harm to self or others and capacity to manage high-risk clinical situations
- Skill in multiple treatment modalities

Competency 2: Interns will achieve competence appropriate to their professional developmental level in the area of Assessment.

Learning Elements related to this competency include the following:

- Diagnostic skill
- Instrument selection, administration, and scoring, including incorporating individual differences and diversity into all aspects of testing process
- Test interpretation
- Clinical formulation
- Communicating results

Competency 3: Interns will achieve competence appropriate to their professional developmental level in the area of Interprofessional and Interdisciplinary Consultation.

Learning Elements related to this competency include the following:

- Knowledge of the roles and perspectives of other professionals
- Engagement in interdisciplinary consultation and collaboration

Competency 4: Interns will achieve competence appropriate to their professional developmental level in the area of Supervision.

Learning Elements related to this competency include the following:

- Theories and methods of supervision
- Effective provision of supervision (direct or simulated)

Competency 5: Interns will achieve competence appropriate to their professional developmental level in the area of Cultural and Individual Diversity.

Learning Elements related to this competency include the following:

- Cultural awareness of self and others
- Effective navigation of cultural differences
- Effects of cultural considerations on clinical activities
- Evidence-informed approach to cultural considerations
- Openness to working effectively with diverse groups

Competency 6: Interns will achieve competence appropriate to their professional developmental level in the area of Research.

Learning Elements related to this competency include the following:

- Evaluation and/or dissemination of research or other scholarly activities
- Application of scientific knowledge to practice

Competency 7: Interns will achieve competence appropriate to their professional developmental level in the area of Ethical and Legal Standards

Learning Elements related to this competency include the following:

- Knowledge of ethical, legal, and professional standards
- Recognition of ethical dilemmas
- Adherence to ethical principles and guidelines
- Appropriate consultation for ethical issues

Competency 8: Interns will achieve competence appropriate to their professional developmental level in the area of Professional Values, Attitudes, and Behaviors.

Learning Elements related to this competency include the following:

- Professional awareness and growth
- Interpersonal relationships
- Effective use of supervision
- Self-awareness and self-reflection
- Clinical documentation
- Case management
- Timeliness
- Appropriate use of supervision

Competency 9: Interns will achieve competence appropriate to their professional developmental level in the area of Communication and Interpersonal Skills.

Learning Elements related to this competency include the following:

- Effective communication (oral, nonverbal, and written)
- Effective interpersonal skills

## Supervision

All interns receive a minimum of 4 hours per week of supervision. Interns may receive additional individual and/or group supervision at their sites by a licensed psychologist or another appropriately credentialed professional.

Interns receive a minimum of 2 hours of required individual supervision each week from a licensed psychologist at their site. Supplemental weekly individual supervision may be provided by additional faculty at each site and/or by licensed providers at elective rotation sites. Licensed supervisors provide interns with experientially based clinical training and direct observation is a component of the supervision and evaluation process.

Interns also receive two hours of required weekly group supervision from a licensed psychologist, typically one of the NM-PIC Supervisors, with all interns across consortium sites via high quality, secure distance technology. Group supervision focuses on case presentation, professional development, and clinical topics.

## Research

All interns will be trained to be effective consumers, interpreters, and appliers of scientific information. Interns will be expected to integrate current research literature and findings into case presentations and clinical practice. Research opportunities will vary by site and may include local program evaluation and treatment outcome studies, and may not be offered at all consortium sites. Please inquire with Site Directors about current and future research opportunities.

## Stipend, Benefits, and Resources

The annual internship stipend across all consortium sites is \$27,500. Interns at HMS and NMBHI will be employees of their respective sites, and interns at ICS will be employees of the Western Interstate Commission for Higher Education (WICHE). The WICHE Behavioral Health Program works throughout the western United States to build the behavioral health workforce.

Benefits are provided to all interns, and include health insurance and paid leave.

NM-PIC interns have access to numerous additional resources to fulfill their training experience. Funding for travel within the state of New Mexico is provided for interns to complete required training experiences. Assessment and other training materials are provided by each training site, as are additional materials that may be needed. Each intern additionally has access to administrative and IT support through their primary training site.

## Successful Completion

The NM-PIC training program is a year-long, full-time doctoral internship training experience. Doctoral interns are expected to complete 2000 hours of training during the year. Doctoral interns are also expected to achieve the goals and objectives of the internship program, as stated on the “Philosophy” page of the website and as reflected by final evaluation scores meeting the minimum level of achievement as stated in the Intern Evaluation Policy, and to abide by the APA Code of Ethics, and the requirements of the NM-PIC training program. NM-PIC doctoral interns at Hidalgo Medical Services (HMS) and the New Mexico Behavioral Health Institute (NMBHI) are employees of their respective agencies, and interns at Iina’ Counseling Center are employees of Western Interstate Commission for Higher Education, and all are expected to abide by the rules and regulations of their employers.

## NM-PIC Training Sites

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### The New Mexico Behavioral Health Institute

The New Mexico Behavioral Health Institute (NMBHI) is the only state owned and operated psychiatric hospital in New Mexico. NMBHI is made up of five clinical divisions serving a wide range of public needs. Each division is separately licensed and has its own unique admission criteria. Psychology Interns at NMBHI will have the opportunity to choose three rotations out of the five divisions. The Adult Psychiatric Division (APD) is an inpatient psychiatric hospital offering acute care to adult individuals. Adult psychiatric services are provided on six units, serving approximately 1000 admissions per year. The Forensic Division (FD) is a hospital-based setting that provides competency restoration services to individuals referred by District Courts across the state. The Center for Adolescent Relationship Exploration (CARE) is a Residential Treatment Center (RTC) that provides treatment for adolescent males ages 13-to 17 who have caused sexual harm and have a co-morbid mental health diagnoses. The Long-Term Care (LTC) division of the state hospital is the largest, restraint-free, nursing home facility in Northern New Mexico. Finally, the Community Based Services (CBS) division is the outpatient division of NMBHI and provides outpatient mental health services in San Miguel, Mora, and Guadalupe counties. They serve approximately 1100 clients. All divisions excluding CBS offer 24-hour care, 7 days per week. The entire NMBHI facility is accredited by the Joint Commission. APD, FD and CBS are accredited under the hospital manual, with CARE under the Behavioral manual and LTC under nursing care manual.

#### **The Internship Experience:**

Interns will have the opportunity to gain experience in multiple areas of psychology which include, but are not limited to, individual and group psychotherapy, psychological testing, report writing, consultation and supervision. Interns will not only be able to work with clients, but also have the opportunity to interact closely with other disciplines such as psychiatrists, medical providers, nurses, occupational therapists, physical therapists, rehabilitation therapists, social workers, dieticians, psychological technicians, and attorneys. Interns who complete an internship with NMBHI will be well-rounded in the practice of psychology and will leave with the skills necessary to treat and assess diverse populations as well as those who live with various mental health accommodations.

Interns will have the opportunity to provide psychotherapy among individuals and groups. Further, they will provide consultation to residents, guardians, physicians, attorneys, and family members concerning the psychological dimensions of their patients. Interns may also have the opportunity to receive training that compliments their specialization. NMBHI provides rotations that offer experience in working with adults, adolescents, families, elderly, outpatient population and forensic population. Interns will be given the opportunity to provide a variety of treatment modalities to help residents achieve their treatment goals. These include, but are not limited to, activities that are in consultation with treatment team members, as an individual therapist, or as a treatment team member within the unit milieu:

- group therapy
- experiential therapy
- recreational therapy
- family therapy
- cognitive behavioral therapy
- mindfulness training
- psychopharmacological therapy
- milieu therapy
- psychoeducation for the adolescent who as created sexual harm
- other physician ordered interventions, as appropriate



At NMBHI, interns will develop competencies in psychological assessment and clinical interventions among a diverse panel of patients. The training provided is designed to develop competencies in psychological assessment and diagnosis, psychological interventions, and forensic assessment. In the course of acquiring these competencies, interns will also develop sensitivity to issues of cultural diversity, awareness of professional ethics in the delivery of psychological and forensic services, and self-awareness as these relate to issues that affect professional functioning.

**Rotation Opportunities:**

An internship with NMBHI will prepare interns for a doctoral-level independent practice in clinical psychology. There will be a selection of five rotations to choose from, three of which interns will indicate their preference and then be assigned. Each rotation will provide a unique learning experience that will enhance the intern's clinical, diagnostic, and assessment skills and knowledge. For each rotation, interns will participate in daily rounds and treatment team meetings, didactic trainings, individual and group supervision, as well as other tasks that are delegated by the attending psychologist. The following are brief descriptions of the rotations that will be available:

***Adult Psychiatric Division (APD) Rotation:***

The NMBHI-Adult Psychiatric Division (APD) is an acute inpatient psychiatric setting owned and operated by the State of New Mexico. APD provides voluntary, involuntary, and court-ordered behavioral health treatment to individuals, ages 18 and older, suffering from a major mental illness that severely impairs their functioning, their ability to be maintained in the community, and who present as an imminent danger to self and/or others. The governing body of the New Mexico Behavioral Institute assumes overall responsibility for APD's operation.

***Center for Adolescent Relationship Exploration (CARE) Rotation:***

The Center for Adolescent Relationship Exploration (CARE) unit is a 10-bed residential psychiatric treatment facility owned and operated by the State of New Mexico. It is licensed as a specialty residential treatment center (RTC). The CARE Unit is specifically designed to provide treatment to adolescent boys ages 13 to 17-1/2 years of age who have a history of sexually harmful behaviors and have been diagnosed with a co-occurring mental illness, or a mental illness that has produced a history of disturbances in behavior, age-appropriate adaptive functioning, and psychological functioning. These adolescents have frequently attempted to cope with problems by engaging in antisocial and self-destructive behaviors that have limited their ability to function appropriately and safely in a less restrictive environment. The severity of their disturbances requires 24-hour supervision within a secured locked facility. The average length of stay is about 1 year. This rotation requires a separate fingerprinting and vetting by the Child Youth and Family Department, State of New Mexico.

***Long-Term Care Division (LTC) Rotation:***

This rotation provides experience working with older adult populations within the Long-Term Care (LTC) Division of NMBHI. The LTC Division supports residents with nursing home / medical needs but is unique in that it serves a much more psychiatrically complex and neurologically diverse population than typical nursing homes. Clinical psychology intern experiences will include learning to recognize and diagnose numerous forms of dementia, developing appropriate nonpharmaceutical interventions, understanding neuroimaging and laboratory results related to psychological diagnosis and intervention, bedside clinical interviewing, medical chart review, brief individual or group psychotherapy, report writing, contributing to treatment team plans, and psychological assessment including capacity assessment for the courts, occasional neuropsychological assessment, and diagnostic assessment of acute mental status changes, including delirium, stroke, brain injury, or complicated general medical conditions.

***Community Based Services (CBS) Rotation:***

The goal of the NMBHI Community Based Services is to provide the highest quality of services in an outpatient setting in a three-county area. The services include: Mental Health Outpatient Services; Psychosocial Rehabilitation; Comprehensive Community Support Services; and Assisted Living Services,

for the chronically mentally ill. The mental health component provides an individualized, assertive and comprehensive community-based treatment. The focus is on rehabilitation and improving the quality of life to adults and families in need of mental health services.

***Forensic Division (FD) Rotation:***

The Forensic Division of NMBHI is a 116-licensed bed facility. The primary mission of the Forensic Division is to provide competency restoration services to individuals referred by District Courts across the state. Additional services include providing risk assessments to referring District Courts all pursuant to statutory mandates. The Forensic Division is made up of four inpatient psychiatric care units. The residential units are: Acute Care Unit (ACU); Continuing Care Unit (CCU); Women’s Unit; and Maximum Security Unit (MSU). Individuals referred to the facility are charged with at least one felony-level offense, and in need of treatment to attain competency to proceed with adjudication. The physical environment is comparable to other areas of the hospital and consists of dormitory wings with patient rooms, large day room areas, and recreational courtyards. The Forensic Division differs from other areas of NMBHI, only in that it is surrounded by a perimeter fence for the purpose of maintaining security.

**Contact Information**

Site Director: Mathias E. Stricherz, EdD  
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Address: 3695 Hot Springs Blvd., Las Vegas, NM 87701

**Iina’ Counseling Services**

Iina’ Counseling Services is located in the west wing of Northern Navajo Medical Center and consists of a multidisciplinary team (2 psychologists, 3 psychiatrists, 5 counselors, and a team of behavioral health coaches) focused on providing evidence-based and culturally appropriate care for Native American clients. Iina’ Counseling Services offers a continuum of care using a multidisciplinary team approach to address the medical, psychological, psychiatric, social, and cultural factors that are interwoven in the tapestry presented by individuals, couples, children, youth, families and groups.

**The Internship Experience:**

The intern will participate in year-long concurrent rotations of outpatient mental health and behavioral health integration. For example, the intern may see clients in the outpatient clinic (Iina’ Counseling Services) for 3-4 days per week and will serve as the behavioral health psychology consult for our five outpatient medical clinics one day per week. We believe this rotation structure is advantageous in providing continuity of care for our clients as well as an opportunity for the intern to experience a developmentally-appropriate professional work-load while under supportive supervision. We believe that this rotation structure facilitates progressive professional growth throughout the year and provides interns with a myriad of early clinical experiences that they will be able to discuss in preparation for fellowship other training applications.

**Rotation Opportunities:**

***Outpatient Mental Health and Assessment:***

Iina’ Counseling Services offers a continuum of care using a multidisciplinary team approach to address the medical, psychological, psychiatric, social, and cultural factors that are interwoven in the tapestry presented by individuals, couples, children, youth, families and groups. The psychology intern will provide evidence-based psychotherapy to Native American adults, children, and families. Patients are seen via scheduled 60-minute appointments or as walk-in if urgent/emergent. Interns will build and carry a panel of patients and will also serve as part of the Triage team. The intern will also gain experience in providing integrated psychological

assessments for adults and children. The intern will be expected to complete at least five assessments over the course of the year. The intern's office is located in Iina' counseling services.

### ***Behavioral Health Integration and Triage:***

Northern Navajo Medical Center's Behavioral health Integration program increases access to behavioral health services for Native American patients, reduces stigma associated with seeking these services, and maximizes resources which results in increased positive outcomes for mental health, improved population health, and better care experiences for patients. The program is patient-centered and establishes a partnership among patients and their families with the behavioral health integration team to ensure that patients have the education and support they need to make decisions and participate in their own care. The psychology intern will join the Behavioral Health Integration team comprised of mental health and primary care providers located in the four primary care clinics, the women's health clinic and the pediatric clinic working with primary care providers. Together, they collaborate to improve on-site care, and refer patients to other specialists when necessary in addressing not only mental health and substance use disorders but also the many behavioral factors affecting all health conditions. The Psychology Intern will work with patients and their providers to address issues such as stress and pain management, mild-to-moderate mental health problems, behavioral issues that impact patient treatment and health (e.g., smoking, sedentary behavior, poor diet), and medication management. The intern can also elect to provide tiered supervision to behavioral health coaches under the supervision of the licensed psychologist. Supervision for this rotation will focus on the integration of behavioral health into medical settings and professional development of a supervision and consultation style.

Mental health emergencies are triaged via on-call service, with follow-up available the next day via the Consultation-Liaison service. Approximately 20% of the intern's time is allocated to the Consultation-Liaison service providing mental health and psychiatric consultation for mental health emergencies to medical units within Northern Navajo Medical Center. Clinical services provided to medical units include but are not necessarily limited to: assessment of suicidal risk, assessment of danger to others, evaluation for possible hospitalization, whether voluntary, or involuntary through the Navajo Hospital Commitment Act. The intern will evaluate, assess and facilitate arrangements for psychiatric hospitalization for severely ill psychiatric AI/AN patients.

### **Contact Information**

Site Director: Ciara Hansen, PhD

Email address: Ciara.Hansen@ihs.gov

Phone number: (505) 368-7313

Mailing address: Northern Navajo Medical Center, US-491, Shiprock, NM 87420

### **Hidalgo Medical Services**

HMS provides comprehensive, quality medical, dental, mental health, and family support services as the only Federally Qualified Health Center (FQHC) in both Hidalgo and Grant counties, New Mexico. HMS is a nonprofit healthcare organization dedicated to providing the best medical care to residents of Lordsburg, Animas, Silver City, Bayard, Hurley, Santa Clara, and all extended rural New Mexico areas in Hidalgo and Grant counties. Since 1995, HMS has expanded to provide quality mental, dental, and medical treatment for a growing number of Southwestern New Mexico residents while also developing a quality family medicine residency program to train the next generation of physicians dedicated to serving the needs of rural communities. With the addition of our new doctoral psychology internship, HMS seeks to extend that dedication to training into the mental health field to assure the same high quality of training that patients have come to expect from HMS. HMS offers the highest level of quality

care with 13 community clinics located throughout southwest New Mexico. HMS is accredited by the Health Resources and Services Administration (HRSA), an agency of the U.S. Department of Health and Human Services (HHS). Our Mental Health team provides a variety of opportunities to deliver care to individuals, families, couples, and children in both individual and group settings. HMS encourages mental health providers to engage in integrated care opportunities that enhance outcomes for our patients through collaboration with our medical providers. Our therapists provide child and adolescent therapy in both office and school settings through collaborations with local schools in both Grant and Hidalgo counties. HMS supports the needs of the seriously mentally ill through our psychosocial rehabilitation program at New Beginnings. Additionally, HMS provides substance abuse treatment in both individual and group settings through our Tu Casa facility. Each provider at HMS is dedicated to supporting optimum outcomes for our patients in every aspect of their lives. HMS complies with Federal requirements to: serve a medically underserved population; provide appropriate and necessary services with fees adjusted on patients' ability to pay; demonstrate sound clinical and financial management; and be governed by a board, a majority of which includes health center patients.

### The Internship Experience

HMS is currently served by a multidisciplinary team consisting of 1 psychiatrist, 1 clinical psychologist, counselors, social workers, community support workers, case managers, and peer support specialists who provide supportive services to the communities we serve. The intern will participate in a year-long integrated experience based on the intern's specific interests and goals. As part of the orientation experience, the intern will visit different locations to determine intern specific goals as to which sites the intern would like to integrate into their internship experience. The intern will be encouraged to experience the full range of services offered at HMS through integration with medical, behavioral health, psychosocial rehabilitation services, care coordination, peer support, and substance use treatment throughout the intern experience. We believe that this rotation structure facilitates progressive professional growth throughout the year and provides interns with flexibility to accommodate specific interests while also providing sufficient early clinical experiences that they will be able to discuss in preparation for post-doctoral residencies or other training applications.

### Rotation Opportunities

#### **HMS Mental Health:**

HMS provides individual, family, and group mental health outpatient treatment opportunities at several locations throughout Grant and Hidalgo Counties. These sites include the Main Clinic and Tranquil Skies facilities in Silver City and the Main Clinic in Lordsburg. The intern will be assigned to one of these facilities where the intern will be based to provide mental health treatment services. Integration with medical providers, psychosocial rehabilitation services, case managers, and peer support specialists may also be available for interns who plan to work in an integrated health system.

#### **New Beginnings Psychosocial Rehabilitation:**

New Beginnings provides psychosocial rehabilitation services for qualified individuals within the communities of Grant and Hidalgo Counties. Participants in the program learn life skills to help them better integrate into the community and enjoy more satisfying social relationships. The program combines social interaction with classroom activities to help clients develop basic life skills such as meal planning and preparation as well as interpersonal communication and relationship skills.

## **Tu Casa Substance Use Programs:**

Tu Casa, located in Silver City, NM, provides substance use treatment in both group and individual settings. Services provided include some detox capabilities with the supervision of nurses on site, medication management, as well as group and individual counseling. The facility operates currently from 7:00 am to 7:00 pm Monday through Friday with plans to begin operation 24 hours per day in the near future.

### **Contact Information**

Site Director: Pat Rowan, PsyD.

Email: [prowan@hmsnm.org](mailto:prowan@hmsnm.org)

Telephone: 575-388-1511

Address: 1007 N. Pope Street, Silver City, NM 99061

## **Application Process and Selection Criteria**

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The New Mexico Psychology Internship Consortium has three full-time positions. Because NM-PIC is not a member of the Association of Postdoctoral and Psychology Internship Centers (APPIC), NM-PIC will not be participating in the National Matching Service Match for the 2020-2021 internship year.

### **Selection Criteria:**

**Education:** All applicants must be a current doctoral-level student in an APA-accredited counseling or clinical psychology program. Must be certified by the academic program as being ready for an internship.

**Background Check and Medical Clearance:** Candidates selected by NM-PIC must successfully complete a background check and medical clearance prior to commencing the internship. Final hiring for the internship is contingent upon clearing the general background check as well as medical reviews at each site. Background checks may vary by site but in general are very comprehensive. For individual sites this process includes:

NMBHI – background check, fingerprinting, Tuberculosis test, drug screen

ICS- background check, fingerprinting, Tuberculosis test

HMS- background check, Tuberculosis test, drug screen

**Additional Criteria:** NM-PIC will base its selection process on the entire application package noted above; however, applicants who have met the following qualifications prior to beginning internship will be considered preferred:

1. A minimum of 400 intervention hours
2. A minimum of 50 assessment hours
3. Dissertation proposal defended
4. Experience or special interest in working with diverse populations and/or in rural or underserved areas
5. American Indian applicants will be given preference at the Ina' Counseling Services site.

In addition to the preferences noted above, NM-PIC takes into consideration the potential commitment or interest of any prospective intern to remain in New Mexico following internship and work in behavioral health. Developing a strong behavioral health workforce is an important consideration for the state, and an interest in remaining in New Mexico to join the workforce will be considered a benefit in a potential intern.

**Students interested in applying for the internship program for the 2021-2022 training year should submit their AAPI and accompanying materials via email directly to the Program Director, Dr. Pat Rowan, at [prowan@hmsnm.org](mailto:prowan@hmsnm.org).** Applicants apply to as many or as few training sites within NM-PIC as they choose, and should specify the sites they wish to be considered for in a cover letter/email. Only one complete application is required for consideration to any of the sites in the Consortium.

### A complete application consists of the following materials:

1. A completed AAPI (APPIC's standard application)
2. Cover letter stating your preferred training site(s) and why you are interested in those sites specifically.
3. A current Curriculum Vitae (as part of the AAPI)
4. Three letters of recommendation, two of which must be from persons who have directly supervised your clinical work (as part of the online AAPI). **Please submit no more than three letters.**
5. Official transcripts of **all** graduate coursework
6. Supplementary materials:
  - i. One full integrated assessment report (please redact appropriately) and
  - ii. A one-page clinical case conceptualization

For the 2021-2022 training year, the initial application materials deadline is November 15, 2020. If applicants are invited to interview, they will be notified by email on or before December 11, 2020. Interviews will be scheduled January 6, 13, and 20, 2021 via videoconference. Phone interviews will be provided in cases where videoconference is not an option. Each NM-PIC site conducts separate videoconference interviews. **For the 2021 – 2022 training year, NM-PIC will continue to accept applications up until June 15, 2021.**

Finally, interns will be required to purchase student liability insurance through the APA Trust for the period of the internship training year.

Questions regarding the application or interview process may be directed to either of NM-PIC's Program Director, Dr. Pat Rowan ([prowan@hmsnm.org](mailto:prowan@hmsnm.org)), or to the program's WICHE consultant, Dennis Mohatt ([dmohatt@wiche.edu](mailto:dmohatt@wiche.edu)).

### **NM-PIC Policy: Due Process Procedures**

For situations in which a supervisor or other faculty member raises a significant concern about the performance or behavior of a psychology intern:

NM-PIC has developed a Due Process and Resolution process, which focuses on prevention and a timely response to identified problems. This ensures that decisions made by the consortium are not arbitrarily or personally based and identifies specific steps that are applied to all interns. Further, clearly identified steps and a process are provided for an intern to address an issue with some aspect of the Training Program or one of its members.

Doctoral-level psychology interns are expected to maintain the highest standards of personal conduct, integrity and professionalism. They are expected to support and comply with APA Ethical Guidelines and to utilize supervision effectively in order to grow professionally. It also is the responsibility of the intern's clinical supervisor and the NM-PIC faculty to assure that high standards of professionalism are attained by the interns under their supervision. Maintenance of these standards will promote effectiveness of both the professional training provided by the internship and the quality of psychological work provided by the interns to clients/constituent communities of the consortium agencies.

### General Due Process Guidelines:

Due process includes steps that assure fair evaluation of intern performance, intern awareness of options for resolution of performance issues and clearly defined steps for notice, hearing and appeal. General guidelines for due process at NM-PIC include the following:

- A. The Training Faculty will present NM-PIC's program expectations for professional functioning to interns in writing, at the start of the training period. This is discussed in a group format during orientation and may be followed up individually during supervision. Interns sign an acknowledgement indicating receipt and understanding of, and agreement to abide by, these guidelines and other NM-PIC policies.
- B. The process for evaluation of interns is clearly described during orientation. Interns will be formally evaluated at least twice per year by their primary supervisor. The written evaluation is based on APA criteria and includes the profession-wide competencies of:
  - 1. Research
  - 2. Ethical and legal standards
  - 3. Individual and cultural diversity
  - 4. Professional values, attitudes, and behaviors
  - 5. Communication and interpersonal skills
  - 6. Assessment
  - 7. Intervention
  - 8. Supervision
  - 9. Consultation and inter-professional/interdisciplinary skills
- C. The various procedures and actions involved in decisions regarding inadequate skills or problematic behaviors are described to interns.
- D. The Program Director and/or site clinical supervisor will communicate early and often with academic programs about any suspected difficulties with interns.

### Definition of Problem Behavior

For purposes of this document, intern problem behavior is defined broadly as an interference in professional functioning which is reflected in one or more of the following ways:

- 1) an inability and/or unwillingness to acquire and integrate professional standards into one's repertoire of professional behavior,
- 2) an inability and/or unwillingness to acquire professional skills in order to reach an acceptable level of competency,
- 3) an inability and/or unwillingness to control personal stress, psychological dysfunctions, and/or excessive emotional reactions which interfere with professional functioning.

It is a professional judgment as to when an intern's behavior becomes problematic rather than of concern. Trainees may exhibit behaviors, attitudes or characteristics that, while of concern and requiring remediation, are not unexpected or excessive for professionals in training. Issues typically become identified as problematic when they include one or more of the following characteristics:

- 1) The intern does not acknowledge, understand, or address the problem when it is identified,
- 2) The problem is not merely a reflection of a skill deficit which can be rectified by academic or didactic training,
- 3) The quality of services delivered by the intern is sufficiently 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) The trainee's behavior does not change as a function of feedback, remediation efforts, and/or time,
- 7) The problematic behavior has potential for ethical or legal ramifications if not addressed,
- 8) The intern's behavior negatively impacts the public view of the agency,
- 9) The problematic behavior negatively impacts the intern class.

#### Administrative Hierarchy and Definitions

NM-PIC's Due Process procedure occurs in a step-wise fashion, involving greater levels of intervention as a problem increases in persistence, complexity, or level of disruption to the training program. Faculty roles included herein are defined as follows:

- Supervisor: Any faculty member who provides direct supervision or teaching to an intern.
- Program Director: The supervisor who functions as the program-level director of training. He or she leads the Training Committee and serves as a voting member.

#### Use of Videoconference

Videoconferencing will be utilized for situations that require the meetings of interns and training staff who are located in geographically different areas of New Mexico.

#### Informal Review

When a supervisor believes that an intern's behavior is or may likely become problematic, the first step in addressing the issue should be to raise the issue with the intern directly and as soon as feasible in an attempt to informally resolve the problem. This process should be documented in writing, but will not become part of the intern's professional file.

#### Formal Review

If an intern's problem behavior persists following an attempt to resolve the issue informally, or if an intern receives a rating below a "2" on a broad domain within a supervisory evaluation at the 3-month or 7-month evaluation or a rating below a "3" at the 7-month evaluation, the following process is initiated:

- A. The supervisor will meet with the Associate Program Director (ATD), Program Director (PD), and intern within two weeks to discuss the problem and determine what action needs to be taken to address the issue. If a Program Director is the intern's direct supervisor, an Associate Program Director will be included in the meeting.
- B. The intern will have the opportunity to provide a written statement related to his/her response to the problem.
- C. After discussing the problem and the intern's response, the supervisor, ATD, and Program Director may:
  - 1) Issue an "Acknowledgement Notice" which 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,
    - c) that the faculty will work with the intern to specify the steps necessary to rectify the problem or skill deficits addressed by the inadequate evaluation rating, and
    - d) that the problem is not significant enough to warrant further remedial action at this time,
    - e) A written notice will be submitted to the intern and the Director of Clinical Training at the trainee's graduate institution. This notice will be issued within 5 working days of the meeting.



- 2) Place the intern on "Probation" which defines a relationship such that the faculty, through the supervisors and PD, actively and systematically monitor, for a specified 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 probation period will depend upon the nature of the problem and will be determined by the intern's supervisors and PD. The probation is a written statement to the intern and to the Director of Clinical Training at the trainee's graduate institution and includes:
  - a) the actual behaviors or skills associated with the problem,
  - b) the specific recommendations for rectifying the problem,
  - c) the time frame for the probation during which the problem is expected to be ameliorated, and
  - d) the procedures designed to ascertain whether the problem has been appropriately rectified.

This written statement will be issued within 5 working days of the decision. The PD or primary supervisor will notify the WICHE consultant at this time and will also notify the Human Resources department at the intern's place of employment. At the end of this probation period, the Program Director will provide a written statement indicating whether or not the problem has been remediated. This statement will become part of the intern's permanent file and will also be shared with the intern and sent to the Director of Clinical Training at the intern's graduate institution as well as the Human Resources department at the intern's place of employment. The intern shall receive a copy of the letter to the sponsoring university.

- 3) Document the problem and take no further action.
- D. Once the Acknowledgment Notice or Probation is issued by the PD, it is expected that the status of the problem or inadequate rating will be reviewed no later than the next formal evaluation period or, in the case of probation, no later than the time limits identified in the probation statement. If the problem has been rectified to the satisfaction of the faculty and the intern, the sponsoring university and other appropriate individuals will be informed and no further action will be taken.
  - E. If the problem is not rectified through the above processes the intern's placement within NM-PIC may be terminated.
  - F. If the problem represents gross misconduct or ethical violations that have the potential to cause harm, the intern's placement within NM-PIC may be terminated.
  - G. If the intern's employment is terminated by the site, the intern's placement within NM-PIC may be terminated.
  - H. The final decision to terminate an intern's placement would be made by the entire Training Committee and would represent a discontinuation of participation by the intern within every aspect of the consortium. The Training Committee would make this determination during a meeting convened within a reasonable timeframe following the conclusion of step A or during the regularly-scheduled monthly Training Committee meeting, whichever occurs first. The PD or primary supervisor will notify the WICHE consultant at this time and will also notify the Human Resources

department at the intern's place of employment. The Program Director may decide to temporarily suspend an intern's clinical activities or place an intern on paid administrative leave during this period prior to a final decision being made, if warranted.

- I. NM-PIC will adhere to APPIC's Policies on intern dismissal and secure a release from the Match contract.

### Appeal and Review Panel

If the intern does not agree with the decisions made from previous Due Process steps, or if he or she wishes to formally challenge ratings received on a formal evaluation, an Appeal may be submitted by the intern to the Training Committee.

- A. This request must be made in writing--an email will suffice--to the Program Director within 5 working days of notification regarding the decision made in step C or D above, or within 10 days after receiving a formal evaluation. The PD or primary supervisor will notify the WICHE consultant at this time and will also notify the Human Resources department at the intern's place of employment.
- B. If requested, the Appeal will be conducted by a review panel consisting of two licensed psychologists and one agency HR/administrative representative selected by the Program Director with recommendations by the intern involved in the issue at hand. The two licensed psychologists selected will not be on the Training Committee and will not have directly supervised the intern.
- C. The Appeal review will be held over a two-week period. The review panel will review all written materials and have an opportunity to interview the parties involved or any other individuals with relevant information. The review panel may uphold the decisions made previously or may modify them. The review panel has final discretion regarding outcome.
- D. In the event that an intern is filing a formal appeal in writing to disagree with a decision that has already been made by the Training Committee and supported by the Program Director, then that appeal is reviewed by the Program Director in consultation with the Training Committee. The Program Director will determine if a new Review Panel should be formed to reexamine the case, or if the decision of the original review panel is upheld.

## **NM-PIC Policy: Intern Grievance Procedures**

### **Grievances by Interns**

These guidelines are intended to provide the psychology intern with a means to resolve perceived conflicts. Interns who pursue grievances in good faith will not experience any adverse professional consequences. For situations in which an intern raises a grievance about a supervisor, staff member, intern, trainee, or the internship program:

### Informal Review

1. First, the intern should raise the issue as soon as feasible with the involved supervisor, staff member, other trainee, or Program Director in an effort to informally resolve the problem.
2. If the issue cannot be resolved with the involved party or if the intern does not feel comfortable raising the issue directly with the involved party due to a real or perceived power differential, safety fears, or fear of retribution, the intern should raise the issue informally with the Program Director if they have not done so in the first step. The Program Director (or other member of the Training Committee if the grievance is directed toward the Program Director) will meet with the intern to attempt to develop a strategy for resolution, including meeting with the subject of the grievance and/or the supervisor of the subject of the grievance together with the intern, separately, or in any combination thereof.

### Formal Review

If the matter cannot be satisfactorily resolved using informal means, the intern may submit a formal grievance in writing to the Program Director. If the Program Director is the object of the grievance, the grievance should be submitted to an Associate Program Director, if appropriate, or another Training Committee member. The individual being grieved will be asked to submit a response in writing.

The Program Director (or Associate PD, if applicable) will meet with the intern and the individual being grieved within 10 working days. In some cases, the Program Director or Associate PD may wish to meet with the intern and the individual being grieved separately first. The goal of the joint meeting will be to develop a plan of action to resolve the matter. The plan of action will include a) a description of the behavior or circumstances associated with the grievance, b) the specific steps to rectify the problem, c) and procedures and a timeline designed to ascertain whether the problem has been appropriately rectified. The Program Director or Associate Program Director/Other Training Committee Member will document the process and outcome of the meeting. The intern and the individual being grieved will be asked to report back to the Program Director or Associate PD in writing within 10 working days regarding whether the issue has been adequately resolved.

If the plan of action fails, the Program Director or Associate Program Director will convene a review panel consisting of her/himself and at least one other member of the Training Committee and one agency administrator within 10 working days. The intern may request a specific member of the Training Committee or agency administrator 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 individuals with relevant information. The review panel has final discretion regarding outcome.

If the review panel determines that a grievance against a staff member or intern cannot be resolved internally or is not appropriate to be resolved internally, then the issue will be turned over to the employer agency in order to initiate the due process procedures outlined in the employment contract. If the review panel determines that the grievance against the staff member or intern can potentially be resolved internally, the review panel will develop a second action plan that includes the same components as above. The process and outcome of the panel meeting will be documented by the Program Director or Associate Program Director. The intern and the individual being grieved will again be asked to report back in writing regarding whether the issue has been adequately resolved within 10 working days. The panel will reconvene within 10 working days to again review written documentation and determine whether the issue has been adequately resolved. If the issue is not resolved by the second meeting of the panel, the issue will be turned over to the employer agency in order to initiate the due process procedures outlined in the employment contract.

### Use of Videoconference

Videoconferencing will be utilized for situations that require the meetings of interns and training staff who are located in geographically different areas of New Mexico.



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