Goals and Objectives of Fellowship Program

1. Fellows will further develop and consolidate skills and identity as counseling center psychologists.

2. Fellows will function as early professionals in the following competency areas:
   - Individual psychotherapy
   - Group work at support and support levels
   - Emergency consultation and crisis intervention
   - Clinical assessment and diagnosis
   - Brief treatment and brief therapies
   - Supervising Group work and professional development of doctoral interns
   - Paperwork and administrative responsibilities
   - Professionalism and responsibility as a staff member of an agency

Competencies Achieved

General Professional Competencies Expected

1. The Fellow demonstrates good knowledge of ethical principles and consistently applies them appropriately, seeking consultation as needed. The Fellow upholds state laws pertaining to the practice of psychology e.g. informed consent, reporting requirements, confidentiality.

2. The Fellow seeks consultation or supervision as needed and uses it productively.

3. The Fellow interacts professionally and appropriately with supervisors, peer and other counseling center staff at all times. The Fellow is able to address and manage difference and conflict constructively. The Fellow is a fully functioning member of the Counseling Center team.

4. The Fellow demonstrates conscientiousness and commitment to agency policies and procedures, completes data and record keeping tasks, uses proper channels of communication, participates in and relates well to administrative decisions and goals. She or he meets deadlines for work completion. The Fellow demonstrates the necessary self-direction to practice independently and competently as a professional psychologist.

5. The Fellow demonstrates positive coping strategies to manage personal and professional stressors to maintain professional functioning so quality client care and successful professional functioning continues uninterrupted. The fellow copes with professional challenges such as new responsibilities or client crises.

6. The Fellow shows awareness of interaction of own and other’s individual and cultural diversity and context and uses this to inform clinical work.
**Competence in Clinical Work**

1. The Fellow consistently achieves a **good rapport** with clients.

2. The Fellow formulates a useful **case conceptualization** that draws on theoretical and research knowledge.

3. The Fellow formulates appropriate therapeutic **treatment goals** in collaboration with the client. The Fellow collaborates with clients in crisis to make appropriate **short-term safety plans** and intensify treatment as needed.

4. The Fellow presents **interventions** that are well-timed, effective and consistent with empirically supported treatments.

5. The Fellow **gathers relevant interview data** promptly, appropriately evaluating immediate concerns such as suicidality, homicidality and other safety issues.

6. The Fellow integrates intake assessment data including the CCAPS into her or his conceptualization.

7. The Fellow makes appropriate contingency plans with client regarding **safety issues** if needed.

8. The Fellow discusses all **confidentiality issues** openly with clients.

9. The Fellow follows agency procedures around consultation and threat assessment.

10. The Fellow prepares **clinical documentation** accurately and promptly.

**Competence in Group Psychotherapy Skills**

1. The Fellow appropriately copes with **group therapy challenges** and complications.

**Competence in Professional Consultation**

1. The Fellow collaborates and consults effectively with other mental health professionals and systems of care including those staffed by professionals in different disciplines.

2. The Fellow consistently exhibits verbal and nonverbal communications that are appropriate to the professional context.

**Scholarly and Research Competencies**

1. The Fellow demonstrates proficiency in a **specialty focus** area.

2. The Fellow **seeks out professional writings** regarding assessment, supervision, administration, and/or clinical treatment as needed to enhance knowledge about the task at hand.
Provision of Supervision

1. The Fellow establishes a supervisory relationship with the intern conveying respect for and supporting the intern’s development. The Fellow assesses intern strengths and weaknesses as a group foundation and assists intern with developing competency a group leader.

Procedures for Evaluation

1. At the end of fellowship year, all fellows are expected to demonstrate basic competence in the afore mentioned areas appropriate to a new professional (post-fellowship).

2. As the training year progresses the fellow will develop increased competency in these basic skill areas with a particular emphasis on the provision of clinical services including: intake, assessment, planned short term therapy, crisis intervention and supervision of interns.

3. Formal evaluations of fellows work occur 3 times per year, unless additional evaluations are required to ensure appropriate opportunities for fellow development.

4. End of Semester: At the end of each semester and the summer session, an evaluation is completed. All staff members in supervisory roles are asked to provide feedback to the fellow’s primary supervisor as well as to the fellow. This feedback is written and verbal. The fellows are asked to respond to this feedback.

Closure

To successfully complete the fellowship, fellows must:

1. Successfully complete all paperwork associated with therapy cases.

2. Successfully complete two written case presentations.

3. Successfully complete projects as assigned.

4. Meet our 2,000 hour requirement with 500 face to face clinical hours.

5. Show competency as measured by the PD Competency Assessment Form.

6. Specifically a minimum of 95 percent of competency areas will be rated at level of competence of Needs Occasional Supervision or higher. No competency areas will be rated as Needs Remedial Work.