



Lehigh University Overview

Lehigh University is a co-educational, non-denominational, private university located in Bethlehem, Pennsylvania. The city of Bethlehem is a part of the picturesque Lehigh Valley. It is ideally located 75 miles from New York and 50 miles from Philadelphia, as well as having proximity to major East Coast cities, including Boston and Washington, D.C. As one of the most highly competitive universities in the country, Lehigh's mission is to advance learning by integrating teaching, research, and service with a primary goal being to prepare students for not just their first job, but for their last one, as well.

Lehigh's campus is comprised of 1,600 acres on 3 contiguous campuses: The Asa Packer Campus, Mountaintop Campus, and Murray H. Goodman Campus. Lehigh offers a unique learning environment centered on scholarship, leadership, and service. There are 18 fraternities and 9 sororities, of which 33 percent of the men and 34 percent of the women affiliate, respectively. The university also has 25 Division I intercollegiate Sports for Men and Women.

Lehigh University is a dynamic place to be both inside and outside the classroom. Each year, Lehigh's world-class entertainment and athletic facilities draw the type of top performers and premier events to campus that one might only expect to find in a major metropolitan city. Indeed, these high-caliber venues are regularly enjoyed both by members of the Lehigh family and the local community. The spectrum of programming ranges from appearances by the London City Opera at the Zoellner Arts Center to the Philadelphia Eagles football team's summer training camp at Goodman Stadium.

The cost of living in the Lehigh Valley is about 6% higher than the national average of 300 other cities, including places in Canada. This is approximately 14.5% below the cost of living in Philadelphia and 56% below the cost of living in Manhattan excluding taxes. However, since the ACCRA Cost of Living Index is mathematically the percentage of some base number, its final numbers are approximations.

The Center

The UCPS (University Counseling and Psychological Services), administratively housed within Student Affairs and with its roots going back to 1950, is actively involved in the Lehigh University community. The primary focus of the center is to provide culturally sensitive, empirically supported mental health services to the undergraduate and graduate community. These services include group psychotherapy, short-term individual psychotherapy, and walk-in and on-call crisis intervention. In addition the center serves several other roles on campus including the provision of Alcohol and Other Drug and Addictions evaluation and treatment, psycho-diagnostic/personality/career testing, and direct consultation with students. Furthermore, the UCPS staff is involved in various service activities among the extended Lehigh community including outreach programming, consultation with administration/faculty/parents, sport psychology/performance enhancement, consultation and intervention with athletic teams, advising and liaison contact with Residence Life and Greek Life Coordinators, Residence Assistants (called "gryphons" at Lehigh), or House presidents, and teaching in the Psychology and Counseling Psychology departments. The UCPS staff consists of five full-time senior staff members, 2 pre-doctoral interns, 1-2 post-doctoral residents, 2-3 graduate assistants, 2-3 graduate practicum trainees, a consulting psychiatrist, and two full-time support staff members.

Facility

The main offices of the UCPS are housed on the fourth floor of Johnson Hall, conveniently located a floor above the LU Health and Wellness Center (which the UCPS works collaboratively with the associated staff on a consistent basis), and two floors above the LU Police Department. The UCPS facility contains 11 counseling offices, 3 conference rooms for staff meetings/group therapy, a reception area/office for support staff, 1 research office, and 1 lounge and separate appliance room for lunch (includes refrigerator, microwave, coffee maker, and couches). The Center also houses the Peak Performance Training Center with a room dedicated to programs utilizing guided imagery, goal setting, mindfulness workshops, and energy modulation to enhance academic, athletic, interpersonal, and specialty targeted performance. Each office has a Personal Computer (PC) and a web camera used to video record counseling sessions, and the counseling center utilizes the Titanium scheduling and charting system which is accessible from each individual office. Additionally, one office contains a two-way mirror for live supervision. Interns will be provided with their own office for the year. Johnson Hall is also located directly behind the University Center, which houses many of the Student Affairs staff with whom the UCPS staff interacts with quite regularly; including the Vice Provost, the Dean of Students, Academic Support staff, Multicultural Affairs staff, the Women's Center staff, and LGBTQA Services.

Philosophy of Training Program

The purpose of our internship program is to provide comprehensive training that emphasizes the integration of professional and personal development of our interns. Our goal is to train highly competent generalists with the specialized skills and areas of expertise needed to function as practicing psychologists. The areas of competence central to our training program include individual and group therapy, crisis intervention, supervision, outreach/consultation, assessment, and research. We strive to integrate theory, research, and practice, as well as cross cultural competence, ethical practice, and professional identity development across all training experiences.

Goals of the Internship Program

This internship program desires to further the growth and development of professional psychologists capable of working as generalists with a specific skill set applicable to work in a university setting. At the same time, we want clinicians graduating from our program to be compassionate, engaged professionals who love their work and feel passion for the work they do; who are able to laugh with one another, be curious together, and who can work through issues collaboratively and respectfully where differences are understood; who are ethical and sought out by their colleagues and others on campus; and who are wise and aware we live in a global community even within the framework of an academic university setting. The program seeks to accomplish this development via the following specific goals.

Goal #1: Clinical Competence

A goal of the professional staff is to assist in the development of new professionals who are competent in a wide variety of counseling modalities with a focus on individual, group, intake, and crisis counseling. Interns will be expected to demonstrate intermediate to advanced core counseling skills along with the ability to work within a short term treatment model. Through verbal discussions in supervision and written case conceptualizations and treatment plans, interns will demonstrate an ability to integrate theory into their clinical work and translate these skills into effective interventions for the individual needs of each client. Interns will also develop proficiency in the handling of crisis situations through the provision of emergency coverage during the Center's normal operating hours and progressively by joining in the rotation of covering after hours crisis interventions.

Goal #2: Providing Clinical Supervision Interns will develop the skills necessary for the effective use of supervision, in both the roles of supervisor and supervisee. Interns will be expected to engage in the supervision process by being active participants as evidenced by their ability to be open and responsive to feedback, demonstrating an ability and willingness to push their own limitations and comfort levels as therapists in concert with understanding how their own beliefs, values and interpersonal style influences their work. Interns will also develop and demonstrate skill in the provision of supervision to practicum trainees. They are expected to apply supervision theory to practice by effectively assessing the developmental levels of their supervisees and assisting in the development of appropriate training goals, providing feedback, and modeling a respectful, open yet challenging environment.

Goal #3: Outreach and Consultation

Interns will demonstrate skill in the provision of outreach, consultation and liaison services in a university setting as evidenced by active engagement with the campus community. Engagement may occur through the development of relationships with Greek life and residence life staff; through demonstrating creative and effective psycho-educational programming on the broader university campus; and while meeting other outreach programming requests made to the UCPS. Interns will establish objectives and produce outreach presentations and learn to establish rapport with program participants. Interns will develop the skills essential for developing and maintaining effective consultation relationships with other agencies and individuals, both on and off-campus.

Goal #4: Multicultural Competence

One of the most important values of our Center is the commitment to diversity and the recognition and support of cultural and individual differences. To this end we strive to produce professionals who will be knowledgeable, skillful and clinically competent in working with a diverse population. A Diversity Seminar offers interns an opportunity to experientially learn and share their own unique heritage and background, as well as to be exposed to members of various cultural groups on campus. Consultation with a diversity site such as but not limited to the Office of Multicultural Affairs, the Department of LGBTQA Services, the Women's Center, the Office of International Students and Scholars, and/or Campus Religious Groups, provide interns the chance to learn about new areas, expand their prior knowledge, and garner first-hand experience in working with a diverse student population in a variety of university settings.

Goal #5: Ethical and Legal Issues

We desire to produce professionals who demonstrate both the knowledge and ability to adhere to legal and ethical guidelines and professional standards for clinical practice. At the UCPS an overarching goal of the center is to instill a strong commitment to the ethical practice of psychology set forth by the APA, including specific adherence to APA standard 10.01 C during the training period. Interns will participate in training seminars to discuss ethical issues facing the profession and those particularly connected to a university counseling center setting. Additional opportunities to address and explore ethical dilemmas and decision making are provided through individual, group and peer supervision.

Goal # 6: Professional Development

A final goal is to support the intern in developing an awareness of professional/personal issues that foster a maturing professional identity as a psychologist. Through multiple modalities there will be opportunities for the intern both individually and with a peer group, to discuss reactions to the internship, and provide a forum for discussing professional perspectives gained during the internship year and to prepare for entry into the employment market.

Training Activities

Orientation. Interns are oriented to UCPS services and facilities during their first month of service. Training seminars, policies and procedures, service assignments, and introduction to Student Affairs personnel will occur during this time. Interns can expect the first two weeks of their internship to be a structured introduction to the above mentioned core areas of service at the UCPS.

Individual Supervision. Interns receive intensive individual supervision from a senior staff member for at least two hours per week. Interns will assume the responsibility to inform their clients of their trainee status, the nature of their supervisory relationship with a supervisor accessible to their clients, and that their supervisor assumes full responsibility for their clinical work in accordance with APA ethics standard 10.01 C. Supervision focuses on the intern's goals and growth areas, case conceptualization/dynamics, case management, treatment planning, and professional development. Supervisors observe intern's service activities through video-taped clinical sessions and live supervision and co-sign all clinical entries on clients seen.

Group Supervision. Interns participate in weekly group supervision led by one or two senior staff members. During this time, interns can discuss their group therapy work as well as other professional/personal training needs. As in other forms of supervision, individual or group dynamics may be explored in group supervision to benefit the intern's professional development.

Case Conference. Interns attend a weekly case conceptualization discussion with senior staff, graduate staff, and our consulting psychiatrist. Additionally, interns will present 2-3 clients per semester during weekly staff meetings. Case presentations typically consist of a 2-3 page case overview with consultation questions, presentation of a 5-10 minute portion of a counseling session, and group discussion of the areas of needed consultation.

Seminars. Training seminars are provided to interns to enhance training and development. Training topics include, but are not limited to: Crises & Suicide Intervention, AOD I & II, Group Therapy, Campus Outreach, Assessments, Psychopharmacology, Sexual Assault, Sexual Identity, Personality Disorders, Termination, Aspergers, Autism, Compulsive Behaviors, Transference/Counter-transference, Bereavement, Multicultural Therapy, and Sport Psychology.

Consultation. UCPS staff psychologists believe in a team oriented supervision model and to that end have an open door policy where they welcome questions and concerns from interns. Interns can receive consultation from staff members who specialize in specific areas (e.g., sports psychology, eating disorders, multiculturalism, alcohol other drugs and addictions) when needed.

Psychiatric Consultation. A psychiatrist provides consultation to the UCPS staff during weekly case conference meetings. Interns can consult and collaborate with the psychiatrist individually regarding client medication issues and observe psychiatric consultation meetings. If desired, there is the potential to set up individual experiences with the consulting psychiatrist to garner experience with an inpatient population.

Direct Service Activities

Intake. Interns will develop their interviewing skills, accurate diagnosis, appropriate and skillful use of psycho-diagnostic testing and suitable case disposition through their experience with intake evaluations. Interns typically conduct three to four intakes per week and review these cases in weekly individual supervision.

Individual Therapy. Individual counseling and psychotherapy are a core function of the UCPS. Interns carry a diverse caseload of around 15 clients per week for which they receive intensive individual supervision. The UCPS adheres to a short-term (8-10 sessions) individual therapy model; however, interns may have opportunities to see 1-2 longer term individual clients.

Group Therapy. Interns are active participants in the UCPS's group program. Each intern will co-lead one to three groups per semester with a peer or senior staff co-leader. Group assignments will be made in consultation with the Training Director. Co-leadership of groups forms a substantial component of the training experience. Each intern will receive 30-60 minutes of supervision per week from their senior staff co-leader. The UCPS offers a variety of different groups - the majority of which are mixed gender interpersonal process groups for undergraduate and graduate

students. Additional groups, topical in nature, include such groups as Eating Disorders/Body Image, Women's/Men's Issues, GLBTQA Issues, International Students, Mindful Living, and Substance Use or Other Addictive Behaviors.

Couples Therapy. Although not a major component of UCPS services the opportunity is available when indicated, to provide couples therapy at the center. This service is provided on an as needed basis; therefore there is no guarantee that interns will have the opportunity in their internship year to engage in couples work.

Outreach/Liaison. Interns are encouraged to become involved in multiple aspects of outreach programming. For example, trainees can plan and implement outreach presentations for fraternities and sororities, facilitate dialogues for student groups or participate in mental health screenings for the university community. Creativity and new ideas are welcomed!

Crisis Intervention. Interns have the opportunity to observe student health reviews and other crisis interventions. Additionally, they may independently follow up with clients who have been seen by professional staff for these interventions. In some situations, trainees can co-lead a crisis intervention with their supervisor or other senior staff. As indicated by experience and their developmental level and progress through the training year, interns are integrated into the crisis services offered by the UCPS on an individual basis, eventually joining into the full rotation of on-call coverage.

Consultation. Interns have the opportunity to consult with various members of the campus community. Consultation may occur via various mediums, including in-person, telephone, or email consultation. Typical areas of consultation include: facilitating additional services for students (e.g., academic, medical), helping students with a friend struggling with psychological concerns, and discussing student concerns with parents.

Psychological Testing. UCPS offers a broad range of psychological testing options. The most commonly utilized instruments in the center are; the NEO Personality Inventory (NEO-PI), Millon Clinical Multiaxial Inventory (MCMI-III), the Strong Interest Inventory (SII), and the Minnesota Multiphasic Personality Inventory (MMPI-2). Staff psychologists supervise and aide trainees in the interpretation, formulation and write up, and feedback related to assessments. Additionally, regularly scheduled assessment seminars are part of the training component of the interns didactic experiences at the center.

Specialty Areas

Group Psychotherapy. Interns specializing in group therapy will have the opportunity to conduct additional therapy groups with a senior staff co-facilitator and as the senior co-facilitator when paired with a practicum student or Graduate Assistant. Interns may develop groups of specific topical interests and conduct structured or unstructured group interventions. As indicated, additional individual supervision hours will be provided for interns specializing in group therapy. Furthermore, the opportunity is available for interns to engage in "live" supervision or to have video recordings of group sessions reviewed along with the chance to engage in peer group supervision. By completing this specialization program interns will have the knowledge and skills to create, implement, and coordinate psychotherapy groups in a university or college counseling center setting.

Sport Psychology. Interns will have the opportunity to engage in consultation and counseling with student-athletes, coaches, and athletic department staff. The focus is on performance enhancement skills training, life skills training, and psycho-educational presentations (e.g., goal setting, time management, team cohesion, motivation, and sport injury) for teams and coaches, in addition to one-on-one clinical interventions addressing psychological distress. To this end, interns will have the opportunity to work in a more traditional therapy format with athletes seen at the UCPS for personal counseling. The intern will meet regularly for supervision to discuss clinical issues and performance issues in working with student-athletes. The intern may also have an opportunity to teach and conduct research on or with intercollegiate student-athletes and coaches.

Alcohol, Other Drug, and Addiction Services. Interns have the opportunity to receive specialized training in evaluation, treatment and consultation in this area, under the supervision of the UCPS coordinator of Alcohol, Other Drug, and Addiction Services.

Heavy alcohol use and its associated consequences continue to present an enormous challenge to student development and well-being on college campuses. Intern candidates who hold a special interest in the area of substance abuse intervention are encouraged to consider Lehigh University as a training site. The additional responsibilities for this area of emphasis will be individualized according to intern goals, but will typically include:

- A more in-depth clinical experience with alcohol and other drug issues by having a greater concentration of AOD issues in their individual client caseload.
- Additional opportunities to refine skills in screening, assessment, treatment planning, and referral through collegial collaboration, seminars, clinical case meetings, and supervision.
- Increased opportunities to facilitate group counseling and psychotherapy, as well as Lehigh community consultation and outreach focused on issues related to substance abuse and addiction.
- Regular meetings / supervision with the AOD coordinator to discuss issues related to the area.
- Collaborating on research regarding issues related to substance abuse intervention (including program evaluation).

By actively participating in this area of emphasis, interns can expect to gain competency with assessment, intervention, and programming in the areas of substance abuse and addiction. Moreover, interns will be in a position to take a leadership role in the implementation of substance abuse intervention services at a college counseling center.

Research/Professional Development Time

Interns may allocate 2-3 hours per week to engage in their dissertation research or other professional development activities. Interns are afforded the opportunity to utilize Lehigh University's Library & Technology Services, which offers free access to statistical software programs (i.e., SPSS, AMOS) and online/inter-library loan access to most journals and periodicals. Additionally, interns are free to customize a professional development opportunity that could include: preparation for regional or national conference presentations, outcome or process research among UCPS clients, shadowing the director in his administrative activities, shadowing the training director in her/his clinical training activities, and extensive consultation with Greek, residence life, athletic, or student organizations.

Staff Meetings

Staff meetings are held every Friday morning, with time spent being multi-focused. This is a time when updates regarding group therapy are discussed, current issues, ethical concerns, and administrative requirements are presented. It is also a time when staff and interns are invited to raise questions or discuss issues of concern. Additionally there is a weekly case presentation in order to get group supervision and feedback from other trainees and senior staff.

Quantitative and Qualitative Standards of Performance

There is an expectation that predoctoral interns will participate in all experiences and fulfill the outlined number of hours involved in the activities listed below in the Weekly Schedule. The quality of performance expected of interns, with feedback provided via ongoing and formal supervision and consultation, is to meet the aspirational standards of the psychology profession as set forth in the APA Ethical Principles of Psychologists and Code of Conduct (2010). These expectations are further addressed in the Due Process document.

Weekly Schedule (in approximate hours)

Intakes	3-4
Individual/couples	15-17
Assessment	varied
Group	2
Supervision of practicum trainee	(1)
Outreach/Liaison	3
Individual supervision	2
Group supervision	.5
Case Conference/Staff meeting	2
Intern Seminar	1.5
Research/Professional Development	2-3
Administrative/Case management	4.5
Training Seminar	2
Weekly Total	39.5-41.5
Upon Completion	2000 total hours for the internship year

Qualifications of Candidates

- Enrollment in a doctoral program in counseling or clinical psychology
- Successful completion of comprehensive exam/project by start of internship
- A minimum of 400 AAPI Intervention and Assessment Hours
- Interest, experience, and training in working with college and university students and their presenting concerns

Application Materials

Our predoctoral internship program was approved in December 2010 as a full member of the Association of Psychology Postdoctoral and Internship Council (APPIC). Although we are not yet an APA accredited site, and there is no guarantee of accreditation, we have designed and implemented our program to meet APA specifications and are actively working towards the future goal of accreditation.

We will be accepting applications online through the AAPI portal and are participating and adhering to the rules and regulations of the APPIC match process. No supplemental documents are required. For more information, feel free to contact:

Predocotrual Internship Selection Committee
c/o Aaron M. Sterba, M.A.
Lehigh University Counseling and Psychological Services
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When applying through the AAPI portal, our program number is 2116, and our code for ranking is 211611.

Our internship program is a 2000 hour internship running for one calendar year, starting on Wednesday, August 1st, 2012.

Selection Process

We will begin accepting and reviewing applications in September of 2011 and will continue to do so through Monday December 5th, 2011. Every effort will be made for all candidates that have submitted a completed AAPI through the portal to receive email notification on or before Thursday December 15th, 2011 regarding the status of their application. If after reviewing your materials we believe you are a qualified candidate for our center, you will be contacted by either telephone or email indicating our desire to set up either an in-person or Skype interview. Interviews will take place throughout the month of January. During the interview process you will be allotted time to meet with the TD, other members of the UCPS intern selection committee, as well as time with at least one of the present interns. Interview time is split between structured and unstructured activities. Applicants are welcomed to contact UCPS staff to garner further information as desired. The UCPS adheres to and follows all guidelines set forth by APPIC throughout the matching process.