



S O U T H E A S T
P S Y C H

Pre-Doctoral Internship Program

ABOUT US

Southeast Psych is a group psychology practice in Charlotte, NC that provides a full range of assessment and intervention services for clients of all ages and backgrounds. With a clinical staff of 18 full-time professionals, including 12 doctoral-level licensed psychologists, Southeast Psych has emerged as a leader among psychological practices.

Beginning in the fall of 2009, we will begin providing an exceptional training experience for two pre-doctoral psychology interns in professional psychology. Interns will have the opportunity to conduct individual, group, and family therapy, as well as a wide range of assessments for a diverse client population, including children, teens, adults, and families.

One of the distinctives of our internship training program is that, in addition to excellent training in assessment and therapy, it also teaches interns about the business of private practice, including such important aspects as building a referral base, marketing, and managing front office staff.

Assessment Experiences

Southeast Psych provides assessment services to individuals of all ages, including pre-school children up to geriatric-aged adults. Assessment questions range from psychoeducational concerns to personality assessments to violence risk assessments. Interns would be able to participate in the full range of these assessment experiences.

Intervention/Therapeutic Experiences

Southeast Psych provides therapeutic services, including individual, group, and family therapy, to a wide range of clients, ranging from pre-school children and their parents up to older adults. Presenting issues include a wide range of Axis I and II disorders. Interns would be able to participate in the full range of these intervention experiences.

Clients Served

Southeast Psych serves children, adolescents, and adults of all ages, all races, all socio-economic, and various religious and cultural backgrounds. Some clients present for individual therapy, others for couples' therapy, some for parent consultation, some for family therapy, and some for group therapy.

OUR MISSION

Our mission statement has gone through two revisions in the past eight years and it now reads:

Southeast Psych puts psychology into the hands of as many people as possible to enhance their lives.

Our mission challenges us to think about how to get psychology to people in a variety of ways, including traditional therapy and assessment, as well as in the form of presentations, products, podcasts, and other innovative ways. We want to get psychology to "as many people as possible." This broadens our potential client base and helps us focus on making psychology accessible to all people. By putting it into their hands, there is a certain element of giving it away, of equipping people to use it themselves, of making it highly accessible. Finally, when we say that psychology enhances lives, we affirm that we believe in what we do and what we have to offer. It presents psychology in a positive light and makes it for all people. Indeed, our tagline has become, "Psychology for All."

OUR VALUES

Southeast Psychological Services has four core values that guide our decisions and shape our culture. They make up the acronym FIRE:

- **Fun** — we value fun, spontaneity, humor, and enjoyment of life
- **Innovation** — we value innovation, invention, creativity, and change
- **Relationships** — we value healthy, honest, and authentic relationships
- **Excellence** — we value excellence, greatness, striving, and distinction

BACKGROUND FACTS

- Southeast Psychological Services was founded in 2000 as a Professional Limited Liability Company (PLLC). It is now doing business as Southeast Psych.
- The practice is located in the Southpark area of Charlotte, NC. (For more information about Charlotte, see Facts About Charlotte section). A second office is in the Ballantyne area of Charlotte.
- There are currently four managing partners: Jonathan Feather, Frank Gaskill, Barrie Morganstein, and Dave Verhaagen, all doctoral-level licensed psychologists. In addition, there are eight other full-time doctoral-level licensed psychologists (Ph.D. and Psy.D.), one additional part-time doctoral level licensed psychologist, and six masters-level clinicians (i.e., licensed professional counselors, licensed clinical social work) on staff. We also contract with a psychiatrist who has his office on site.
- SPS has had solid and consistent growth in client referrals, staff size, revenues, and programming every year since its founding.
- SPS is a true group practice; it is not a collective of individual clinicians.

OTHER INFORMATION ABOUT THE PRACTICE

- In addition to the main office and a second satellite office, we have developed an Assessment Center that may eventually become its own freestanding program within the next 1-2 years. Currently, the Assessment Center offers three specialty assessments: ADHD/LD, Asperger's Disorder/High Functioning Autism, and Academic Excellence (learning style and strengths for high-achieving students). Other specialty evaluations may be added later.
- We have partnerships with the Charlotte-Mecklenburg Police Department, Charlotte-Mecklenburg Schools, and contracts with Charlotte-Mecklenburg Area Mental Health Authority, in addition to affiliations with private schools and other agencies.
- We have a solid network of referrals sources that includes physicians, public and private schools, members of the faith community, and many other professionals.
- We are the only organization in the region that offers APA-Approved Continuing Education Credits.

GOOD MATCH FOR SOUTHEAST PSYCH?

In our experience, the following personal qualities are needed for an individual to be a good match for Southeast Psych, whether as an intern or as a full-time staff member:

- A fun personality that likes to laugh
- Good relationship skills and a desire to be part of a group or team
- Strong skills in therapy and/or assessment
- A willingness to take on other tasks that might benefit the overall practice
- An ability to take constructive criticism and to give honest feedback
- A high degree of consistency and follow-through on tasks

FACTS ABOUT CHARLOTTE

- Charlotte is the largest city in North Carolina and the 19th largest city in the U.S. The city is home to about 671,000 people and the metropolitan area has around 1.65 million people.
- It is the second largest banking center in the U.S. Nine of the Fortune 500 Companies are headquartered in Charlotte. It is also a hub for U.S. Airways.
- The area has one professional men's basketball team (Charlotte Bobcats), one professional women's basketball team (Charlotte Sting), one professional football team (Carolina Panthers), one professional men's soccer team (Charlotte Eagles), one professional women's soccer team (Lady Eagles), one professional arena football team (Carolina Cobras), one minor league baseball team (Charlotte Knights), and hosts major golf events.
- It has the largest sports facility in the Southeast (Lowe's Motor Speedway). About three-quarters of all NASCAR employees are within a 2-hour radius of Charlotte.
- It has a wide array of cultural and community events, including Festival in the Park, the Carolina Renaissance Festival, CityFest Live, Speed Street, as well as other events celebrating different cultures and the arts.
- It has 10 colleges and universities (e.g., UNC-Charlotte, Queens University, Johnson & Wales), dozens of private schools, and a top-rated public school system (for example, 3 of the public high schools have been rated among the Top 100 Best High Schools in the U.S. by Newsweek).
- It has a 105-acre theme park (Paramount's Carowinds) and a 19,000-seat amphitheater (Verizon Amphitheater), and several other entertainment venues.
- It is approximately 2 hours from the mountains and 4 hours from the beach by car.
- Median family income: \$59,097 (compared to \$44,840 U.S. average).
- Average house cost: \$221,000 for 2,400 sq. ft.; average apartment cost: \$769 for two bedroom, unfurnished, no utilities. Average electricity bill is \$110 per month.

- Charlotte is fourth in the country on the Cost of Living Index, having a cost of living that is well below the national average.
- The city is 58% White; 33% African-American; 7% Hispanic; 3% Asian
- The city has generally mild winters and hot, humid summers. In January, the average daytime high is 51 degrees (F); in July, the average daytime high is 90 degrees (F). The annual average temperature is 72 degrees (F).

OTHER FAQ'S:

These are some of the Frequently Asked Questions about our pre-doctoral internship program. If you need more information, please contact the Director of Training at dverhaagen@southeastpsych.com.

What are the overall goals of the training program?

A training program for pre-doctoral psychology interns fits within our mission and core values and allows us to equip a younger generation of psychologists to provide excellent services. Our internship program has the following goals:

- To provide doctoral-level psychology interns with training and experience in individual and group psychotherapy with children, adolescents, and adults.
- To provide doctoral-level psychology interns with training and experience in conducting psychological and psychoeducational assessments with children, adolescents, and adults.
- To train doctoral-level psychology interns in the business and professional aspects of establishing and maintaining an outpatient private psychotherapy practice.
- To equip doctoral-level psychology interns to be ethical independent practitioners.

How is the internship designed to meet these goals?

Each intern shall receive a minimum of two individual hours of supervision per week, one hour for therapy cases and one hour for testing and assessment cases. In addition to

this, a half-day of training shall be provided each Friday morning from 9-12noon that will include training on professional development topics, ethics, and also give interns the opportunity to present cases on a weekly basis.

Where does the training occur?

Training occurs at our Southpark office in Charlotte, NC. The training facility includes a conference room with digital projection, white board, and other teaching aids. In addition, there is ample computer access, online access to research databases, and two large screen televisions to assist in training.

Who is the Director of Training?

Dave Verhaagen is the Director of Training for Southeast Psych. He has a Ph.D. in psychology from UNC-Chapel Hill and is a licensed psychologist who is board-certified (ABPP) in Clinical Child and Adolescent Psychology. In the past, he has served as the Clinical Director for three mental health agencies, including the largest of its kind in the state. He is the author or co-author of six books, including *Assessing and Managing Violence Risk in Juveniles* (Guilford), *Sexually Aggressive Youth* (Praeger), and *Parenting the Millennial Generation* (Praeger), as well as the forth-coming *Therapy with Young Men* (Routledge). He has held several adjunct faculty appointments. He is also a frequent speaker at regional, state, and national conferences.

What are the responsibilities and duties of the Director of Training?

The Director of Training has seven primary responsibilities and duties:

- to ensure that each intern has two assigned supervisors who are providing supervision on a weekly basis.
- to ensure that Friday training days are scheduled and that the training content is sound, up to date, relevant, and in keeping with best practices.
- to mentor each intern in professional development, including helping sharpen career direction and learning the business of private practice.

- to plan at least one full-day conference of training each year for interns and other professionals.
- to keep all documentation current, including APPIC documentation requirements, program statistics, and so on.
- to ensure that each intern has four annual reviews.
- to be responsible for all matters related to the integrity of the program, including ethical matters, training guidelines, and client concerns.

How many hours of supervision are provided each week?

Each intern shall receive two hours of individual supervision each week. Each intern shall receive supervision from two different supervisors each week, as well as a half-day of training and supervision each week from another licensed supervisor.

Who provides the supervision?

Each intern shall receive supervision from a doctoral-level psychologist who has been licensed and practicing for at least five years.

Each supervisor signs a supervision agreement whereby he or she takes clinical responsibility for cases under his or her supervision. Each supervisor must also complete a supervision note for each supervision session.

How many hours a week are interns expected to provide direct, face-to-face services to clients?

Each intern is expected to average 15-22 hours per week in direct, face-to-face psychological services to clients. These hours can be in the form of interventions (e.g., therapy) or assessment. While there may be some weeks when an intern might provide fewer hours of direct service (due to shortened weeks, trainings, client cancellations, etc.), interns will never be expected or asked to provide more than 25 hours of direct service in any given week.

How many hours per week do interns spend in didactic activities?

Minimally three hours per week. On some weeks, an additional hour of in-service will be provided. Full and half-day conference will be provided on an annual basis.

In addition to these three hours, Southeast Psych is also a provider of APA-approved continuing education training. We sponsor professional conferences on an annual basis and each intern would be invited to participate as part of his or her training program.

What are your expectations for intern performance?

Interns are evaluated after the first month, the first three months, the first six months, and then near the end of the internship experience. We view evaluations as opportunities to give and receive feedback about each intern's progress and experience. The internship training program can be modified and enhanced based on each intern's feedback and his or her unique needs. Interns are typically evaluated on each of these dimensions:

- Each intern is expected to provide assessment and intervention services to clients that are mutually agreed upon by the intern and his or her supervisor.
- Each intern is expected to set and meet specific goals with his or her supervisor for developing therapeutic skills over the course of the internship training year.
- Each intern is expected to set and meet specific goals with his or her supervisor for developing assessment skills over the course of the internship training year.
- Each intern is expected to practice ethically in all his or her activities.
- Each intern is expected to use supervision sessions to discuss difficult, challenging, complex, or uncertain issues that they face in their delivery of services.
- Each intern is expected to participate in group processes, including attending and participating in staff meetings and didactic trainings, as well as other group activities.
- Each intern is expected to fully document all services that he or she delivers to clients.
- Each intern is expected to give direct and honest feedback to his or her supervisors about the quality of the internship experience, as well as any grievances or concerns that may arise.

- Each intern is expected to conduct at least three community marketing efforts during the course of his or her internship.
- Each intern is expected to give at least one presentation to a small or large group during the course of his or her internship.

How is an intern's performance evaluated?

Evaluation of intern performance occurs in two ways. First, each intern will meet with at least two supervisors every week. Each supervisor can give the intern feedback about any concerns that may arise during those meetings.

Second, any and all concerns will also be addressed in the four individual performance evaluations conducted by the Director of Training each year. These concerns will be put in writing and, when appropriate, suggested or required action steps will also be noted in writing.

In very rare instances, intern conduct that is unethical or unlawful may result in an immediate suspension of services or even termination of the internship. However, this would be extremely uncommon and only done in extraordinarily serious circumstances. All other concerns will be addressed by the Director of Training and put in writing after a face-to-face meeting, along with the appropriate action steps to rectify the concerns.

How can an intern give feedback about the training program?

Interns are invited to give their concerns about the training program during each of four individual formal evaluations. They may also give their concerns informally to their supervisors during weekly sessions.

In situations in which the intern does not feel comfortable giving feedback to the Director of Training or for any matter of major concern to the intern, the intern can request and shall be given the right to select another licensed, doctoral-level staff member with five or more years of licensed experience to assemble and chair a small (3 person) ad hoc committee to address the concerns. The intern will be allowed to present any concerns, information, or opinion to this committee. The committee can also request information from any other source at its discretion. At the end of their deliberation, the committee will issue a written summary of findings and conclusions. The conclusions and

recommendations of the committee can be appealed by the intern, at which point, a managing partner of the practice (other than the Director of Training) and two other clinical staff members will review the process and findings and make a final determination.

How many hours total are needed to complete the internship?

A total of 2000 hours are needed to complete the internship over 12 consecutive months.

