



Copa Health
Health Service Psychology Internship
2022 - 2023 Program Brochure

I. INTRODUCTION

In 1957, nine families came together to create Marc Community Resources, an organization founded to advocate for and serve those with special needs. In 2009, services grew to include people with mental health challenges through collaboration with community partners in the founding of Partners in Recovery, now wholly owned by Marc Community Resources. In line with its vision to continue to offer new lines of service, a new name for the organization was chosen, **Copa Health**. The organization will remain committed to the principles defined by the founding families: community integration and person-centered care.

Copa Health annually touches the lives of over 20,000 individuals in the state of Arizona. Growth has resulted in a substantial increase of employees, its transportation fleet, and a significant increase in the number of service sites that include housing and in-home supports, day treatment, employment, counseling and integrated health clinics. As an organization that plans to provide services for many years to come, Copa Health will lead the way through advocacy, innovation and collaboration with community stakeholders.

Our purpose statement: We inspire health, hope and happiness by delivering world-class solutions to individuals, families and communities.

II. HEALTH SERVICE PSYCHOLOGY INTERNSHIP

A. DESCRIPTION OF THE PROGRAM

The health service psychology internship (APPIC member, not APA accredited) is an organized training program designed to provide the intern with planned, programmed sequence of training experiences. The primary focus and purpose of the internship program is to assure breadth and quality of training via a curriculum aimed at skills enhancement and the development of a psychologist professional identity – transition from “intern” to “psychologist”. The Psychology Interns are an integral part of the purpose of our organization, the provision of services by our integrated health clinics and an active member of the client care team.

B. Training Goals

The training goals of the internship program are:

- Assist Interns develop their identity as “psychologists” through successfully integrating knowledge, skills, and attitudes for competence in nine core competency areas:
 - Research
 - Ethical and legal standards
 - Individual and cultural diversity
 - Professional values, attitudes and behaviors
 - Communication and interpersonal skills
 - Assessment
 - Intervention
 - Supervision
 - Consultation and interprofessional/interdisciplinary skills
- Develop the Intern’s clinical knowledge and skill to an advanced level in the treatment of clients with complex needs including those with SMI and developmental disabilities.

C. PHILOSOPHY

The Copa Health Psychology Internship Program follows the Practitioner-Scholar training model proposed at the 1973 Vail Conference on Professional Training in Psychology in Vail, CO.

Training in this model is more strongly focused on clinical practice and skills, evidence bases for clinical work, and measuring the effectiveness of interventions. Other areas of skill development include client advocacy, consultation, and community outreach.

D. LENGTH OF PROGRAM

All internship positions for the training year 2022-2023 begin on Monday August 1st, 2022 ending on Friday July 28th, 2023. The internship program is structured to be full-time and consists of 2000 hours over 1 year (12 months). It encompasses on-site training, individual supervision, and didactic activities (case conferences, seminars, in-service training) designed to meet Arizona licensure requirements.

The internship year is a rigorous experience designed to be completed at the post-practicum/post-clerkship/post-externship level and precedes the granting of the doctoral degree. It is the capstone experience between being a psychology student and being a professional psychologist. The internship program uses a developmental model to meet the increasing skill level of the intern.

E. INTERNSHIP POSITIONS

The health service psychology internship consists of a major rotation at an integrated health clinic (3-3.5 days per week) and a secondary rotation (1-1.5 days per week) at the community

integration/residential services. There are 5 internship positions for the training year 2022 – 2023.

Integrated Health Clinic: Copa Health is home to 5 integrated health clinics (plus 2 outpatient clinics) where interns work alongside Primary Care Physicians, psychiatrists, nurses, pharmacy staff, case managers, program director, employment support services, and other ancillary staff. The clinics serve adults ages 18 and up. Our current enrollment at the clinics is roughly 8,300 SMI (Severe Mentally Ill) members and 500 GMHSU (General Mental Health/Substance Use) members. The intern provides initial assessments, treatment planning, individual therapy, family/couples therapy, group therapy, crisis intervention, risk assessments, consultation, and ongoing assessment of client issues and progress. Interns also provide brief consults as needed to clients receiving services from the primary care provider or psychiatrist or other staff as needed. All of our facilities are compliant with the American with Disabilities Act.

Community Integration Services/Residential Services: Behavioral Health Community Integration Services provides housing and support services for individuals with a serious mental illness in order to assist them to successfully live in a home setting by providing the supports necessary to assist them in achieving their recovery goals. Copa's Behavioral Health Residential Treatment Facility services are designed to provide short term structured support services to adults with serious mental illness. Services promote recovery and are provided in a structured residential treatment setting with 24-hour supervision, including counseling or therapeutic activities. The goal of Residential Services is to enhance the independence, dignity, personal choice and privacy of the individuals.

F. FINANCIAL SUPPORT, BENEFITS AND ADMINISTRATIVE ASSISTANCE

Full-time interns receive a stipend of \$30,000 for the year of internship to be paid on a bi-weekly basis. Interns will be eligible to the following company-wide benefits:

- 9 paid holidays per year
- 10 Paid Time Off (PTO) days during the training year
- Access to health coach and wellness incentives
- Medical Vision, and Dental
- H.S.A., H.R.A, F.S.A. (with select medical plans)
- Group Life/AD&D and Short-Term Disability
- Long-Term Disability and Life/AD&D
- 403(b) retirement plan with company match
- Short Term and Long-Term Disability
- Employee Assistance Program

Copa Health, is an Equal Opportunity Employer – All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, disability status, protected veteran status, or any other characteristics protected by law. At Copa Health

we work to ensure that the workplace is accessible and supportive for employees with disabilities. Sites can provide office space, parking, equipment, and administrative assistance to meet the needs of interns with disabilities. Applicants who may have questions about access and accommodations or who requires special accommodations should contact Dr. Medina at Diana.Medina@copahealth.org early in the application process.

All matches/offers are contingent upon successful completion of a pre-employment drug screening and criminal background check as those are required to provide services at Copa Health. The intern must be able to obtain a Level One Fingerprint Clearance card issued by the Department of Public Safety. Pre-employment physical and TB test may be required (as applicable per program requirements). Failure to comply with these requirements will result in immediate removal from the internship program.

G. Eligibility & Application Information

Doctoral candidates in professional psychology graduate programs who have met the requirements for internship may apply to the Health Service Psychology Internship at Copa Health. Copa Health will only accept candidates from clinical or counseling psychology programs that meet Arizona licensure standards A.R.S. § 32-2071(A)(2). The Copa Health Doctoral Internship in Health Service Psychology follows traditional psychology clinical preparation requirements. These are the standards required by the State of Arizona Board of Psychology Examiners. The Psychology Training Program embraces the diversity of our interns, staff, and training activities. Interns are valued for the diversity of experiences and identities they bring to our organization. We are dedicated to providing a safe and welcoming environment for interns to explore their own intersecting identities and these impact their clinical work during internship.

The following must be completed **by the start of internship**:

- At least three years of graduate school at a regionally accredited, degree-granting clinical or counseling psychology program
- All coursework must be completed
- 1000 hours of direct practicum experience spread over two practica with a minimum of 300 direct face-to-face intervention hours
- Committee approval of dissertation proposal or similar project
- Successful completion of Comprehensive Examinations
- An applicant must be certified as ready to apply for internship by the Director of Training of their graduate program

A prospective Health Service Psychology Intern must be a United States citizen who, by the beginning of the internship year, has completed all coursework and successfully proposed their dissertation (or capstone project) for their doctoral degree requirements from a regionally accredited institution of higher education in clinical or counseling psychology.

As a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC), we use the APPIC Application for Psychology Internships (AAPI) online service and participate in the APPIC Match. Please note that you must register for the Match in order to participate in the matching process. To register, visit National Matching Services Inc.

<https://natmatch.com/psychint/>. Further information about the matching process and online AAPI can be found on the APPIC website <https://www.appic.org/>.

Background Check and Fingerprint clearance: In accordance with Copa Health policy, candidates who match with the Psychology Training Program at Copa Health must successfully complete a background check (including fingerprinting) prior to the start of internship. Final hiring for the internship is contingent upon clearing the background check and being able to obtain a fingerprint clearance card.

Application Process

Application deadline is **December 10th, 2021 (11:59pm – Eastern Standard Time)**.

APPIC Match code number is **252511**.

The application will be complete when the following materials are submitted via AAPI Online:

- Completed AAPI
- Cover letter describing your relevant experiences for an internship at Copa Health
- Current vitae
- Transcripts of all graduate work
- Three letters of recommendation from persons who are familiar with your clinical and professional work, at least two of which must be from recent clinical supervisors (within the last three years).

Please email Dr. Diana Medina, Chief of Clinical Education, Diana.Medina@copahealth.org, if you have any questions.

Application Timeline

- Application deadline is **December 10th, 2021** (applications will not be accepted after this date).
- Finalists invited for virtual interview via Zoom will be notified via email by **December 17th, 2021**.
- Zoom interviews will be conducted on two dates: **Wednesday, January 19th, 2022 and Thursday, January 20th, 2022**.
- Match day will be **February 18th, 2022**. Once matched, we will make formal offers per APPIC guidelines.

Copa Health, a Full member of the Association of Postdoctoral and Psychology Internship Centers (APPIC), subscribes to APPIC guidelines and follows APPIC procedures. This internship

site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any applicant for internship.

This internship program at Copa Health is not accredited by the American Psychological Association (APA).

Copa Health, is an Equal Opportunity Employer – All qualified applicants will receive consideration for employment without regard to race, color, religion, national origin, disability status, protected veteran status, or any other characteristics protected by law.

H. DUE PROCESS, APPEAL PROCESS, AND GRIEVANCE PROCEDURE

Unprofessional conduct is behavior inconsistent with the identity of a professional psychologist. If there are concerns with the Psychology Intern, those will be addressed with the intern during the course of the internship. All interns will be provided with the written Due Process and Appeal Process, which delineates our program’s course of action for dealing with intern unprofessional conduct, as well as the Written Grievance Procedure.

I. CERTIFICATE OF INTERNSHIP COMPLETION

All interns who have successfully completed the internship will receive a “Psychology Internship Completion” Certificate.

III. CORE COMPETENCIES

Core competencies are required for all interns who graduate from programs in health service psychology. The Copa Health Service Psychology Internship is committed to building upon a trainee’s competencies 9 core areas: (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, and (9) Consultation and interprofessional/interdisciplinary skills.

The intern will build upon the aforementioned competencies by participation in the following:

- New Employee Orientation
- Clinical Skills Training
- Direct Client Contact
 - Interns will spend at a minimum 25% of their time providing face-to-face psychological services to our clients (a minimum of 10 hours per week/500 hours for the internship year).
 - Direct contact includes engaging clients in the initiation of services, developing treatment plans, delivering therapy services, crisis intervention and consultation.
- Individual Supervision
 - 2 hours of individual supervision per week

- Group Supervision
 - 2 hours of group supervision per week
- Didactic Training (see description in section IV)

A. PROGRAM’S EXPECTATIONS FOR INTERN PERFORMANCE & EVALUATION OF COMPETENCIES

Throughout the year, the primary supervisor and Director of Training will assist interns in building upon their core competencies. Throughout the year, the intern’s primary supervisor will assess, both formally and informally, the intern’s areas of competence and provide feedback throughout the internship year. Intern evaluation will include live observation and/or audio/video recording. Interns will receive formal written evaluations twice a year (2nd and 4th quarters of the internship) and a copy will be sent to the intern’s sponsoring graduate program. Informal verbal feedback is frequently given throughout the year.

As Copa Health employees trainees in the Psychology Internship Program, psychology interns are expected to abide by organizational, state regulations and by the Ethical Principles of Psychologists and Code of Conduct. All interns are expected to report to their sites during working hours and carry themselves in a professional manner in their interactions with clients and co-workers.

Psychology interns will do 1-2 formal case presentations during the year where they can demonstrate their growth in case formulation, providing evidence-based support for their intervention and presentation of audio or video of the session. As integral part of the purpose of our organization and to demonstrate the intern’s ability to evaluate and disseminate research, Psychology Interns will prepare and present a training available to company staff through a 2- hour in-service where they present the latest evidence-based findings on a topic related to the intern’s interest and applicability to the population we serve.

IV. DIDACTIC TRAINING & TRAINING RESOURCES

The internship program requires interns to have 100 hours of didactic training. These hours will be earned via participation in the following activities:

A. COLLOQUIUM

The weekly colloquium will take place every Wednesday from 10am-12pm. The meetings are facilitated by the Chief of Clinical Education, a licensed psychologist, as well as other psychologists in the community (as invited speakers). Some of the scheduled speakers for the upcoming training year are as follows:

Presenter	Topic
Darwyn Chern, MD, FAPA, FASAM	Psychopharmacology & MAT
Shaun Dekutoski, MD	Family Medicine & Integrated Health

Erin Juarez, BCBA	Applied Behavior Analysis
Erin Hanks-Moehr, Ph.D.	Multicultural Competence in Supervision
Jay Worley, Psy.D.	Working with Veterans in the Therapy Room
Daniella Pedroso, Psy.D.	CBT in Action
Elicia Nademin, PhD ABPP	Don't Be a Stranger
Diana Medina, PhD	Affirmative Care for Transgender and Gender Non-Binary (TGNB) Clients
Shar Najafi-Piper, PhD	Trauma Informed Care
Latrice Hickman, MS	HIPPA - Most common violations and how to avoid them

- B. TRAINING SEMINARS: The internship program requires interns to attend seminars offered in the community throughout the year. The Association for the Chronically Mentally Ill (ACMI) and Training Institute offer trainings/seminars that expand on the training needs of the Psychology Interns.
- C. LOCAL CONFERENCES: Participation in the annual Arizona Psychology Training Conference and the Arizona Psychological Association Annual Convention.
- D. ARIZONA BOARD OF PSYCHOLOGIST EXAMINERS (AZBPE): The internship program will attend two meetings (one in the Fall and one in the Spring) of the AZ Board of Psychologist Examiners as part of their training curriculum.
- E. SUPERVISORY/TRAINING STAFF: Currently, there are 2 licensed psychologist at Copa Health devoted to providing individual and group supervision to interns in the program. Dr. Diana Medina and Dr. Lynnette Suarez work full time providing supervisory support to the interns in the program. In addition, there are three other licensed psychologists in the program who can step in to provide supervision if needed:
 - o Wendy Bunn, Psy.D. is the Vice-President of
 - o Amanda McBride, Psy.D. is the Clinical Director at our East Valley Integrated Health Clinic
 - o Shar Najafi-Piper, Ph.D. is the CEO at Copa Health
- F. TRAINING RESOURCES: All interns will be provided a work laptop or tablet, will have access to companywide trainings (in addition to their formal training opportunities outlined above), clerical support, and facilities to provide services (e.g. integrated health clinics, day program center, or central office where didactic training will be held).

V. DOCTORAL TRAINING FACULTY

Diana Medina, PhD

Dr. Diana Medina (she/her) is the Chief of Clinical Education and Director of Training at Copa Health in Mesa, Arizona and a bilingual (Spanish and English) licensed psychologist in the State of Arizona. She received her Ph.D. in Counseling Psychology from Arizona State University and M.S.Ed. in Counseling from Purdue University. She completed her doctoral internship and post-doctoral training in outpatient psychotherapy and clinical services at Southwest Behavioral & Health Services. Upon completion of her post-doctoral training, Dr. Medina went on to become

the Director of the Erickson Outpatient Clinic, part of Southwest Behavioral & Health Services. Dr. Medina is a strong advocate of “strengths-based” approach to therapy. She specializes in gender issues, working with Transgender and Non-Binary (TGNB) clients, and in providing clinical supervision (at the master’s, doctoral, and post-doctoral level). Dr. Medina has served as Adjunct Faculty at GateWay Community College. Dr. Medina is an active member of the American Psychological Association, Arizona Psychological Association, and the World Professional Association for Transgender Health.

Lynnette Suarez, Psy.D.

Dr. Lynnette Suarez (she/her) is a Supervising Psychologist in the Psychology Training Program at Copa Health. She is a bilingual, Spanish and English speaking licensed psychologist coming from the state of California. She received her Master’s Degree in Forensic Psychology from The Chicago School of Professional Psychology and became a Licensed Clinical Professional Counselor in the state of Illinois. She worked for 3 years as the lead therapist at an HIV clinic working with a predominantly immigrant population. Dr Suarez then went on to attain her Psy.D. in Clinical Forensic Psychology also from The Chicago School of Professional Psychology, specializing in trauma treatment and law enforcement psychology. She completed her doctoral internship at San Quentin State Prison and her postdoctoral training at Golden Gate CONREP. Upon completion of her training, Dr. Suarez went on to work for the San Mateo County Correctional Health Services. In San Mateo County, Dr Suarez worked in the Behavioral Health Program with inmates with serious mental illness and she conducted competency restoration for inmates found Incompetent to Stand Trial. Dr Suarez has also served as adjunct faculty at San Francisco State University in the Criminal Justice Program.

Shar Najafi-Piper, Ph.D.

Dr. Shar Najafi-Piper (she/her) is the Chief Executive Officer at Copa Health in Mesa, Arizona. Dr. Najafi-Piper has distinguished herself as a licensed psychologist and clinical executive over the past 17 years. Dr. Najafi-Piper received her Ph.D. in Psychology from Harold Abel School of Psychology. She completed her doctoral internship and post-doctoral training at Southwest Behavioral & Health Services. Over the course of her career, she has served as a behavioral health technician, outpatient counselor, team lead clinician, program/executive director of outpatient clinics, vice president of outpatient services, and president of complex care centers and behavioral services. Dr. Najafi-Piper has expertise in fully integrated clinical continuums of care to meet the highly complex needs of behavioral health members and their families and experience in the provision of housing specific to meet the needs of developmentally disabled individuals.