



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 AIMS

The training aims 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. The program is designed to prepare interns for entry-level practice. Our 2020-2021 intern graduates have gone on to secure post-doctoral fellowships in independent practice and community mental health settings.

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 8 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.

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 and 25 assessment 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/>.

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. Final hiring for the internship is contingent upon clearing the background check and being able to obtain a fingerprint clearance card. 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. Applicants and matched interns may contact the Training Director to request a copy of the Copa Health Employee Handbook for more information on Background Checks (section 3.02), Criminal Convictions (section 3.03), and the Fingerprint Clearance Card (section 3.04) and/or contact Copa Health Human Resources (480)969-3800 with specific questions.

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: **Thursday, January 20th, 2022 and Friday, January 21st, 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 has submitted an initial self-study for APA accreditation. However, there is no guarantee that accreditation will be granted. Questions related to the program's accreditation status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation
American Psychological Association
750 1st Street, NE
Washington, DC 20002
Phone: (202)336-5979 Email: apaaccred@apa.org

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's behavior or an Intern does not meet expected levels of competence on intern evaluations, 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, 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. DIDACTIC TRAININGS

The weekly didactic trainings will take place every Tuesday from 1pm – 3pm. 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 psychologists 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 two other licensed psychologists in the program who can step in to provide supervision if needed:

- Wendy Bunn, Psy.D. is the Vice-President of Housing and Community Support Services
- Amanda McBride, Psy.D. is the Clinical Director at our East Valley Integrated Health Clinic

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.

Wendy Bunn, Psy.D.

Dr. Wendy Bunn (she/her) is the Vice President of Housing and Community Support Services. She brings many years of experience providing or directing services for children and adults with mental health conditions. She has worked in both clinical practice and through supervising residential programs, and as a habilitation specialist for children diagnosed with Autism/Asperger Syndrome. She earned her BS in psychology in 1999, MA in clinical psychology in 2004 and Psy.D in 2009. Dr. Bunn supports a skills-based approach to care, focusing on training, team building and making people a priority. She believes in providing care with a compassionate, can-do and humble attitude, and that the basis of providing good care comes from strong teamwork within the organization and collaborations with stakeholders in the community.

Amanda McBride, Psy.D.

Dr. Amanda McBride (she/her) is the Clinical Director of Copa Health's East Valley Campus and a licensed psychologist in the State of Arizona. She received her M.A. and Psy.D. in Clinical Psychology from the Arizona School of Professional Psychology at Argosy University, Phoenix, in 2014. Dr. McBride completed her pre-doctoral internship at Talbert House in Cincinnati, Ohio, a community behavioral health agency, and post-doctoral residency with Southwest Behavioral & Health Services in Phoenix. She served in a dual clinical/administrative role at Southwest Behavioral & Health Services for over 6 years before joining Copa Health. Dr. McBride has extensive experience providing strengths-based, solution-focused care to clients in the form of therapy, assessment and treatment planning, and psychological testing. She has been a primary supervisor for doctoral practicum students, pre-doctoral interns, and post-doctoral residents. Dr. McBride is passionate about supervision, education, and training; chronic pain management; grief and loss recovery; and animal-assisted psychotherapy. Dr. McBride is also a member of the planning committee for the Arizona State University Psychology Training Conference, which hosts an annual conference for psychologist supervisors and trainees.

Internship Admissions, Support, and Initial Placement Data

Date Program Tables are updated:

Program Disclosures

<p>Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values?</p>	<p>_____ Yes ___X___ No</p>
<p>If yes, provide website link (or content from brochure) where this specific information is presented:</p>	
<p>N/A</p>	

Internship Program Admissions

<p>Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:</p>
<p>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). Prospective interns must have completed 3 years of graduate school at a regionally accredited, degree-granting clinical or counseling psychology program, all coursework completed by the start of internship, 1000 hours of direct practicum experience spread over two practica with a minimum of 300 direct face-to-face intervention hours, received committee approval of dissertation proposal or similar project, successfully completed Comprehensive Examinations, and the applicant must be certified as ready to apply for internship by the Director of Training of their graduate program.</p> <p>The ideal candidate will be interested in working with adults who are part of the Serious Mentally Ill population, interested in the integrated health medical model, and have a desire to work with clients with complex needs.</p> <p>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 how these impact their clinical work during internship.</p>

Does the program require that applicants have received a minimum number of hours of the following at time of application? If Yes, indicate how many:			
Total Direct Contact Intervention Hours	Yes		Amount: 300 hours
Total Direct Contact Assessment Hours	Yes		Amount: 25 hours

Describe any other required minimum criteria used to screen applicants:
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.

Financial and Other Benefit Support for Upcoming Training Year*

Annual Stipend/Salary for Full-time Interns	\$30,000	
Annual Stipend/Salary for Half-time Interns	N/A	
Program provides access to medical insurance for intern?	Yes	No
If access to medical insurance is provided:		
Trainee contribution to cost required?	Yes	No
Coverage of family member(s) available?	Yes	No
Coverage of legally married partner available?	Yes	No
Coverage of domestic partner available?	Yes	No
Hours of Annual Paid Personal Time Off (PTO and/or Vacation)	80	
Hours of Annual Paid Sick Leave	Included in PTO above	
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	Yes	No
Other Benefits (please describe):		
<ul style="list-style-type: none"> ● 9 paid holidays per year ● Access to health coach and wellness incentives ● Vision and Dental Insurance in addition to Medical Insurance ● 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 		

*Note. Programs are not required by the Commission on Accreditation to provide all benefits listed in this table

Initial Post-Internship Positions

(Provide an Aggregated Tally for the Preceding 3 Cohorts)

	2017-2020	
Total # of interns who were in the 3 cohorts	0	
Total # of interns who did not seek employment because they returned to their doctoral program/are completing doctoral degree	0	
	PD	EP
Academic teaching		
Community mental health center		
Consortium		
University Counseling Center		
Hospital/Medical Center		
Veterans Affairs Health Care System		
Psychiatric facility		
Correctional facility		
Health maintenance organization		
School district/system		
Independent practice setting		
Other		

Note: "PD" = Post-doctoral residency position; "EP" = Employed Position. Each individual represented in this table should be counted only one time. For former trainees working in more than one setting, select the setting that represents their primary position.