

# The Northeastern Oklahoma Psychology Internship Program (NOPIP)

An APA-Accredited Psychology Internship  
**[www.nopip.org](http://www.nopip.org)**

## **Information for Prospective Applicants 2024-2025**

NOPIP is an APA-accredited psychology internship program. Our next site visit is scheduled in 2024. For any questions or concerns, please contact the American Psychological Association at the following address or by telephone:

Office of Program Consultation and Accreditation  
American Psychological Association  
750 First Street NE  
Washington, DC 20002-4242  
(202) 336-5979  
(202) 336-6123 (TDD)  
Email: [apaaccred@apa.org](mailto:apaaccred@apa.org)

Dear prospective applicants,

Thank you for your interest in NOPIP! This document is a truncated version of our Internship Handbook and will provide you with a basic overview of our training program. We are an APA-accredited internship consortium and a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). The primary mission of the NOPIP is to provide quality clinical training utilizing a diverse range of theoretical models and techniques. The Practitioner-Scholar model is the underlying philosophy of NOPIP. All consortium sites consider the integration of research and practical experience essential in the development of professional competency. NOPIP places an emphasis on applying evidence-based practices, research-based programming, and the application of science in practice. Our goal is to facilitate the development of critical thinking, conceptualization, and problem-solving skills.

The current NOPIP chair is Scott Orth, Psy.D. and the vice chair is Jaime Myler, Psy.D. The contact information for each consortium site is listed below and site supervisor contact information can be found within the individual site descriptions. You will find additional information about NOPIP on our website, [www.nopip.org](http://www.nopip.org).

### **Current NOPIP Sites:**

1. Indian Health Care Resource Center
  - Address: 550 S. Peoria Ave. Tulsa, OK 74120
  - Main phone number: 918-382-1241
2. Oklahoma Forensic Center
  - Address: P.O. Box 69 Vinita, OK 74301
  - Main phone number: 918-713-5581
3. Laureate Institute for Brain Research
  - Address: 6655 S. Yale Ave. Tulsa, OK 74136
  - Main phone number: 918-481-4000
4. Cherokee Nation Behavioral Health
  - Address: 19600 E. Ross St. Tahlequah, OK 74464
  - Main phone number: 918-772-4028

**We value diversity at NOPIP:** Qualified applicants are encouraged to apply and are subject to identical consideration and opportunity for acceptance regardless of cultural or individual differences. All interns are considered based on individual merit. NOPIP policies do not in any way try to limit diversity among cultural and ethnic groups. There is no discrimination based on personal status or group characteristics, including but not limited to classes protected under federal and Oklahoma state law. Selection of interns will be governed by the procedures published by APPIC.

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## **General NOPIP Overview:**

### **Mission:**

The primary mission of the Northeastern Oklahoma Psychology Internship Program (NOPIP) is to provide quality clinical training utilizing a diverse range of theoretical models and techniques, recognizing the importance of cultural and individual differences and diversity. The Practitioner-Scholar model is the underlying philosophy of NOPIP. All members consider the integration of research and practical experience essential in the development of professional competency. Therefore, NOPIP places an emphasis on applying evidence-based practices, research-based programming, and the application of science in practice. Our goal is to facilitate interns' development of critical thinking, conceptualization, and problem-solving skills. Prior to the completion of the internship, all interns are expected to be competent in providing basic psychological services to the community in an ethical, professional, and knowledgeable manner.

As a graduate of NOPIP, each intern is expected to have developed at least an intermediate level of skill in the nine profession-wide competence areas of research; ethical and legal standards; individual and cultural diversity; professional values, attitudes, and behaviors; communication and interpersonal skills; assessment; intervention; supervision; and consultation and interprofessional/interdisciplinary skills (see Competency Goals and Objectives section of this handbook for more information). Notably, as interns progress throughout the training year they are expected to demonstrate each profession-wide competency with increasing levels of independence and complexity, commensurate with demonstrated competence. Professional development is focused on throughout the internship year, emphasizing the integration of research and practical experience including knowledge of ethical and legal standards and knowledge of individual and cultural differences. Additionally, communication and interpersonal skills as well as professional values, attitudes, and behaviors consistent with practice informed by ethics, legal standards, and diversity are integrated throughout the internship year. Training is provided in a range of assessment and treatment activities conducted directly with patients or clients seeking psychological services and in a range of didactics, including didactic training series on cultural and individual difference and diversity, consultation, and supervision. Each intern is required to have at least 25% of their total hours in direct patient or client contact.

### **Program Model:**

The program's training model is based on the idea that interns differ in both prior experience and professional goals. The training needs for each intern are considered individually. Both required activities and individualized planning with supervisors are utilized to achieve profession-wide competencies and to allow for the pursuit of specific

goals. Each intern's training is planned, in consultation with site supervisors, to maximize growth and development as a future psychologist during the internship year. This plan ensures that all required profession-wide competencies are met while allowing for the pursuit of specific goals.

Training occurs primarily through the performance of clinical functions at the intern's site. As a consortium, NOPIP offers interns training experiences with diverse populations in a variety of settings. Clinical experience is carefully supervised to ensure a wide variety of opportunities in assessment and intervention activities with increasing complexity throughout the year. Interns receive a minimum of two hours of regularly scheduled face-to-face individual supervision and two hours of group supervision each week from a licensed psychologist. Additionally, weekly didactic training covering a variety of topics, including didactic training series on cultural and individual difference and diversity, consultation, and supervision, serves to enhance practical experience. Training is designed to promote integration of research and practice and to address various ethical, legal, diversity and professional issues. In addition, interns are encouraged to take advantage of educational opportunities in the community.

The internship program is planned and organized by the Consortium Internship Committee, consisting of representatives from each site, working together under the leadership of the NOPIP Chair. The Internship Chair is a licensed psychologist, as are the primary supervisors at each individual site. The Committee meets at least monthly and communicates frequently to plan and coordinate activities and resources.

### **Program Structure and Stipend:**

There are currently multiple placement sites available at NOPIP, each providing the opportunity to gain sufficient experience to develop skills in the areas of personal interest while ensuring training in a generalist model to achieve profession-wide competencies. These sites provide a myriad of services to a wide variety of individuals. Interns are assigned to year-long position, to be completed in no fewer than 12 months. A minimum of 36 hours per week is spent at the site, with an additional four hours of didactic training and supervision typically on Friday afternoons in Tulsa.

The internship stipend ranges from approximately \$28,700 to \$35,000. Each site is asked to make an annual commitment of resources which includes staff, time, and funding. For more specific information as to pay dates, tax issues, etc., please contact the individual sites.

## **NOPIP Site Descriptions:**

### **Indian Health Care Resource Center of Tulsa, Inc. (IHCRC):**

IHCRC is a nonprofit comprehensive health care facility serving the Tulsa-area American Indian community. The mission of IHCRC is to provide quality, comprehensive health care to Tulsa-area American Indian people in a culturally sensitive manner that promotes good health, well-being, and harmony. IHCRC provides medical, health and wellness education, dental, optometry, substance abuse, pharmacy, and behavioral health services. IHCRC serves individuals across the life span with economically diverse backgrounds.

IHCRC has a multidisciplinary behavioral health department comprised of psychologists, psychiatrists, licensed clinical social workers, licensed professional counselors, and substance abuse counselors. The behavioral health department of IHCRC provides comprehensive outpatient services utilizing evidenced-based practices. Services include clinical interviews, diagnostic assessments, substance abuse treatment, medication management, and therapy with individuals, families, and couples.

IHCRC provides three full-time placements for interns. The internship is focused on training interns to provide behavioral health services in an interdisciplinary medical facility while emphasizing cultural competency in providing service in American Indian communities. Interns are valued members of our multidisciplinary clinic and work collaboratively with a variety of mental health and medical professionals.

Main Contact Person: David Bright, Psy.D.: 918-588-1900 ext. 3237 or  
dbright@ihcrc.org

Other Licensed Staff on Site: Jason Menting, Psy.D. and Joanna Shadlow, Ph.D.

### **General Internship Responsibilities:**

- Psychotherapy/Counseling Services: Interns provide primarily individual therapy services, but some opportunity for couples and family therapy are available. Therapy services are offered to patients across the lifespan, including children, adults, and older adults. Group therapy opportunities are also available. For example, interns provide monthly smoking cessation sessions on a rotating basis to patients referred by their primary care providers. Interns are also encouraged to form new therapy or psychoeducational groups as needed to address patient needs and intern interests.
- Psychological Assessment: Interns have an opportunity to conduct a variety of

assessments over the course of the training year. The most requested assessments include ADHD, learning disability, and diagnostic clarification. Screenings for autism and dementia are also regularly requested.

- Consultation: Interns are available to provide on-call consultation services to our medical providers. These services can include conducting providing brief interventions during medical appointments to patients with alcohol or other substance use disorders and providing connection to IHCRC behavioral health services. In addition, observation of psychiatric appointments can be arranged with our psychiatric providers. Interns regularly engage in consultation with our Systems of Care program, which provides community-based wrap-around services to children and adolescents experiencing behavioral or emotional difficulties.
- Community Outreach: Interns participate in community activities, including attending Tulsa Indian Community Advisory Team meetings and annual powwow planning meetings. They have opportunities to be involved in multiple community events, including volunteering at the annual powwow, attending stomp dances, observing youth drum group practices, chaperoning youth dances, and assisting with events for families in the community.

### **Supervision/Time on Site:**

- Interns are expected to be on site for 36 hours per week
- A minimum of two hours per week of individual supervision will be provided
- Interns will also attend two hours of group supervision and two hours of didactic every Friday with all other interns in the consortium

### **Funding:**

- Interns at IHCRC are currently paid \$33,000 with payments made bi-weekly.

To learn more about Indian Health Care Resource Center, please visit [www.ihcrc.org](http://www.ihcrc.org)



## **Laureate Institute for Brain Research (LIBR):**

Laureate Psychiatric Clinic and Hospital (LPCH) is a private, not-for-profit psychiatric facility that is affiliated with the Saint Francis Health System. The Saint Francis Health System also includes four medical-surgical hospitals and over 450 primary care and specialty physician practices. Laureate provides mental health treatment services for adults and seniors across the full continuum of care. Substance abuse treatment is provided for adults. LIBR is on the same campus as LPCH. LIBR opened in 2009 and currently houses a multidisciplinary team of scientists and clinical research staff who apply neuroimaging, genetic, pharmacological, and neuropsychological tools to investigate the biology and treatments of neuropsychiatric disorders. Our psychology interns are recognized as valuable members of the treatment team.

Laureate offers two full-time internship positions. The interns will split their time and work at LPCH for three days per week and at LIBR for two days per week. The interns work with their supervisor to identify LPCH units most relevant to their training goals and focuses on clinical research and neuroscience training at LIBR.

Main Contact Person: Robin Aupperle, Ph.D.: 918-502-5744 or  
raupperle@laureateinstitute.org

Other Licensed Staff on Site: Janet Adams-Westcott, Ph.D., Namik Kirlic, Ph.D. (LIBR), John Hurlburt, Ph.D., Victoria McCoy, Ph.D., and Tara Pyle, Ph.D.

### **Units at LPCH:**

- The LPCH Adult Behavioral Health Units provide acute care services to adults requiring medical supervision for mental health issues. The primary reasons for admission include danger to self or others, severe functional impairment, medication stabilization, and detoxification. The interns work with a multi-disciplinary team that includes psychiatrists, psychiatry residents, nurses, master's trained mental health professionals, drug and alcohol counselors, and activity therapists. The Adult Behavioral Health Units serve as a primary training site for psychiatry residents affiliated with the University of Oklahoma Health Sciences Center at Tulsa.
- The Mental Health and Drug and Alcohol Addiction Intensive Outpatient Units provide intensive outpatient services to individuals receiving treatment for a variety of mental health symptoms or conditions and/or chemical dependency, with clients receiving several hours (i.e., approximately 12 hours/week) of group-, individual- and family-focused therapies from clinicians within a multi-disciplinary team.
- The Laureate Eating Disorders Program includes both adolescent and adult tracks



and provides services within three levels of care: acute care

hospitalization, residential care, and partial hospitalization. Group-, individual-, and family-focused therapies are provided within a multi-disciplinary team.

### **General Internship Responsibilities at LPCH:**

- Complete psychosocial assessments and develop treatment plans
- Provide individual, family, and group therapy and case management services
- Complete psychological testing for purposes of differential diagnosis, determining current cognitive functioning, and ruling out malingering

### **LIBR Clinical Research Rotation:**

- Involves clinical activities as part of ongoing psychotherapy clinical trials, research training activities, and didactic activities. Eight hours per week will be protected for research and didactics.
- Clinical activities involve conducting empirically supported, manualized interventions for adults and/or adolescents experiencing anxiety, depression, and/or substance use. There are additional opportunities for administering structured psychosocial history, diagnostic interviews, and brief neuropsychological assessment batteries as part of ongoing research studies.
- Research activities involve conducting literature reviews, data analysis, and preparing results for conference presentation or publication. These activities would be tailored to the interests of the intern through collaboration with supervisors and mentors. Interns will be encouraged to submit their research for conference presentation and/or publication.
- There are several different completed and ongoing research projects that interns can focus their research training and experience, including data from longitudinal and clinical outcome studies focused on depression, anxiety, or substance use, and utilizing multiple levels of assessments, including self-report, behavior, bioassays, neurofeedback, and neuroimaging (using functional magnetic resonance imaging and electroencephalography). This includes the Tulsa 1000 study, a longitudinal observational study of 1000 treatment-seeking individuals with mental health problems across the categories of mood, anxiety, eating, and substance use disorders and the Adolescent Brain Cognitive Development (ABCD) study, a large multi-site, longitudinal study following 9-10-year-old children over a 10-year period (<https://www.laureateinstitute.org/abcd.html>), and NIGMS-funded Center of Biomedical Research Excellence (CoBRE) focused on Neuroscience-Based Mental Health Assessment and Prediction (NeuroMAP; <http://www.libr-neuromap.org>) and several other NIH-funded studies.
- Interns are also invited to participate in LPCH and LIBR staff development and

continuing education programs. LPCH programs include all day workshops, training seminars, and monthly case conferences. Interns are also invited to attend the monthly “William K. Warren, Jr. Frontiers in Neuroscience” and the quarterly “Diversity in Mental Health and Neuroscience” Lecture Series hosted by LIBR.

**Supervision/Time on Site:**

- Interns are expected to be on site for 36 hours per week
- A minimum of two hours per week of individual supervision will be provided
- Interns will also attend two hours of group supervision and two hours of didactic every Friday with all other interns in the consortium

**Funding:**

- Interns at LIBR are currently paid \$35,000, with payments made bi-weekly.

To learn more about LPCH, go to [www.laureate.com](http://www.laureate.com). To learn more about LIBR, go to [www.laureateinstitute.org](http://www.laureateinstitute.org)



## **Oklahoma Forensic Center (OFC):**

OFC serves all 77 counties of Oklahoma as the only inpatient forensic facility in the state and the largest inpatient behavioral health facility housed within the Oklahoma Department of Mental Health and Substance Abuse Services. OFC serves both men and women with 200 inpatient beds, a mock courtroom, therapy group rooms, and recreational areas. OFC serves two populations: 1) pretrial defendants who were deemed incompetent for adjudication, and 2) individuals adjudicated as Not Guilty by Reason of Insanity (NGRI)/Not Guilty by Reason of Mental Illness (NGRMI). OFC also provides inpatient and outpatient evaluations of adjudicative competency across all counties in Oklahoma.

OFC offers one full-time internship position. The intern is an important member of the psychology department and works closely with their supervisor. Supervision follows a developmental model, and the intern gains increasing levels of responsibility and independence as competency in providing direct clinical services is demonstrated. The intern has frequent opportunities for interdisciplinary communication and training experiences are tailored to meet the intern's individual goals and interests. Assessment is a primary area for training, with the most common being evaluations of adjudicative competency and violence risk. There are also opportunities for more generalist assessments. As a result, the intern is exposed to a wide array of testing materials, with an emphasis placed on appropriate selection, administration, scoring, interpretation, and report writing.

The intern also facilitates individual and group therapy for the NGRI/NGRMI population in addition to providing competency restoration training to defendants deemed incompetent for adjudication. The Psychology Department provides numerous empirically supported treatment manuals and interns are also encouraged to develop and implement groups that fit their specific areas of interest. Given the diversity and quantity of assessment and treatment opportunities at OFC, interns develop and hone a broad base of skills during their internship year.

Consistent with the Practitioner-Scholar model, OFC places high importance on using science and research to inform clinical practice. We are committed to research (e.g., OFC was one of the sites for the original standardization of the Mac-CAT-CA) and staff members are actively involved in on-going research projects, which interns are invited to be a part of. Additionally, the Psychology Department has routinely completed performance improvement projects that guide our practice. The following are examples of research and performance projects conducted by the Psychology Department:

- 2003: developed and implemented a report format for competency evaluations based on national and local standards, as outlined in the literature
- 2004: developed and implemented a research-based competency restoration treatment program, whose materials have since been distributed throughout the United States
- 2005: developed a system of monitoring group therapy at OFC, developed group materials for a variety of psycho-educational groups, and assessed Oklahoma's legal satisfaction with OFC services which demonstrated high overall satisfaction with competency evaluations and forensic examiners
- 2007: developed a comprehensive model of violence risk assessment, based on the literature utilizing the best practices in the field
- 2009: evaluated the effectiveness of OFC's individual competency restoration program and made changes based on outcomes and developed a system to facilitate timely referral of patients for both competency evaluations and treatment
- 2011-2012: evaluated the utilization and quality of our psycho-educational groups and made changes based on outcomes
- 2015-2016: re-evaluated legal consumers' satisfaction in our competency reports and OFC services and compared these results to those we obtained in 2005
- 2020: surveyed staff members and patients during the COVID-19 pandemic regarding psychological distress and general concerns or worries related to COVID-19
- 2021-2022: examined the effectiveness of group tabletop gaming as a therapeutic medium and also examined overall satisfaction with therapy groups and the link between attending therapy groups and decreases in psychological distress

Main Contact Person: Scott Orth, Psy.D.: 918-713-5581 or sorth@odmhsas.org

Other Licensed Staff on Site: Jaime Myler, Psy.D.

### **General Internship Responsibilities:**

- Facilitate group therapy and competency restoration groups each week
- Facilitate individual therapy
- Forensic assessment (adjudicative competency and violence risk)
- Generalist assessment (personality, cognitive, diagnostic, etc.)
- Conduct a brief mental status and competency screening process with new patients
- Complete brief risk assessments during an interdisciplinary admissions process
- Assist with OFC staff training
- Observe courtroom testimony
- Attend a monthly forensic didactic series facilitated through OFC

### **Supervision/Time on Site:**

- Interns are expected to be on site for 36 hours per week
- A minimum of two hours per week of individual supervision will be provided
- Interns will also attend two hours of group supervision and two hours of didactic every Friday with all other interns in the consortium

### **Funding:**

- Interns at OFC are currently paid \$35,000, with payments made bi-weekly.

To learn more about OFC, visit [oklahoma.gov/odmhsas/about/odmhsas-facilities/oklahoma-forensic-center.html](http://oklahoma.gov/odmhsas/about/odmhsas-facilities/oklahoma-forensic-center.html)



## **Cherokee Nation Behavioral Health (CNBH):**

CNBH is a tribal, not-for-profit, outpatient behavioral health clinic located in the Cherokee Nation Outpatient Health Center (CNOHC). CNOHC is the largest health center operated by the Cherokee Nation and is the largest Indian Health Service joint venture health facility in the United States. CNBH offers two full-time internship positions.

CNBH offers a variety of services and programs to Cherokee Nation citizens and citizens of other federally recognized tribes. These include mental health and substance use disorders counseling, community prevention, community outreach, research, and evaluation. Outpatient services include individual and group therapy, grief and trauma counseling, substance abuse counseling, relapse prevention, medication assisted therapy (suboxone) clinic, parenting skills for disorders of childhood, psychiatry, psychological testing, and crisis intervention. At CNBH, interns gain experience in integrative services and receive training in implementing brief consultation and intervention in various medical clinics. Diagnostic skills and implementation of appropriate recommendations/referrals will be emphasized. Intervention experience will be provided in numerous areas, including, but not limited to adjustment to chronic illness, health-maintenance behaviors, behavior management, emotional problems, school accommodations, toileting problems, and sleep difficulties. Consultation with other agencies, including schools or other health providers, will be provided as needed.

Cherokee Nation Adult Behavioral Health provides tribal citizens aged 21 and older with individual and group outpatient therapy and psychiatric medication management. Inpatient referrals can be provided for psychiatric stabilization, residential mental health, substance/alcohol use disorders, and withdrawal management. In addition to these services, the Cherokee Nation Behavioral Health Medication Assisted Treatment (MAT) program utilizes an integrated behavioral health team approach to help treat opioid use disorders. Hero Project/Cherokee Nation's Children's Behavioral Health's helps support children, youth, families, and communities. They provide counseling and support services for families with children from newborn to 21 years of age who are citizens of a federally recognized tribe.

CNBH staff are trained in: Trauma Focused-Cognitive Behavioral Therapy (TF-CBT); Dialectical Behavior Therapy (DBT); Parent-Child Interaction Therapy (PCIT); Child Parent Psychotherapy (CPP); Eye Movement Desensitization and Reprocessing (EMDR); Positive Parenting Program (Triple P); Circles of Security (COS); Collaborative Assessment and Management of Suicidality (CAMS); Motivational Interviewing (MI); Infant Mental Health; and Integrated Behavioral Health.

Main Contact Person: Marti Velez, Psy.D.: 918-772-4028 or marti-velez@cherokee.org

Other Licensed Staff on Site: Ashleigh Coser, Ph.D.

### **General Internship Responsibilities:**

- Individual and group therapy, crisis management, and psychological testing
- Psychodiagnostic assessment intakes, treatment planning, and case management
- Consultation and program development
- Opportunities for pediatric/behavioral health integration as well as bariatric surgery and dementia screenings
- Opportunities to participate in Cherokee Nation IRB and other board meetings, (i.e., Health Advisory Board)

### **Supervision/Time on Site:**

- Interns are expected to be on site for 36 hours per week
- A minimum of two hours per week of individual supervision will be provided
- Interns will also attend two hours of group supervision and two hours of didactic every Friday with all other interns in the consortium

### **Funding:**

- Interns at CNBH are currently paid \$28,700, with payments made bi-weekly.

To learn more about CNBH visit <https://health.cherokee.org/services-and-programs/behavioral-health/>



## **Application Guidelines/Procedures:**

### **Intern Application Procedure:**

Our application materials provide the following statement of non-discrimination: Qualified applicants are encouraged to apply and are subject to identical consideration and opportunity for acceptance regardless of cultural or individual differences and diversity. All interns are considered based on individual merit. NOPIP policies do not in any way try to limit diversity. There is no discrimination based on personal status or group characteristics, including but not limited to classes protected under federal and Oklahoma state law. NOPIP is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). Selection of interns will be governed by the procedures published by APPIC. We agree to abide by the APPIC policy that no person at our internship will solicit, accept, or use any ranking-related information from any intern applicant. APPIC has also developed other guidelines regarding application and acceptance procedures to which we adhere.

For the application process, APPIC will require all applicants to complete an AAPI on-line. In addition to the AAPI on-line, NOPIP **requires** an applicant to designate the consortium sites to which you are applying in your cover letter of the AAPI on-line. Furthermore, NOPIP **requires** that you submit a de-identified psychological report in your supplemental materials of the AAPI on-line. Please attend to our website for updates. Furthermore, NOPIP only accepts applicants from an APA-accredited doctoral program.

### **APPIC Match Numbers:**

- 152112 - Cherokee Nation Behavioral Health
- 152113 - Oklahoma Forensic Center
- 152114 - Indian Health Care Resource Center
- 152115 - Laureate Institute for Brain Research

### **Selection of Interns:**

1. Chair or designee(s) will review each AAPI on-line to ensure minimum requirements are met. NOPIP evaluates the adequacy of prospective interns' practicum training based on the combination of total hours, practicum experience, and report writing. NOPIP has determined that applicants will be required to have a minimum of 500 hours in Total Intervention & Assessment Hours/Total Supervision Hours combined. In addition, NOPIP will require applicants have completed a minimum of three (3) semesters of practicum experience, including at least one (1) practicum with an adult population. Finally, NOPIP requires that the applicant have completed at least one (1) integrated written report.



2. Representatives from relevant site(s) will review the AAPI on-line and mark them as acceptable or unacceptable for the internship.
3. Applicants will be notified of the decision to offer interviews no later than December 1<sup>st</sup>. Opportunities for interviews in January will be provided for applicants who are being considered for the internship.
4. Following interviews, the remaining applicants will be ranked by each individual site based on qualifications, goals, and training opportunities.
5. Successful applicants will be notified on selection day regarding their status, in accordance with APPIC guidelines.
6. The overall procedure identified above will be followed for each phase of the Match. Notification will occur as soon as a decision is made regarding placement.

### **Employment Eligibility Requirements:**

In accordance with APPIC Match Policy 6b appointments of applicants to internship positions may be contingent upon the applicants satisfying certain employment eligibility requirements of the individual sites that comprise NOPIP. Per site, the following employment eligibility requirements are required:

### **Indian Health Care Resource Center (IHCRC):**

- Background Check:
  - The national criminal background check cross references an individual's social security number with States of residency in the USA. Employment/placement is contingent upon obtaining satisfactory results. Individuals are required to disclose if they have been convicted of a crime. Failure to disclose criminal history, and subsequently finding out about a criminal history as part of the background check, will result in an individual not being qualified to work at IHCRC. Additionally, any non-violent felony convictions, and all misdemeanor convictions, within the past 10 years may result in the rescinding of an offer or placement opportunity. Determining whether an offer/placement is rescinded or not is dependent upon what the actual crime entailed, the time and restitution paid as a result of the conviction, and proof of rehabilitation and growth following the conviction. Any violent felony convictions within the past 10 years will result in the rescinding of an offer or placement opportunity. Any violent felony convictions prior to 10 years from the date of application will be considered on a case-by-case basis. Any violence or crimes against children, at any time in one's history, will result in the rescinding of an offer or placement opportunity. All registered sex offenders will not be eligible for employment/placement opportunities.
- Drug Testing:
  - IHCRC requires all employees, including Interns, pass a 10-panel drug test.

The 10-panel drug test screens for five street drugs (cocaine, heroin/morphine, amphetamines, PCP, marijuana), and five prescription drugs (benzodiazepines, barbiturates, methadone, propoxyphene, methaqualone). There is only a pass or fail opportunity when taking the drug test. Failure to pass the drug test will result in an individual not being eligible to work at IHCRC. Individuals having a legal prescription for one of the prescribed drugs must provide proof of the legal prescription to the Medical Review Officer (MRO) at the lab performing the test. If an individual has a legal prescription to be on one of the prescribed drugs, and can prove the prescription to the MRO, the test result will show as passed. All employees are also given a breathalyzer test to screen for alcohol at the time of the drug test.

- COVID Vaccination:
  - Proof of COVID vaccination required, but not for booster shots

### **Laureate Institute for Brain Research (LIBR):**

- Background Check:
  - A criminal history background report including sex offender registry search for all jurisdictions of residence in the previous seven years is completed. Applicants with prior convictions may be considered for employment based on the nature of the offense, the length of time since the conviction, and the position for which they are being considered. A signed declaration attesting that an employee is not currently required to register pursuant to the Oklahoma Sex Offenders Registration Act and the Mary Rippy Violent Crime Offenders Registration Act is required.
- Drug Testing:
  - A 10-panel drug screening is completed. Screening should be free from prohibited or illegal substances, including drugs and other chemicals. Presence of any controlled substances requires verification of a valid prescription from a licensed healthcare professional.
- COVID Vaccination:
  - Proof of vaccination or application for exemption required

### **Oklahoma Forensic Center (OFC):**

- Background Check:
  - Applicants with prior convictions, as determined by the Oklahoma State Bureau of Investigations, are considered for employment based on the nature of the offense, the length of time since the conviction, and the position for which they are being appointed.
- Drug Testing:

- A 5-panel test for illegal substances is conducted on a urine specimen provided to the National Occupational Health Services in Tulsa, Oklahoma. A review of valid prescriptions may be requested, if needed.
- COVID Vaccination:
  - Vaccinations are encouraged, but not required

**Cherokee Nation Behavioral Health (CNBH):**

- Background Check required
- Drug Testing required
- COVID Vaccination:
  - Vaccinations or application for exemption required

## **Components of the NOPIP Training Program:**

While the specific components of the internship experience vary by site, certain key components are mandatory for all interns. Professional development is a focus throughout the training program, emphasizing the integration of research and practical experience including knowledge of ethical and legal standards and knowledge of individual and cultural diversity. Additionally, communication and interpersonal skills as well as professional values, attitudes, and behaviors consistent with practice informed by ethics, legal standards, and diversity are also integrated throughout the training program. Other specific training components are as follows:

1. **Intervention:** The types of therapy experiences offered through NOPIP are quite diverse, depending on the site, but include individual, couples, family, and group modalities. The intern is expected to develop competency in the delivery of therapy to consumers representing a variety of presenting problems and cultural and individual difference and diversity.
2. **Assessment:** Psychological assessment is an important part of the practice of professional psychology, and each intern is expected to become familiar with a variety of widely accepted assessment instruments. Interns are expected to develop competency in selecting, administering, scoring, and interpreting batteries of tests as well as producing written reports and providing feedback, as warranted. Interns are required to complete 10 written reports during the course of the year, and at least five of these reports must contain two measures (a cognitive measure and a measure of personality/psychopathology/etc.).
3. **Didactic Training:** Training is provided through weekly scheduled seminars and periodic community workshops. The training will typically take place in Tulsa to decrease travel demands. Training will address a variety of areas, including the didactic training series on cultural and individual differences and diversity, consultation, and supervision. These didactic training series will be provided largely by NOPIP supervisors. Additional trainings will focus on a number of areas, such as diagnoses, therapy techniques, ethical concerns, various psychological tests, and forensic evaluations. The professionals providing training in these other areas are generally licensed psychologists, but may also include psychiatrists, master's level clinicians, and others. The majority of training sessions will include ancillary materials, such as journal articles or reference lists. The training schedule is created prior to the beginning of the year when, as a group, supervisors discuss each topic and sequence them so that it is progressive in difficulty and sequential, with a firm foundation in generalist areas. NOPIP allows for flexibility to meet the individual needs of the cohort; therefore, input from interns is continually encouraged.

During orientation, you will be asked to complete a NOPIP training suggestions form after reviewing the training schedule. In addition, interns are encouraged to take advantage of agency and community training opportunities in areas relevant to the individual intern's interests.

4. Supervision: Supervision occurs at the individual and group level, including at least two hours of weekly individual supervision from licensed psychologists at the placement site. In addition to the primary supervisors, interns have a number of experienced secondary supervisors available at placement site. Each intern also regularly receives at least two hours of group supervision from a licensed psychologist per week. Since NOPIP is a consortium, interns have the benefit of varying professional perspectives in group supervision during the year. Interns receive group supervision from supervisors from various sites, different sites providing three continuous months of group supervision, allowing for a total of four different group supervisors in the training year. In addition, the internship chair will routinely communicate and occasionally meet with interns. Regardless of who is providing supervision, the following topics will be addressed: administrative issues (communication, policies and procedures, problem resolution, etc.), multidisciplinary issues/organizational behavior, professional development issues, intern progress, assessment and treatment issues, discussion of clinical cases (or case presentations when scheduled), training opportunities, and cultural and individual differences and diversity issues.

Group supervision provides an opportunity for interns to present clinical cases and to discuss various clinical concerns that may arise throughout the internship year. Feedback from supervisors and peers is an integral part of group supervision, as all interns participate in this weekly group activity. During the training year interns are required to present two formal case presentations and one formal topic presentation. Formal case presentations are expected to demonstrate competency in the application of relevant research literature to clinical decision making in assessment or intervention, including empirically supported treatments, where applicable. Formal topic presentations are expected to demonstrate competency in critical evaluation and dissemination of research or other scholarly activity in an area of the intern's choosing.

## **Competency Goals and Objectives:**

As interns progress throughout the training year, they are expected to demonstrate each profession-wide competency with increasing levels of independence and complexity, commensurate with demonstrated competence.

### **Goal 1:**

**Research Competency:** The intern will demonstrate at least an intermediate level of competence in research as evidenced by attaining a rating of at least “I” on each Research Competency item on the final Intern Evaluation Form.

*Objective 1.1* The intern will demonstrate competency in critically evaluating and disseminating, via formal topic presentation, research or other scholarly activities, sensitive to and informed by diversity characteristics and contextual variables.

*Objective 1.2* The intern will demonstrate competency in applying relevant research literature to clinical decision making in assessment or intervention, via clinical practice and formal case presentations, sensitive to and informed by diversity characteristics and contextual variables.

### **Training methods to achieve Goal 1, Objectives 1.1 to 1.2:**

- Interns will provide services directly with patients or clients seeking psychological services, utilizing relevant research or scholarly activities to guide services.
- During the training year interns will present one topic presentation demonstrating competence in critically evaluating and disseminating, via formal topic presentation, research or other scholarly activity.
- During the training year interns will be present two formal case presentations demonstrating competency in the application of relevant research literature to clinical decision making in assessment or intervention, including empirically supported treatments where applicable.
- Interns will be provided with individual and group supervision from at least three licensed psychologists to provide training in the application of relevant research literature to clinical decision making.

### **Goal 2:**

**Ethical and Legal Standards Competency:** The intern will demonstrate at least an intermediate level of competence in ethics and legal standards as evidenced by attaining a rating of at least “I” on each Ethical and Legal Standards Competency item on the final Intern Evaluation Form.

*Objective 2.1* The intern will demonstrate competency in knowledge of

ethical principles, practice guidelines, and/or state/national laws. The intern will recognize ethical dilemmas and apply ethical decision making to resolve ethical dilemmas, informed by diversity characteristics and contextual variables.

*Objective 2.2* The intern will demonstrate competency in conducting his/herself in an ethical manner in professional activities, including assessment, intervention, and decision making, informed by diversity characteristics and contextual variables.

Training methods to achieve Goal 2, Objectives 2.1 to 2.2:

- Interns will provide services directly with patients or clients seeking psychological services, utilizing ethical and legal standards to guide services and/or resolve ethical dilemmas.
- Interns will have professional interactions with psychologists and other mental health professionals utilizing ethical and legal standards to guide services and/or resolve ethical dilemmas.
- Interns will be provided with individual and group supervision by at least three licensed psychologists incorporating ethical and legal standards to service delivery.

**Goal 3:**

**Individual and Cultural Diversity Competency:** The intern will demonstrate at least an intermediate level of competence in individual and cultural diversity as evidenced by attaining a rating of at least “P” on each Individual and Cultural Diversity Competency item on the final Intern Evaluation Form.

*Objective 3.1* The intern will demonstrate competency in awareness of the impact of self (e.g., individual differences, transference, world views, personal/cultural history, attitudes, biases, etc.) on understanding and interacting with others, demonstrating attitudes (e.g., intellectual curiosity, open-mindedness, flexibility, appreciation of diversity, etc.) consistent with conducting professional activities with sensitivity to individual and cultural diversity.

*Objective 3.2* The intern will demonstrate competency in knowledge of current data relevant to addressing individual and cultural diversity in professional activities, including research, training, assessment, intervention, and supervision/consultation.

*Objective 3.3* The intern will demonstrate competency in the skills associated with applying awareness and knowledge of individual and cultural diversity to service delivery in diverse populations, including the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews may create conflict with their own.

Training methods to achieve Goal 3, Objectives 3.1 to 3.3:

- Interns will provide services directly with patients or clients seeking psychological services, informed by awareness, knowledge, and skills of individual and cultural diversity, current scientific literature, and contextual variables.
- Interns will have professional interactions with psychologists and other mental health professionals informed by awareness, knowledge, and skills of individual and cultural diversity, current scientific literature, and contextual variables.
- Interns will be provided with individual and group supervision by at least three licensed psychologists incorporating individual and cultural diversity to service delivery.
- Interns will be provided with didactic trainings and seminars that are specific to individual and cultural diversity.

**Goal 4:**

**Professional Values, Attitudes, and Behaviors Competency:** The intern will demonstrate at least an intermediate level of competence in professional values, attitudes, and behaviors as evidenced by attaining a rating of at least “I” on each Professional Values, Attitudes, and Behaviors Competency item on the final Intern Evaluation Form.

*Objective 4.1* The intern will demonstrate competency behaving in a professional manner, characterized by the values, attitudes and conduct reflected in the APA Code of Ethics.

*Objective 4.2* The intern will demonstrate competency in self-reflection of one’s own interpersonal style, approach to emotional expression, attitudes/values, skills and possible deficiencies; demonstrating an effort to increase one’s professional functioning, including openness to feedback and maintaining and improving performance, well-being, and professional effectiveness.

Training methods to achieve Goal 4, Objectives 4.1 to 4.2:

- Interns will provide services directly with patients or clients seeking psychological services, reflective of the values, attitudes, and conduct of psychology and informed by current scientific literature, diversity characteristics, and contextual variables.
- Interns will have professional interactions with psychologists and other mental health professionals, reflective of the values, attitudes, and conduct of psychology and informed by current scientific literature, diversity characteristics, and contextual variables.
- Interns will be provided with individual and group supervision by at least three licensed psychologists to provide exposure to, discussion of, and practice in professional behavior and self-reflection, including openness to feedback



and maintaining and improving performance, well-being, and professional effectiveness.

### **Goal 5:**

**Communication and Interpersonal Skills Competency:** The intern will demonstrate at least an intermediate level of competence in communication and interpersonal skills as evidenced by attaining a rating of at least “I” on each Communication and Interpersonal Skills Competency item on the final Intern Evaluation Form.

*Objective 5.1* The intern will demonstrate competency in developing and maintaining effective relationships (e.g., rapport) with others, including patients or clients seeking psychological services, colleagues, organizations, professions, and/or communities.

*Objective 5.2* The intern will demonstrate competency in verbal, nonverbal and written professional communication about psychological phenomenon. Professional communications are informative, integrated (e.g., reflective of analyzing and synthesizing data), and demonstrative of knowledge of professional language and psychological concepts.

*Objective 5.3* The intern will demonstrate competency in effective interpersonal skills (e.g., verbal and nonverbal communication, listening effectively and reflectively, negotiation abilities, problem solving abilities, decision making abilities, assertiveness, etc.) to manage communications, including difficult communications that may address content that is emotionally loaded for one or more of the participants.

### **Training methods to achieve Goal 5, Objectives 5.1 to 5.3:**

- Interns will provide services directly with patients or clients seeking psychological services, demonstrating the communication and interpersonal skills of psychologists, informed by current scientific literature, diversity characteristics, and contextual variables.
- Interns will have professional interactions with psychologists and other mental health professionals, demonstrating the communication and interpersonal skills of psychologists, informed by current scientific literature, diversity characteristics, and contextual variables.
- Interns will be provided with individual and group supervision by at least three licensed psychologists to provide exposure to, discussion and reflection of, and practice in communication and interpersonal skills of psychologists.

### **Goal 6:**

**Assessment Competency:** The intern will demonstrate at least an intermediate

level of competence in psychological assessment as evidenced by attaining a rating of at least “I” on each Assessment Competency item on the final Intern Evaluation Form.

*Objective 6.1* The intern will demonstrate competency in assessment data collection, using multiple sources and methods, including intake/clinical interviews and the assessment of mental status; gathering relevant history and differential diagnosis information informed by current scientific literature, with sensitivity to diversity characteristics and awareness of impact of self.

*Objective 6.2* The intern will demonstrate competency in selecting and administering psychological assessments which addresses the identified goal and/or referral question. Test selection and administration is based on knowledge of current professional literature regarding psychological assessment.

*Objective 6.3* The intern will demonstrate competency in scoring and interpreting psychological instruments, following current research and professional standards and guidelines, which address the identified goal and/or referral question. Test interpretation is based on knowledge of current research and professional standards and guidelines.

*Objective 6.4* The intern will demonstrate competency in writing a well-organized, clear report that addresses the referral questions and provides the referral source with specific recommendations, as required. The intern will complete at least ten assessment evaluations during the internship year, resulting in formal written reports. Five of these reports must contain testing batteries with at least one personality, psychopathology, problem specific, or behavioral measure and one cognitive measure.

*Objective 6.5* The intern will demonstrate competency in providing written and/or oral feedback to clients and/or caregivers regarding assessment results and their implications; providing feedback in understandable terms with suitable recommendations and responses to issues raised by clients and/or caregivers.

Training methods to achieve Goal 6, Objectives 6.1 to 6.5:

- Interns will provide assessment services directly with patients or clients seeking psychological services, informed by current scientific literature, diversity characteristics, and contextual variables.
- Interns will be provided with up-to-date assessment materials.
- Interns will complete at least ten formal written assessment reports during the internship year. Five of these reports must contain batteries with at least one personality, psychopathology, problem specific, or behavioral measure and one cognitive measure.

- Interns will be provided with individual and group supervision by at least three licensed psychologists to provide exposure to, discussion of, and practice in assessment cases, and to discuss intervention cases.
- Interns will be provided with didactic trainings and seminars that are specific to assessment.

### **Goal 7:**

**Intervention Competency:** The intern will demonstrate at least an intermediate level of competence in the delivery of therapeutic intervention as evidenced by attaining a rating of at least “I” on each Intervention Competency item on the final Intern Evaluation Form.

*Objective 7.1.* The intern will demonstrate competency in case conceptualization and treatment planning based on diagnosis and theoretical orientation, including identifying, selecting, and applying applicable evidence-based interventions which are informed by current scientific literature, applicable assessment findings, diversity characteristics, and contextual variables.

*Objective 7.2.* The intern will demonstrate competency in effectively working with cultural and individual differences and diversity, including self-awareness of the impact of self (e.g. individual differences, transference, world views, biases, etc.), knowledge of literature regarding cultural and individual difference and diversity, and skills in the ability to integrate their self-awareness and knowledge.

*Objective 7.3* The intern will demonstrate competency in managing and understanding group dynamics, skills in facilitating group process, and effectively planning and leading psycho-educational and/or process groups.

*Objective 7.4* The intern will demonstrate competence in the ability to evaluate the outcomes of therapeutic interventions (e.g., individual, couples, family and/or group) continuously, adapting therapeutic approaches accordingly.

### **Training methods to achieve Goal 7, Objectives 7.1 to 7.4:**

- Interns will provide therapeutic services directly with patients or clients seeking psychological services, informed by current scientific literature, applicable assessment findings, diversity characteristics, contextual variables, and continuous evaluation of the outcomes of interventions.
- Interns will conduct therapy in a variety of modalities, depending on their site, including individual, couples, family, and group therapy.
- Interns will be provided with individual and group supervision from at least three licensed psychologists to provide exposure to, discussion of, and practice in

- various theoretical orientations and therapy styles, and to discuss intervention cases.
- Interns will be provided with didactic training and seminars that are specific to therapeutic intervention.

**Goal 8:**

**Supervision Competency:** The intern will demonstrate at least an intermediate level of competence in supervision as evidenced by attaining a rating of at least “I” on the Supervision Competency item on the final Intern Evaluation Form.

*Objective 8.1* The intern will demonstrate competence in knowledge of the specialization of supervision (including ethical guidelines, standards for supervision, and effective evaluation of supervisees), informed by current scientific literature, diversity characteristics, and contextual variables.

Training methods to achieve Goal 8, Objective 8.1:

- Interns will be provided with didactic training on supervision with simulated practice of supervision (e.g., role-played supervision).
- Interns will create informed consent forms and evaluation forms related to supervision.

**Goal 9:**

**Consultation and Interprofessional/Interdisciplinary Skills Competency:** The intern will demonstrate at least an intermediate level of competence in consultation and interprofessional/interdisciplinary skills as evidenced by attaining a rating of at least “I” on the Consultation and Interprofessional/Interdisciplinary Competency item on the final Intern Evaluation Form.

*Objective 9.1* The intern will demonstrate competence in knowledge of specialization of consultation, informed by current scientific literature, diversity characteristics, and contextual variables.

Training methods to achieve Goal 9, Objective 9.1:

- Interns will be provided with didactic training on consultation with simulated practice of consultation.
- Interns will develop a consultation project for presentation.

## Requirements for the Completion of Internship:

1. Each intern is required to have a full-time experience of 40 hours per week for 50 weeks and a minimum of 2000 hours completed in no less than 12 months.
2. Each intern is required to have at least 25% (500 hours) of their total hours in direct patient or client contact. The majority of these hours must be include individual and/or group therapy as well as direct assessment hours.
3. Each intern is required to have a minimum of 200 hours of supervision from a licensed psychologist, 100 of which must be regularly scheduled individual supervision and the remaining 100 hours can be any combination of group and/or individual supervision.
4. Each intern is required to complete at least 10 psychological reports. Five reports must contain testing batteries with at least one personality, psychopathology, problem specific, or behavioral measure and one cognitive measure.
5. Each intern will be required to complete **two** case presentations during the training year in group supervision.
6. Each intern will be required to complete **one** topic presentation during the training year in group supervision.
7. Each intern must complete a **two-to-three-page** consultation seminar series work product.
8. Each intern must complete a **seven-to-ten-page** supervision seminar series work product.
9. Each intern must turn in a completed work sample. This sample is to include a de-identified psychological report that includes measures of cognitive functioning, personality, and behavioral/emotional functioning. A sample individual therapy and group therapy note are also required (if part of therapeutic responsibilities).
10. Each intern is required to obtain acceptable evaluation ratings in the profession-wide competency areas specified under the Competency Goals and Objectives section of this handbook.
11. Each intern should complete the Quality of Internship Experience Exit Evaluations during their last month of internship. Exit evaluations will not be reviewed until after the completion of the training year.
12. If you require disability accommodations, appropriate paperwork must be provided to the NOPIP chair, vice chair, and site supervisor. Paperwork will be retained in your NOPIP internship file.