



WAKE FOREST

University Counseling Center

Psychology Internship

**Intern Brochure
2027-2028**

Contact Information

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Match Number: 2451
2027-2028 Internship Year

Accreditation Status

The WFUCC Doctoral Psychology Internship is accredited by the American Psychological Association (APA). Questions related to the program's accreditation status should be directed to the Office of Program Consultation and 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

APPIC Membership Status

The WFUCC Psychology Internship is a member of APPIC and participates in the annual APPIC Match. Our program's Match ID code is 2451.

The WFUCC Psychology Internship agrees to abide by the APPIC policy that no person associated with the internship program will solicit, accept, or use any ranking-related information from any intern applicant. Internship slot offers will be made through the APPIC National Matching program in compliance with the APPIC policy. WFU is an equal opportunity employer and adheres to APPIC's nondiscrimination policies.

Mission

The Mission of the Wake Forest University Counseling Center (WFUCC) Psychology Internship Program is to provide psychology interns with a supervised clinical experience in a broad range of activities in preparation for careers in a university counseling center or similar setting. Interns have the opportunity to learn from a diverse and multidisciplinary team of professionals who espouse a broad developmental and mentor-based training approach and use a combination of experiential, didactic, and practical training experiences to achieve training goals. As a result of this process, interns develop skills, competencies, and professional identities as psychologists.

Introduction

Thank you for your interest in the Wake Forest University Counseling Center (WFUCC) Psychology Internship Program! The WFUCC Psychology Internship offers a one-year, full-time internship beginning the first week in August each year and ending the last week of July. The start date for the 2027-2028 cohort will be August 2nd, 2027. Our program is a one-year, full-time training program for doctoral students in clinical and counseling psychology. Interns will accumulate 2000 total hours, with at least 500 of those hours being in direct, face-to-face service to clients. The Internship provides psychology interns with supervised clinical experience in a broad range of activities including individual and group counseling, assessment, triage, crisis intervention, provision of supervision, consultation, case management, and outreach activities and programming. Interns have the opportunity to learn from a diverse and multidisciplinary team of professionals who practice a broad developmental and mentor-based training approach and use a combination of experiential, didactic, and practical training experiences to achieve training goals.

Distinguishing Features of the WFUCC Psychology Internship

- Work with an **interdisciplinary team** of licensed psychologists, professional counselors, and social workers at the UCC and use a treatment-team approach to care coordination with WFU's Student Health Service and Safe Office.
- **Co-construct** your training experience based on your areas of interest and goals for the training year and beyond.
- Receive additional training in a **clinical special emphasis** area during the training year in identified areas of interest.
- Learn to use a **collaborative, systems approach** to working within a larger campus environment.
- Receive training and experience **providing supervision** to a master's-level trainee.
- Develop strong **risk assessment and crisis management** skills by conducting walk-in crisis appointments and participating in the after-hours on-call rotation.
- Participate in a variety of campus **outreach activities** and plan and facilitate specific outreach events addressing the unique needs of underrepresented populations on campus.
- Incorporate a variety of **assessment** instruments into your clinical work.
- Receive mentorship and assist with UCC administrative duties to hone **leadership skills**.

Training Site

Wake Forest University is a private, independent, nonprofit, non-sectarian research university founded in 1834. The mission of Wake Forest University is to educate the whole person, graduating students who seek



purpose-filled lives while building a community dedicated to serving humanity in the spirit of our motto, Pro Humanitate. The Wake Forest University Counseling Center (UCC) is part of the Division of Campus Life and the Health and Wellbeing Team of offices, which also includes the Safe Office, Deacon Health, and the Office of Wellbeing.

Wake Forest is a collegiate university offering a vibrant, intellectual community with a rich cultural life, an impressive array of facilities, and a strong athletics program competing in the fifteen-team Atlantic Coast Conference (ACC). The Wake Forest motto, Pro Humanitate, is exemplified by a deep institutional commitment to public service and engagement with the world. Wake Forest has a strong commitment to holistic, eight-dimensional well-being for students, faculty and staff as evidenced in the Thrive initiative.

Wake Forest is located in Winston-Salem, North Carolina, a beautiful, mid-sized city centrally located in the Piedmont-Triad region. Winston-Salem is a family-friendly city with high quality schools, numerous outdoor recreational activities and events, and is known for its vibrant and thriving arts scene. Winston-Salem residents enjoy close proximity to the beautiful Blue Ridge Mountains (1.5 hours) and Atlantic beaches (4 hours), a moderate climate with four distinct seasons, a very reasonable cost of living, and an eclectic variety of restaurants, wine bars, and breweries for dining with friends and family. Winston-Salem offers many of the amenities of a large city but with the sense of community and quality of life of a smaller town.

Model of Training

The Wake Forest University Counseling Center Psychology Internship utilizes a **practitioner-scholar model** in which research informs practice. This approach integrates hands-on work in a multidisciplinary setting with scholarly reading, critical thinking, and self-reflection. We believe that providing both a supportive and challenging environment, as well as ongoing and reciprocal feedback from staff and peers creates the optimum space for interns to feel comfortable making and learning from mistakes and to experience personal and professional growth. We also believe it is important for interns to have the opportunity to tailor their training experience based on areas of interest, and to receive mentorship and guidance in developing a niche as a psychologist. Training opportunities will be developmentally appropriate for each individual's level of training and experience, and will be sequential, cumulative and graded in complexity across the training year.

The University Counseling Center (UCC) also utilizes a **collaborative, systems approach** to working with each other and within a larger campus environment. Therefore, we believe it is important for interns to learn how to navigate administrative processes, provide referrals to on and off-campus agencies, develop case management skills, collaborate with other departments on campus, coordinate crisis response, and manage multiple roles within the University, such as consulting with staff, students, and parents while maintaining confidentiality.

The UCC is committed to providing **multiculturally competent services** and believes it is important for interns to be competent in working with clients, colleagues, and community members holding diverse intersecting identities. We foster this competence by providing training on identity and culture, encouraging interns to consult and collaborate with diverse and multidisciplinary staff members inside and outside of the UCC, and by challenging interns to reflect on their own intersecting identities, experiences of power, privilege, and oppression, and how shared and different identities affect their work with clients.

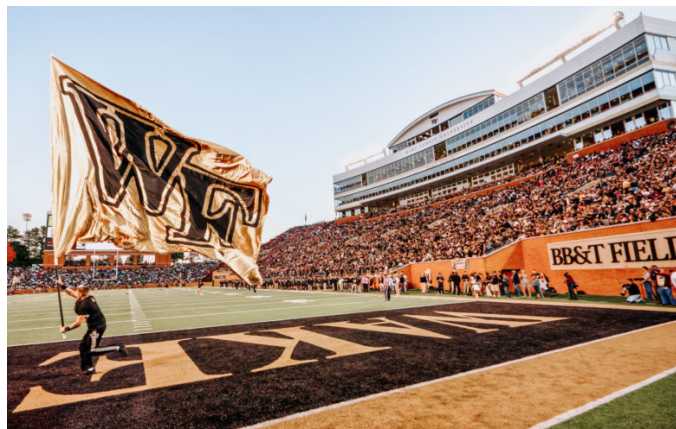
Program Competencies

By the conclusion of the internship year, interns will have accomplished training in the following APA- designated Profession-Wide Competencies for Health Service Psychologists:

- 1) Evidence Based Practice in Intervention
- 2) Evidence Based Practice in Assessment
- 3) Consultation and Interprofessional/Interdisciplinary Skills
- 4) Supervision
- 5) Cultural and Individual Diversity
- 6) Research
- 7) Ethical and Legal Standards
- 8) Professional Values and Attitudes
- 9) Communication and Interpersonal Skills

Special Emphasis Areas (SEA)

Interns are able to receive additional training in clinical special emphasis areas during the training year. A special emphasis provides interns with in-depth training (4-8 hours weekly) in identified areas of interest. Interns may choose to forgo a SEA in lieu of a more generalist training experience in which they will be matched with a secondary supervisor based on their clinical interests and goals.



Available special emphasis areas include focused education, supervision, and provision of service in one of the following areas:

- **Sport Psychology**: This SEA is designed for those with established interest and career goals in sport psychology. In collaboration with Wake Forest Athletics, the UCC offers opportunities for one intern to receive special emphasis training in sport psychology each training year. The intern selecting this special emphasis

will be assigned to two specific sports (one for fall and one for spring) and will track the progression of that team throughout their season, including co-facilitating team sessions, shadowing coach consultations, and observation of practices and games. Additionally, the intern may provide individual sessions focused on clinical and/or sport performance topics with a variety of student-athletes. The intern selecting this special emphasis will have the opportunity to attend integrated care team meetings and the Sports Medicine Behavioral Health Team, focused on consultation, coordination of care, and maintaining best practices. Based on the availability of these opportunities, the intern may also create/plan outreach events, co-lead the SAAC Mental Health group, and co-facilitate trainings, workshops, and groups aimed at improving mental health literacy, wellbeing, and performance for student-athletes, staff, and athletics as a whole. Lastly, the intern will aid in the assessment and scoring of behavioral health screeners as part of the preparticipation exams and injury protocol. The intern who selects this special emphasis would receive secondary supervision and consultation from a licensed psychologist specialized in sport psychology within Athletics.

- **Other Specialized Emphasis Areas:** Additional Specialized Training is available in Trauma-Focused Care, Assessment, and Outreach. Interns choosing this track will have the opportunity to add specialized experience working with a Secondary Supervisor for additional training opportunities to build skills in an area applicable to future work in a University Counseling Center setting.

Specifying Special Emphasis Areas in the AAPI:

While our training program maintains a generalist focus for all interns, in order to provide applicants the ability to specify Special Emphasis Area (SEA) preferences accurately for the match, and to guarantee that applicants will be able to engage in the SEA of their choice if matched, the UCC has designated two programs in the AAPI. Applicants will have the option to select one or both of the following programs and rank programs in accordance with their preferences:

Generalist with Sport Psychology Emphasis: If you match to this program, you will be provided a generalist experience along with being assigned to the Sport Psychology Special Emphasis aspect of our program.

Generalist with Special Emphasis Area: If you match to this program, you will choose from an available Special Emphasis Area within the University Counseling Center. Choices could include Trauma-Informed Care, Assessment, or additional opportunities reflective of Staff and Intern interest.

Statement of Non-Discrimination

The WFUCC Psychology Internship agrees to abide by the APPIC policy that no person associated with the internship program will solicit, accept, or use any ranking-related information from any intern applicant. Internship slot offers will be made through the APPIC National Matching program in compliance with the APPIC policy. WFU is an equal opportunity employer and adheres to APPIC's nondiscrimination policies.

The WFUCC Psychology Internship also abides by employment guidelines set forth by the larger University. Wake Forest University is committed to diversity, inclusion and the spirit of Pro Humanitate. In adherence with applicable laws and as provided by University policies, the University prohibits discrimination in its employment practices and its educational programs and activities on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability and veteran status. Applicants are individually evaluated in terms of quality of previous training, practicum experiences, and match of personal goals with the internship goals.

Intern Experience

Interns can expect to be welcomed and supported by all members of the UCC staff and to be treated like a full-time staff member with increasing responsibilities during the internship year. The WFUCC Psychology Internship experience prepares interns to be **strong generalists** who are ready to move into full-time, independent clinical practice upon completion of the training year. Interns leave the internship with strong skills in therapeutic intervention, diagnosis and treatment planning, conceptualization through the lens of a primary theoretical orientation, appropriate use of assessment instruments, and competence in working with clients from diverse backgrounds. Interns will also be proficient in conducting thorough risk assessments and managing crisis situations during and after office hours.

Interns can expect to be engaged in all activities associated with working in a university counseling center, with the goal of this contributing to the development of a solid professional identity. Specifically, interns lead the planning and facilitation of prevention and outreach presentations and therapy groups for students, which serve to increase autonomy as a professional and build leadership skills. Interns develop an understanding of their role as a psychologist within a larger university environment by



providing consultation to staff, parents, and students regarding persons of concern and consulting with other providers on campus regarding shared students. Additionally, interns gain knowledge of and have influence on the overall functioning of the center and agency decision-making by participating in UCC staff meetings and retreats.

Training Activities

The following is a breakdown of the training activities all interns participate in during the training year. If interns choose to focus on a special emphasis, some of their time is spent focused on training in that special emphasis area.

Orientation

Formal orientation takes place for the first three weeks of the internship. This orientation consists of sessions in which interns learn about policies and procedures regarding UCC functions, as well as sessions with each UCC staff member to learn more about their roles within the Center and their areas of specialty. As part of the extended orientation to the UCC and campus, interns attend scheduled meetings with campus partners in order to gain a greater understanding of multidisciplinary collaboration amongst offices.

During the extended orientation to the internship, interns observe Initial Visit and Triage/Crisis Walk-In appointments conducted by UCC clinicians in order to learn the process by which students enter the UCC system. Additionally, interns observe and participate in UCC outreach and training related to orientation of new Resident Advisors and WFU students.

Individual Clinical Supervision

- Primary Supervision (2 hours per week): The main focus of primary supervision is on interns' clinical work and their development of clinical skills. Additionally, primary supervision includes review of interns' clinical documentation, review and feedback of videotaped sessions, development of a professional identity and appropriate professional behavior, development of a solid theoretical orientation, ongoing formal and informal evaluation and feedback, and a safe, supportive environment in which examining biases, privilege, intersecting identities, and ethical concerns can take place. Interns switch primary supervisors at the midpoint of the internship year, by January 15th. This allows interns to learn from multiple supervisor perspectives throughout the internship year.
- Secondary Supervision (1 hour biweekly): Special emphasis areas have set supervisors with specialized knowledge and training in particular areas of practice and who are licensed and/or certified in their area of mental health practice (e.g., psychology, counseling, supervision). Secondary supervision focuses on interns' development of skills in their chosen area of special emphasis. Interns who choose to forego a special emphasis area in lieu of a more generalist training experience receive secondary supervision from a

licensed mental health provider in alignment with the interns' interests and training goals (e.g., specific clinical issue, specific theoretical approach, modes of therapy). Interns may switch secondary supervisors at the midpoint of the internship year, by January 15th, although some special emphasis areas (e.g. sport psychology may require a full year commitment).

- Supervision of Group Therapy (0.5 hour per week): Interns receive supervision of group therapy from the staff member with whom they co-lead a therapy group during fall and spring semesters. In the case of two interns facilitating a group together, a half-hour of weekly supervision of group therapy will be provided by the Group Coordinator and consultation is available regularly as needed. This supervision is used to process the group experience, plan for future sessions, and develop interns' skills in group facilitation.

Group Supervision

- Group Supervision: Group supervision is held for a minimum of one hour each week (1.5 hours in summer and fall, 1 hour during spring semester) and is led by an appropriate staff member(s). Group supervision provides an opportunity for interns to discuss ongoing cases and clinical issues, including challenging cases, disposition issues, multicultural or ethical issues salient to a particular clinical situation, and various treatment approaches. Interns are encouraged to participate in discussions and to informally present cases throughout the year. Interns prepare and present a multicultural case presentation each semester in which interns are prompted to reflect on how diversity factors were considered and/or integrated into assessment, case conceptualization, and treatment. An additional component of this case presentation is to share and present an article, book, video (etc) that may help deepen colleagues' understanding of the multicultural issues attended to in the case.
- Supervision of Supervision (1 hour per week): This group supervision activity begins in the Spring semester when interns begin to provide direct individual supervision to a master's counseling intern or doctoral practicum trainee. This supervision focuses on interns' experiences acting as supervisors to master's counseling interns or doctoral practicum trainees. Interns discuss their experience as a supervisor, learn skills for managing issues that arise in supervision, and review videotapes of their work with their supervisees. Supervision of supervision is led by a UCC staff member with specialized training in the provision of supervision.

Scheduled Consultations

- Clinical Staff Meeting (1 hour per week): This meeting is an opportunity for clinical staff members and interns to present and discuss cases for which they would like consultation, support, and feedback. Interns are encouraged to contribute to the discussion by offering feedback to staff members and by discussing their own cases. This is an opportunity both to consult on cases in

order to receive feedback from staff from multidisciplinary backgrounds, and to provide feedback and consultation as part of a treatment team.

Training Seminars

- Intern Training Seminar (1 hour per week): This weekly seminar is topic-focused. Seminar topics address multicultural competence, ethics, assessment, treatment models and techniques, issues prevalent in a college population, and professional identity development. Training seminars are evidence based and focused on assisting interns with blending research and practice.
- In-Service Training Seminar (1 hour per week): All clinical staff members and trainees attend in-service training weekly during the fall and spring semesters. The topics of these trainings rotate to include ethical issues, risk assessment and crisis intervention, visits from colleagues across campus to learn more about their departments and specific roles, and training on specific treatment issues and techniques.

Professional/Administrative Activities

- Staff Meetings (1 hour per week): All staff members and interns meet weekly to discuss general issues of UCC functioning and to review upcoming outreach and group or workshop opportunities. Interns are encouraged to actively participate in these discussions to further develop their competence in counseling center administration and leadership.
- Monthly Check-ins with Training Director: (1 hour per month) Interns will meet each month with the Assistant Director of Training to support progress on overall training goals.
- Staff Retreats (1 day per semester): All UCC staff members and interns spend a day away from the office for the purpose of planning for an upcoming semester, discussing strategic issues, and bonding with each other in a fun, relaxed atmosphere. Interns are encouraged to participate in development of the retreat agenda and share thoughts and ideas about the planning items discussed.
- Staff Professional Development Activities (sporadic): Interns have the opportunity to participate in continuing education activities designed for the UCC staff throughout the year. Additionally, there are regular opportunities for professional development offered through the University including workshops on public speaking/group facilitation, diversity and inclusion, motivational interviewing, and leadership. Interns should discuss professional development opportunities with their supervisor before registering.

Sample Weekly Intern Schedule

This sample weekly schedule is an estimation of how interns will spend their time in any given week. A specific breakdown of how interns' time will be spent will depend upon their chosen special emphasis area and their individual benchmarks, which will be set with the training director and their primary supervisor at the start of each semester.

This description is an approximation of average hours that may vary based on time of year.	Fall	Spring	Summer
Direct Clinical Service			
Walk-In Appointments	4	4	7
Individual Therapy	17	14	5
Group Therapy	1.5	1.5	0
Case Management	Variable	Variable	Variable
Consultation	Variable	Variable	Variable
Subtotal	22.5	19.5	12
Non-Direct Service			
Outreach Facilitation	1	1	1
Outreach Preparation	Variable	Variable	Variable
Provision of Supervision	0	1	0
Supervision Preparation (providing)	0	2	0
Subtotal	1	4	1
Training Activities			
Individual Supervision	2	2	2
Group Supervision	1.5	1	1.5
Secondary Supervision (1 hr. biweekly)	0.5	0.5	0.5
Supervision of Group Therapy	0.5	0.5	0
Supervision of Supervision	0	1	1
Clinical Staff Meetings	0.5	0.5	0.5
Intern Training Seminar	1	1	2
In-Service Trainings	1	1	0
Other Professional Development	1	1	4
Subtotal	8	8.5	11.5
Administrative Activities			
Record Keeping	3	3	4
Staff Meetings	1	1	1
Administrative Tasks	2	2	5
Dissertation/Research Release Time	1.5	1	4.5
Supervision Preparation (receiving)	1	1	1
Subtotal	8.5	8	15
Average Weekly Total	40	40	40

Stipend, Benefits, and Resources

The full-time internship position (12 months with a minimum of 2000 hours), begins in August and has an annual stipend of \$46,000.

All interns matched to the WFUCC Psychology Internship become employees of Wake Forest University, and therefore must complete pre-employment screenings, including a drug test and background check, in order to be officially hired as an intern. Interns are eligible for the same benefits as all full-time staff members at WFU, including medical, dental, and vision (<http://hr.wfu.edu/benefits/>). Interns may also elect to cover family members on university-sponsored insurance plans for an additional cost.

Interns are provided with 25 days of paid time off (PTO) for vacation and sick leave and are not required to work on the approximately 13 University-observed holidays (<https://policy.wfu.edu/holidays-and-holiday-premium-pay/>).

Application Process and Selection Criteria

The WFUCC Psychology Internship currently offers two internship positions. Students interested in applying for the internship program should submit an online application (AAPI) through the APPIC website (www.appic.org). **The WFUCC Psychology Internship ID code is 2451.**

Applications are reviewed by the Internship Administrative Committee using a standardized rating form to consider applicants' experiences, strengths, and fit with UCC's training program. Based on this review, the Training Committee meets to determine which applicants will be invited for interviews. All interviews will take place via videoconference with telephone as a back-up. Interviews will occur in early January (see the APPIC website or our internship website for specific dates).



Selected applicants have the opportunity to interview with members of the Internship Administrative Committee, as well as additional UCC staff members. Interviews will utilize a standard set of interview questions, although the Internship Administrative Committee may modify these or ask additional questions as appropriate. Interviews will be scheduled for a total of two hours including the one hour formal interview, a 30 minute informal Q&A with the Training Director, and an informal Q&A with current interns. Candidates may be provided contact information for current interns as well if they wish to ask specific questions about the intern experience.

Psychology doctoral students are eligible to apply to the WFUCC Psychology Internship if they meet the following criteria:

- 1) Current enrollment in an APA accredited doctoral program in either clinical or counseling psychology
- 2) A minimum of 500 intervention hours
- 3) Successful completion of comprehensive exams prior to applying to the internship program
- 4) Completion of all required doctoral coursework and practica prior to the internship start date
- 5) Formal approval of doctoral dissertation proposal prior to the official APPIC ranking deadline
- 6) Certification of readiness to begin internship from the applicant's doctoral program
- 7) Strong interest and direct or relevant experience in counseling center work

Additional qualities that the WFUCC Psychology Internship Program values and are desired in internship applicants include:

- Goals and interests that align with the philosophy and aims of the WFUCC internship program
- Openness to examine intersecting identities and experiences of power, privilege, and oppression
- Self-awareness, self-motivation and self-direction
- Commitment to learn and develop throughout the training year, and to ongoing learning and growth
- Willingness to make mistakes and to learn from challenges

In adherence with applicable laws and as provided by University policies, the University prohibits discrimination in its employment practices and its educational programs and activities on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity and expression, genetic information, disability and veteran status.

Please Note: Matched interns become employees of Wake Forest University and are required to complete a pre-employment screening conducted by the Office of Human Resources, including a drug test and background check. As a drug free workplace, we do not tolerate the use of drugs that are not prescribed by a physician or are illegal in the state of North Carolina, including marijuana. Criminal background checks are reviewed to determine eligibility for employment. Failure to satisfactorily complete the pre-employment screening will result in termination of the match agreement.