

Supervision

Five types of supervision are provided to interns: individual supervision, group supervision of individual therapy, group supervision of diversity, group supervision of assessment, and group supervision of supervision. Each is described below.

Individual Supervision

Individual supervision with a licensed psychologist is provided weekly, in person, for a minimum of two hours per week. This supervision encompasses all aspects of direct clinical services delivered by the intern at their internship site and includes observation through live or recorded sessions. Interns are expected to actively incorporate supervisory feedback into their clinical practice. The individual supervisor holds responsibility for the intern's clinical caseload. Supervision assignments are made with consideration of potential dual roles as outlined by the APA Code of Ethics.

Role of the Supervisor

Supervisors are charged with overseeing the intern's clinical caseload and facilitating their professional development and growth. They provide both affirmative and constructive feedback. Supervisors are responsible for reviewing and co-signing interns' clinical documentation, evaluating recorded sessions, and may conduct live observations of clinical work. Additionally, supervisors serve as mentors supporting the intern's evolving professional identity as a health service psychologist. This includes guiding the articulation of a theoretical orientation grounded in evidence-based practice and fostering a reflective space for exploring biases, privilege, and intersecting identities as they pertain to psychological service delivery. Ethical considerations are a central focus of supervision.

Missed and Rescheduled Supervision

In the event a supervision session is missed, both intern and supervisor share responsibility for rescheduling within the same week whenever feasible. Under exceptional circumstances, such as exposure to COVID-19, approved absences for professional development activities, or family emergencies, supervision may be conducted virtually if rescheduling within the week is not possible. For absences exceeding one week, the supervisor, in consultation with the Internship Training Director, will arrange for an alternate licensed psychologist to provide supervision.

Supervision Preparation

Interns are expected to attend supervision sessions fully prepared to discuss their clinical work. Preparation may include reviewing therapy session recordings, selecting segments for discussion, formulating questions, reflecting on client interactions, and reviewing internship goals. Interns should be ready to report on client progress in greater detail than documented in clinical notes. Clinical documentation is to be completed within 24 hours following each patient session, though timelines may vary by site; interns should clarify documentation expectations with their supervisors. Supervisors may occasionally assign readings pertinent to the intern's clinical work, which should be completed in a timely manner to support supervision.

Supervision Assignments

During orientation, interns will be introduced to all staff eligible to serve as primary supervisors and will submit their supervisor preferences. The Internship Training Director, in consultation

with the Training Committee, will assign supervisors, taking into account theoretical orientation, clinical interests, availability, and interpersonal compatibility. Additionally, supplemental supervision of up to one hour per week may be arranged to support broader professional development, mentoring, theoretical exploration, and culturally informed practice, rather than direct clinical work.

Group Supervision of Individual Therapy

Doctoral interns participate in weekly group supervision sessions led by the Internship Training Director for one hour. This seminar primarily functions as case consultation, and while formal case presentations are not mandatory, interns should be prepared to discuss clinical questions, challenges, and successes. Occasionally, group supervision may be facilitated by other licensed mental health professionals based on their expertise and the interns' interests. Group supervision offers additional clinical support and fosters peer engagement on professional and clinical topics. The sessions may also address developmental issues related to the transition from student to practicing professional.

Group Supervision of Diversity

In Diversity Supervision, interns collaboratively establish a respectful and courageous environment by setting norms and expectations that facilitate open exploration of how privilege, bias, and experiences of discrimination and oppression may impact their roles as health service psychologists. Case discussions form a central component of these sessions, encouraging interns to critically reflect on their own biases, privileges, and marginalized identities, and consider how these factors may influence their clinical work with clients.

Group Supervision of Assessment

Assessment Supervision encompasses the review and discussion of various psychological assessment tools employed by interns. These include, but are not limited to, the Mental Status Examination, Clinical Interview, WAIS-IV, DKEFS, MMPI, PAI, Trail Making Test, Connors Rating Scales, and the Wisconsin Card Sorting Test. Additionally, interns receive training and engage in the application of therapeutic assessment techniques, based on the work of Stephen E. Finn, to provide client feedback. Cases involving psychological assessment are overseen by the designated Assessment Supervision facilitator, unless a potential dual-role conflict exists, in which case an alternate qualified supervisor will be assigned.

Supervision of Supervision

During the spring semester, interns attend a weekly one-hour session dedicated to Supervision of Supervision. This forum allows interns to share their experiences in providing supervision, acquire new skills to effectively manage supervisory challenges, and review recordings of their interactions with supervisees or medical residents. Should an intern be unable to provide supervision to a practicum student, alternative opportunities for developing supervisory competencies will be made available, such as supervising medical residents or co-facilitating supervision alongside a licensed mental health professional. Regardless of the specific supervisory role undertaken, attendance at the Supervision of Supervision sessions in the spring semester remains mandatory.