



Department of Psychology Psychology 4890: Internship (CRN 13064) Spring 2024

Faculty Information

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Course Description: This is an online asynchronous course. Psychology Internship provides students with the opportunity to receive up to 12 academic credits for supervised, professional-level service and work experience (Students can take from 1 through 12 credits per semester up to a cumulative total of 12 credits). Students can also carry out multiple internships at various sites. Three credit hours may count as Psychology Electives, the remainder count as university upper division elective credits. Unless prior approval is given, students who complete an Internship (PSY 4890), and then plan to complete a Capstone Internship (PSY 4891) must complete the Capstone Internship at another location. Although there are point values attached to the assignments, this is a pass/fail course. The points are there as a reminder to complete the assignments and remind students of the importance of the assignments.

I. **What is an Internship?** An internship is a specialized applied learning experience with an intentional and structured learning agenda, incorporated into pre-professional work activities in a way that mutually benefits the student-intern and the agency or placement site. Student interns have gleaned, from their academic experiences, foundational knowledge and skills that they can contribute to the work setting. Internship placement sites provide students with a list of expectations, duties, and performance goals, along with consistent supervision with feedback about their performance.

II. Types of Internships

- o **Applied/Professional.** This category includes placements in human service agencies, educational institutions, industrial/organizational settings, sports, and health psychology programs, forensic, psychology consultation services, community crisis services, human resources and personnel offices. Applied/Professional Internships encompass applications of psychological principles in a myriad different settings.

- o **Research.** The Psychology Department's independent research courses normally provide opportunities and credits for student research projects. Occasionally, students who have completed research projects under the structure of those courses desire to conduct, and receive credit for, additional research. When this occurs, students can take internship as a means of receiving credit for their additional research work. Students may also wish to serve as research assistants for department faculty or join in a group research project. Internship provides the credit-granting instrument for this type of educational and service experience as well.
- o **Teaching.** Internship can also serve as a structure for granting academic credit to students who serve/work as teaching assistants.

III. Academic Prerequisites

As per [SUU Policy 6.3](#),B-1, students must have a cumulative GPA of 2.5 or higher, and have completed a minimum of 30 undergraduate semester hours. In addition, successful (C or better) completion of Professional Roles and Ethics Practicum (PSY 3800) for Applied/Professional Internships; Research Design (PSY 3410 and 3415) for Research Internships; and other specific courses for Teaching Internships. Prior to registering, all internship students will need to demonstrate a knowledge of professional and ethical standards as decided by the internship coordinator. **All students must meet with and obtain permission from the Department Internship Coordinator prior to enrolling in the internship course.** If students attempt registration on their own, the system will notify them that they must meet with the coordinator to complete the paperwork and obtain permission along with completion of the registration process conducted by the coordinator.

Note: Some agencies require you to undergo fingerprinting and a Federal Criminal History background check. The fingerprinting fee is \$10.00 and can be done at the University Police (T,W 2:00-5:00 p.m., by appointment only) or through the Cedar City Police Department (Th 2:00-4:00 by Appointment) or by the Iron County Sheriff's Office (T,W, Th Mornings by appointment). The Federal Background Check has an added cost and must be arranged by the agency.

IV. Assignments for Internship

- **Internship Learning Objectives Plan -Applied/Professional Internships.** Before engaging in Applied/Professional Internship hours, interns must write, and receive approval from the Department Internship Coordinator, an Internship Objectives Plan to include the following:

1. A general but brief description of the program or context in which the internship is going to occur. This includes the agency or program name, immediate supervisor's name and contact information (phone, e-mail, etc.), and the mission statement of the agency. You will also need to add your Name, T-Number, and for how many hours you wish to enroll. Finally, you will need to verify you have enough [university credits](#) and the [appropriate GPA](#) to qualify for an internship, and that you have completed the necessary prerequisite course(s) for this internship experience. Include all of this information into the plan.

2. Describe the responsibilities you will be carrying out at your placement, including what a typical shift would look like. Describe how your internship relates to psychology (the scientific study of behavior and mental processes). As a student of psychology, what skills do you have that will contribute to the agency. From what courses have you developed those specific competencies or skills.
3. A brief description of the major learning goals for the internship. What do you hope to learn in this position, including skills and abilities?
 - a. Include source materials you plan to review for the internship.
 - b. Include a description of the content knowledge and SUU courses you intend to draw from to carry out your internship.
4. Based on #3 above, develop four to five specific learning objectives written out in bullet-point format. **Each** specific learning objective **MUST** include, (a) **one intended outcome**, (b) **the plan by which to accomplish that outcome**, and (c) **a method for evaluating accomplishment of the intended outcome**.
5. If you are doing an internship at a site where you are employed, include a discussion of the internship-specific job duties and responsibilities you will perform over and above your normal work duties (See section XII below). Make sure you work with your supervisor in developing this plan.

A well conceptualized and well written IOP typically requires two to three, double spaced pages – which does not include the title page. Each number above, should represent a different section with an appropriate section heading. Before proceeding with internship hours, the IOP must be submitted and approved by the Department Internship Coordinator.

Internship Objective Plans may be delivered to the Department Internship Coordinator via e-mail or hard copy.

Requirements for All Internships

1. ***Internship Agreement Form.*** The [SUU Internship Agreement Form](#) is a document that explains the roles and responsibilities each party involved in an internship have. The document is a formalized agreement between SUU, the student intern, and the agency in which the internship will take place. Before you begin any internship activities, the Internship Agreement Form must be completed, signed, and dated by the intern, a representative of the agency, and the department internship coordinator. Once signed, return the form to my office, either electronically or in hard copy.
2. ***Internship Permission Form.*** The [Internship Permission Form](#) is a document that includes specific registration information for the course, including the course name, number and section, the course CRN, the number of credits, and information about the agency where the internship will take place. Once complete, return this form to the Department Internship Coordinator, who will file the form with the

Registrar's office.

3. **Field Placement Hours.** Consistent with the university's [Internship policy](#), the Psychology Department requires a 45:1 ratio between clock hours and academic credit as the norm. The intern and internship coordinator will negotiate the actual ratio considering such factors as proportion of paid hours that are educational and difficulty level of the internship service. *Your supervisor will need to sign off on your hours at the end of the semester* on the Internship Student Supervisor Evaluation. This class can be taken for multiple credits (1-12) and can be repeated for credit in different semesters or at different sites in the same semester, up to the maximum of 12 credit hours.
4. **Field Supervisor Evaluation.** Unless extenuating circumstances allow for an exception, a favorable, written evaluation from the field placement supervisor is a condition for receiving a passing grade for internship. *Students should prompt the Department Internship Coordinator to provide their supervisor with the form early enough to allow time for the supervisor to complete the form.* Student should then review the evaluation with her/his supervisor. **The student OR supervisor will turn the form in to the Department Internship Coordinator either electronically, or in person (GC 308-K).**
5. **Reflective Papers.** (All Due Dates are listed in Canvas). Students in all types of internship experiences will write the following three reflective papers. All due dates are available on CANVAS
 - Four Week Check In:
 1. Describe at least five differences between your role as a college student and your role as an intern.
 2. What was your transition from college student to Intern like? Were there unexpected challenges or issues that took you by surprise?
 3. Describe the supervision you are getting in your internship?
 4. Explain how you are progressing on your outcome objectives that you created in your Internship Objectives Plan?
 5. From your observations and experiences, what are the main challenges faced by your intern agency achieving their goals as outlined in their Mission Statement?
 - Midterm Report:
 1. Describe progress on your Internship Learning Objectives?
 2. Talk about what you yet lack in order to complete Internship Learning Objectives?
 3. Discuss what changes you have made toward becoming more professional?
 4. List and describe three specific skills you have developed in your role as an internship.
 5. Give one instance in which you handled conflict in a productive and professional manner.

6. Give one instance in which you handled conflict in a less than ideal manner.
 7. Outline your educational/occupational plan from this point forward. Make the report about 4-8 pages in length.
- Termination Assignment:

As you begin to wind down your internships, how you end your experience is almost important as how you conducted yourself during the semester. The process of ending a professional relationship is called "Termination". Successful termination leaves your clients, coworkers, supervisors, etc. empowered and enabled. Successful termination leaves you satisfied and confident in your abilities. Simply ending the internship with no transition amounts to "abandonment" and is strictly prohibited within the [APA Ethical Guidelines](#). Here are some tips for successful termination:

Discuss termination with your clients, coworkers, supervisors, etc. early on in the Internship. If needed ask your site supervisor for assistance.

Establish clear goals with your clients, coworkers, supervisors, etc. so that progress toward those goals can be recognized and completion of those goals is apparent.

Respect your client/agency's desire to terminate but be confident in expressing concerns if you feel termination may be premature.

Keep your relationship professional and do not let it stray into the realm of friendship.

Allow clients/agencies to discuss feelings of loss surrounding termination and process your own feelings surrounding the process, as well.

Most Interns are not proficient at termination/ending relationships.

For this assignment, I would like you to write a one-page paper outlining your tendencies and past history with ending professional relationships. The paper should contain three sections:

For this paper (this applies to all types of Internships), please address the following:

Section #1- Reflect on the type of termination tactics you most frequently employ. Do you tend to end things abruptly to avoid awkward interactions or sad feelings? Do you tend to hang on to these relationships, often times making promises of ongoing contact that you realistically cannot keep? Do you intentionally do something to make the person with whom you are terminating angry with you, so the termination is easier? Outline some of the unintended negative consequences to your traditional style.

Section #2- Talk about why professional termination might be difficult for you. Are you afraid of harming clients or others with whom you regularly interact? Are you doubtful of the impact you have had on your clients, supervisors, fellow researchers, etc.? Are you going to miss the interactions personally?

Section #3 -Include in your paper a plan for termination that is mutually beneficial for you and your clients, supervisors, research team members, students, etc.

Students completing Internship Hours over the Summer, and who will register for Credit during Fall Semester, should complete these assignments during the internship, and submit them for credit during the Fall.

6. ***Final Perspective Paper.*** For this five to seven-page assignment, divide your paper into four sections with four section headings and address the series of questions below.

1. Personal Experiences

- Comment on your experiences with this placement.
 - What was your day-to-day work like?
 - Was it better, worse or about the same of what you expected?
 - What aspects of the placement have you enjoyed thus far? Was there anything that never got tiring?
 - What aspects of the placement have you found more challenging? Was there anything that got tiring quickly?

2. Placement Evaluation

- Comment on the techniques, practices and philosophies being utilized at this agency.
 - What is the mission statement? What are the primary techniques and approaches used at this agency?
 - Does this agency do what it sets out to do (i.e., fulfill the aims of its mission statement)? Do these techniques work and why or why not?
 - Anything else that is going well or could be improved?
 - What potential ethical dilemmas could this agency encounter?

3. Professional and Personal Growth

- What new skills or ideas have you developed thus far as a professional?
- Based on your experience, where do you think you need to grow as a professional?
- How about personal growth? How have you grown as a person from your experiences thus far and/or what personal insights have you developed?

4. Career Path

- What is the impact this placement has had so far on your future career choices? How does this experience solidify your previous career assumptions, or have they led you to consider different paths?
- How does this impact the population you would like to work with or the techniques you would like to use in the future?

● **Learning Objectives**

- Review each of your learning objectives that you outlined in your Internship Objectives Plan. Write about the progress, or lack of progress you made on each objective.
- Discuss those factors that facilitated you reaching objectives, and those factors that interfered with your progress. Be sure to cover internal factors and external (agency) factors.

V. Other Course Requirements

Supplemental Readings. Interns may be required to read supplemental literature suggested by the agency to enhance the internship agency experience.

Ethical Standards. Interns should familiarize themselves with and follow the most recent version of [Ethical Principles of Psychologists and Code of Conduct](#) published by the American Psychological Association. They should also take the initiative in clarifying any ambiguities, ethical conflicts, or questions.

1. **Meetings with the Internship Coordinator.** The field placement supervisor provides the ongoing supervision of the intern's services. The internship coordinator may check with the field placement supervisor during the internship or do a site visit, but does not provide direct supervision to the intern. Once the internship is structured, the internship coordinator and intern meet on an as-needed basis. At minimum, this is around the time of the mid-internship report and the final perspective paper due date.

VI. Grading and Academic Credit

By Southern Utah University policy, grading for the internship is on a pass-fail basis. The course requirements are designated by points in order to help the student remain organized. All assignments need to be completed as well as the required internship site hours to receive a grade of Pass in the class. Students who responsibly fulfill the requirements listed above receive "P" grades. (The "P" grade does not affect a student's grade point average.) Internship credits beyond the maximum number allowed by the department toward a major or minor in psychology fulfill general upper division credit requirements.

Field Supervisor Evaluation	50
Four Week Check In paper	100
Midterm Report:	50
Termination Assignment	50
Final Perspective Paper	100
Total Possible Points 400	350

VII. Waiver of Liability and Legal Clearances

Real-world learning, as compared to classroom instruction, increases exposure to potential harm. Thus, the University requires that interns sign a Waiver of Liability form. Some agencies, especially those serving minors and vulnerable adults, require a criminal background investigation (CBI) clearance for staff, volunteers, and interns. Such background checks typically take from one to four months, depending on the number of states in which a student has lived. Students wishing to do a placement in an agency requiring a CBI should submit their applications well in advance of the beginning date of the internship.

VIII. Internship Sites

With more than 80 established field placement sites, placement approval is automatic for most students. For sites not in the established list, The Department Internship Coordinator needs to approve the field placement site and supervisor. To view the established sites, go to <http://www.suu.edu> and then click successively on Academics,

XIV Rules Regarding Using Employment Site for Internship

Student education and professional preparation constitute the main goals of an internship. In contrast, a fair exchange principle governs the employment relationship; that is, the employee owes an employer service in return for money. Thus, paid time used for internship credit involves an inherent role conflict. Nevertheless, students can use employment settings for internships provided the internship component is clearly identified within the Internship Objectives Plan and is somehow **different than normal work duties** (i.e., plan and conduct educational classes, work with therapists, attend case consultation meetings, etc.). Custodial time, (e.g. night shifts while clients are asleep) does not count as internship hours. Student employees must work with their supervisor to create an internship plan they can accomplish that is different from normal work duties. Whether those activities take place during normal paid time, or extended paid time is up to the agency.

IX. Agency Requirements

The requirements summarized in this syllabus represent academic expectations. Host agencies may impose their own requirements. Before agreeing to a placement, students should inquire regarding agency expectations.

X. Academic Integrity

Students who struggle with issues such as cheating, dishonesty, or general lack of integrity should not be in a field placement. Role modeling may stand as the number one curative factor for clients served by Internship students. Falsifying records, claiming credit for work not performed, or any other acts of dishonesty will be addressed. Such acts may result in expulsion from the course with a grade of “F” and referral to the department chair, college dean, or university provost for further action. As with all other courses, students are expected to have read and understood the current issue of the student handbook (published by Student Services) regarding student responsibilities, rights, and on-campus code of conduct.

XI. Students with Disabilities

Students with medical, psychological, learning, or other disabilities desiring academic adjustments, accommodations, or auxiliary aids need to contact the Southern Utah University Coordinator of Services for Student with Disabilities (SSD) in Room 206F of the Sharwan Smith Center or phone (435) 865-8022. SSD determines eligibility for and authorizes the provision of services.

XII. Changes in the Syllabus

Information contained in this syllabus, other than the grading, late assignments, makeup work, and attendance policies, may be subject to change with advance notice, as deemed appropriate by the instructor.

Psychology Department Mental Health Statement:

The Southern Utah University Psychology Department values our students irrespective of race, age, gender, sexual orientation, culture, religion, nationality, capabilities, or

disabilities. Our faculty and staff are committed to the intellectual, physical, and emotional health of all members of the campus community. Should anyone experience problems or issues with depression, anxiety, grief, discrimination, alienation or marginalization, helplessness or hopelessness, or thoughts of suicide, we implore you to seek us out. Our commitment is to listen, and help you find the resources you need.

SUU Land Acknowledgement: SUU wishes to acknowledge and honor the Indigenous communities of this region as original possessors, stewards, and inhabitants of this Too'veep (land), and recognize that the University is situated on the traditional homelands of the Nung'wu (Southern Paiute People). We recognize that these lands have deeply rooted spiritual, cultural, and historical significance to the Southern Paiutes. We offer gratitude for the land itself, for the collaborative and resilient nature of the Southern Paiute people, and for the continuous opportunity to study, learn, work, and build community on their homelands here today. Consistent with the University's ongoing commitment to equity, diversity, and inclusion, SUU works towards building meaningful relationships with Native Nations and Indigenous communities through academic pursuits, partnerships, historical recognitions, community service, and student success efforts.

Campus Resources and Services

Visit this website for a listing of campus resources and services.

<https://www.suu.edu/facultycenter/pdf/campusresourcesandservices.pdf>

[SUU Required Syllabus Statements](#)