# **Clinical Student Handbook**

August, 2014

Students indicate their understanding and acceptance of the contents of this Handbook when accepting an offer of admission to our PhD Program. Students are held to the requirements stipulated by the Handbook edition that was active at the time of their admission into the program, unless otherwise indicated; however, students are strongly encouraged to adopt the requirements of the most current Handbook. Please note that clinical student must also read the general *Graduate Program Handbook* (also updated August 2014). I’ve found that graduate students are often the best source of feedback and new ideas for documents such as this. Please do feel send me any ideas you have for making this Handbook more useful to you! As are most things, it is a work in progress and I will update it throughout the year.

Sincerely,

James G. Murphy, Ph.D.

Director of Clinical Training

The Clinical Psychology Program at the University of Memphis is accredited by the Committee on Accreditation, American Psychological Association. For information please contact Program Consultation and Accreditation Office, American Psychological Association, 750 First Street, NE, Washington, DC 20002. Phone: 202.336-5979. apaaccred@apa.org.

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PART I: The University of Memphis and the Department of Psychology

**The University of Memphis**

Opened in 1912, the University of Memphis has developed into an internationally-recognized institution of higher learning. Today the University educates approximately 23,000 students annually, including over 4,000 graduate students. Conveniently located in an attractive residential section of Memphis, the University includes 1,160 acres and 202 buildings at eight sites.

The University is comprised of eleven distinct academic colleges and schools: the School of Public Health, the College of Arts and Sciences, Fogelman College of Business and Economics, Loewenberg School of Nursing, the School of Audiology and Speech-Language Pathology, Cecil C. Humphreys School of Law, the College of Communication and Fine Arts, the College of Education, Herff College of Engineering, the University College, and the Graduate School. Although individual schools function as separate entities, each academic division at the University of Memphis is dedicated to the scholarly advancement of its students and faculty and to the betterment of the community.

The University of Memphis has vibrant collaborations with a number of well-known resources in Memphis, including [St. Jude Children’s Research Hospital](http://www.stjude.org/), the [University of Tennessee Health Sciences Center, the VA Medical Center, LeBonheur Pediatric Research Hospital, and](http://www.utmem.edu/) [Memphis City Schools](http://www.mcsk12.net/).

The Psychology Department

Housed both in its own building and in the Federal Express Institute for Emerging Technology, the psychology department offers doctoral degrees in clinical, experimental, and school psychology, as well as a terminal master’s degree, the Master’s of Science in General Psychology. The clinical Ph.D. program has been continuously accredited by the American Psychological Association since 1972, and the master’s in school psychology is accredited by the National Association of School Psychology (NASP). The Ph.D. in School Psychology Program was just accredited by the American Psychological Association in August 2014.

In 1984, the Psychology Department's Center for Applied Psychological Research (CAPR) was recognized by the State of Tennessee as an academic Center of Excellence (COE). Four years later the department was named as an Accomplished Center of Excellence. As a result, the department enjoys special benefits. The CAPR receives a permanent annual financial award from the state, funds which are available to attract outstanding, nationally-recognized faculty, to facilitate research opportunities, and to offset project costs. Thus, research is a key element of the department mission.

Organization of the Department

Psychology faculty and doctoral students belong to one of three programs: the clinical program, the experimental program, or the school program (which includes both a master’s and a doctoral program). In addition, the department has a general master’s program, called the MSGP (“M.S. in General Psychology”). We also have over 800 undergraduate psychology majors studying in our department.

Research Areas

You will find that faculty and student research interests in clinical psychology cluster into 3 main topics: *Clinical Health Psychology*, *Child and Family Research*, and *Psychotherapy Research*.

These research areas represent our common interests. In addition, they also help promote collaboration among individuals from different programs. For example, the Child and Family research area is comprised of students and faculty from clinical, experimental, and school doctoral programs, as well as MSGP students. In developing your professional identity, you should think of yourself first and foremost as a student in clinical psychology. In addition, you may find that your specific research and clinical interests map onto one of our research areas. For example, you might be a clinical student with specific interests in Clinical Health research. Not all students have interests that match a research area clearly, but many do.

Each research area has arranged 2-3 specialized courses and expectations for that you conduct related research. Please do not expect, however, that these requirements will make you a “specialist” in one of these three research areas. We offer a generalist program in clinical psychology. Much more training would be required for you to become a specialist in any given area. Our program aims instead to bring you together with professionals with similar interests and to offer you basic courses that may enhance your research experience.

Sometimes students are involved in more than one research area, because their interests lie on the cusp of the two areas. In this case, we allow students to create their own interest area, usually by blending existing areas (e.g., taking one course from Child and Family and one from Clinical Health) or substituting a course in a different area (e.g., an advanced statistics/methods course, a course in public health) for one of the area requirements. If a student wants to create their own research area, s/he should approach their Major Professor to discuss the student’s career plans and how a unique research area might meet their needs. The Major Professor and student can work together to come up with training experiences that would be comparable to other research areas but in the topics of the student’s special interest. The student would then write up a plan for his/her research area requirements, submitting that plan to the Major Professor, DCT, and clinical faculty during spring evaluations (you can detail the plan in the *Annual Performance Review* Form you complete each May for your yearly evaluation). The plan will then be reviewed for approval with their other evaluation materials. Approval of the plan will be communicated in the spring evaluation letter. For example, you might choose to develop an emphasis in quantitative methods or public health by taking additional courses in those areas instead of the three areas described above. All students should have a research area declared or created by the time of their 3rd year spring evaluations. This plan should allow the students sufficient time to complete their planned research, clinical, and coursework goals.

The Faculty

The University of Memphis Psychology Department consists of approximately 30 full-time faculty members, 20 adjunct faculty (psychologists in the community who teach and/or supervise our students), 5 postdoctoral fellows, 90 doctoral students, 58 masters’ students, and over 700 undergraduate majors and minors.

Several faculty members central to the clinical program are listed below. For a complete list of individual faculty members and their research interests, consult the Psychology Graduate Program Handbook or visit www.memphis.edu/psychology/people/index.php for the most current information.

**Dr. Frank Andrasik**

Office: 202 Phone: 678-2146 Email:fndrasik@memphis.edu

Frank is our departmental chair and also a member of our clinical faculty.

**Dr. Randy Floyd**

Office: 332 Phone: 678-4846 Email: [rgfloyd@memphis.edu](mailto:rgfloyd@memphis.edu)

Randy is the Associate Department Chair and Director of the School Psychology Doctoral Program

**Dr. Robert Cohen**

Office: 340 Phone: 678-4679 Email: rcohen@memphis.edu

Bob is the Director of Graduate Training. In this role, he handles issues that cross different graduate programs (e.g., clinical, experimental, school).

**Dr. James Murphy**

Office: 348 Phone: 678-2630 Email: [jgmurphy@memphis.edu](mailto:jgmurphy@memphis.edu)

Jim is Director of Clinical Training (DCT). He runs the clinical doctoral program and is the “go to” person for all issues involving that program.

**Dr. James Whelan**

Office: 126C Phone: 678-3736 Email: jwhelan@memphis.edu

Jim directs the Psychological Services Center (PSC) and is also a clinical faculty member.

**Dr. Brook Marcks**

Office: 360 Phone: 678- Email:

Brook is a Visiting Professor in Clinical Psychology and assists in many tasks related to running the Clinical Doctoral Program.

Contacting Faculty Members

Our faculty members are very approachable, so we hope you introduce yourself to as many as you can. Both email addresses and telephone numbers are listed on the department website at <http://www.memphis.edu/psychology/people/index.php>. Faculty office numbers are posted on the floors of the building and are also listed in the graduate bulletin and the Psychology Graduate Program Handbook. All faculty members have weekly office hours.

**The Main Office**

The Main Office is in Room 202, located on the second floor in the southeast corner of the building. The Department Chair’s office is in this area, as well as the offices of support staff. If you need general help (e.g., you’ve locked yourself out of your office, you need a map of the university) this is a great place to go.

Support staff

One of the reasons that our department functions so smoothly is the help of our excellent support staff in the main office (Room 208). Here are a few people you should know:

Cynthia Walker is the Graduate Program Secretary and the Assistant to the Director of Clinical Training. She is an excellent source of information about issues involving registration.

[cywshngt@memphis.edu](mailto:cywshngt@memphis.edu), Room # 326, 678-4340

Laura Simpson is the Assistant to the Chair and oversees most main office staff.

[lsimpson@memphis.edu](mailto:lsimpson@memphis.edu), Room 202, 678-4699

Office assistants: We typically hire student workers to take care of the front desk in Room 202. They can help with placing book orders if you teach a class and with general needs. They can also get you keys to your office and the building and schedule rooms for your milestone meetings. Our current workers are Shelby and Raymond: Room 202, 678-2145

Ann Brock is our Publications Writer. She develops the departmental newsletter and produces press releases.

[annbrock@memphis.edu](mailto:annbrock@memphis.edu), Room 202, 678-5310

Danny Tally is the Office Associate who processes travel reimbursements and keeps up with our equipment.

[dtally@memphis.edu](mailto:dtally@memphis.edu), Room 224, 678-4693

Latica Jones the department financial officer for issues related to your assistantship payments/contracts.

[lmjons10@memphis.edu](mailto:lmjons10@memphis.edu), Room 220, 678- 4698

LaVairre Lockhart is our Local Technical Support Provider—the person who maintains all of our computers. He also maintains and updates our website. If you have difficulty with your lab computer, email him directly AND put a work order in to him at <https://umhelpdesk.memphis.edu/>.

[llockhar@memphis.edu](mailto:llockhar@memphis.edu), Room 100A (psyc auditorium building) 678-2336

**Where to Get Forms for Virtually Any Purpose**

Graduate school requires an unbelievable number of forms—to declare a committee chairperson, to request research hours, to transfer credit, etc. We maintain these forms online at <http://www.memphis.edu/psychology/graduate/Forms/index.php>. Please make yourself familiar with the materials listed here.

Where to Get Information for Clinical Students

Students have a UMDrive location on which we store all kinds of handy documents, including a copy of this manual. To find the drive, login directly at <https://umdrive.memphis.edu>. To quickly access the group directory, you can create a bookmark inside UMdrive for this location. Here's how:

1) Within the UMDrive website, make sure you see "Logged in as: " on the left sidebar.

2) Find the Bookmarks heading below and click "Edit".

3) At the top, click "Add Bookmark".

Use any Bookmark Name you like, and for the Directory, type this (including the forward slash): /g-clinicalpsycdoctoral. The bookmark will now be available on the left sidebar under Bookmarks. Click it to go directly to the bookmarked directory.

Computer Help

Contact Lavaire Lockhart for computer help: [llockhar@memphis.edu](mailto:llockhar@memphis.edu) and be sure to place a help ticket as well <https://umhelpdesk.memphis.edu/>

**General Information: Things**

**Keys**

Keys to offices and labs are maintained by staff in the main office. Keys for labs require consent (a note, email, or call) from the faculty assigned the lab indicating the room(s) for which you need a key and the semester time frame for which you will be using it. Students will be required to fill out a card when obtaining key(s). Students are responsible for the security of the keys and for returning the keys when they are no longer needed. If keys are not returned when requested, a hold will be placed on the student’s record restricting registration, transcripts and receipt of diploma.

**Security**

Grad students are typically in the building at all hours. As always, you should be careful about security. There are red security phones ON THE FIRST, SECOND AND FOURTH FLOOR. Pick up the receiver and you will be automatically connected to campus police. You can call the campus police general number for non-emergencies such as being locked out of your office at night (678-3848). **The emergency number to police services is 678-4537 (678-HELP).**

Tiger Patrol is a personal escort program staffed by students to enhance the safety of persons on campus in the evening. There is no need to walk alone and we encourage you to use Tiger Patrol if you aren't walking in a group. Normal hours for the Fall and Spring semesters are 6:00 p.m. until 2:00 a.m. seven days a week. To request an escort you should call 678-4663 (678-HOME).

All students who are members of Tiger Patrol have had a criminal background check and are in good standing with the University. When they arrive by foot or golf cart, you should notice a multicolored lanyard holding an ID that says Tiger Patrol under the person’s name.

After Tiger Patrol hours, campus police provides escorts until dawn, although response time may be dependent upon officer availability. (Note: Use of the escort program as a "taxi" for convenience rather than safety is discouraged, e.g. multiple people wanting a ride because it is raining. Use in this manner detracts from their ability to provide other services. Please do NOT call for an escort after dawn, as their normal duties restrict them from providing service after that time.)

**Parking**

*General Parking* (http://bf.memphis.edu/parking/) is paid for through the Maintenance Fee portion of semester tuition. Once the student has registered for classes, a semester validation sticker will be mailed to the address on file with the Student Records Department. New students are mailed a permit (hangtag) along with a semester validation sticker prior to Fee Payment. The permits (hangtags) run on a three-year cycle and need to be updated every semester. If, for any reason, you do not receive the semester validation sticker or permit through mail, you need to go to the Parking Office the first week of class to obtain one. The semester validation sticker should be placed on the right side of permit. This validates the permit (hangtag) to be used in General Parking Lots **only**. The parking office website shows a map of where these lots are on campus.

*Priority Gate Access Parking* is available each semester on a first come first serve basis. Availability of parking lots differs each semester. Check with the Parking Services Office for information on space availability. Faculty/staff may purchase priority permits year round on a monthly, semester, or yearly basis depending on employment status. Students may only purchase into a Priority lot for a given semester during the permit sales window. Evening only access is also available for students to purchase. Evening access begins at 4:30p.m. **Priority Lots**: 6, 7, 18, 19, 37, 43, 45, 52, and 53 **Parking Garages:** Lots 3 and 40.

**ID Cards**

Identification Cards, or ID cards, are available in the Ask TOM Answer Center in the Wilder Tower Lobby between the hours of 8:00am-5:00pm Monday-Thursday or 8:00am-4:00pmFriday. Students should obtain an ID prior to the start of classes. In order to receive your ID card, you must have picture identification with you. You will use this card to check out materials at the library, gain access to the gym, and gain access to some computer labs on campus. Your card may also be used as a debit card. A $10.00 minimum deposit is required (Bursar’s Office, Wilder Tower). This allows to you to pay for meals at campus dining locations or to purchase books, supplies, and personal items at the University Store. You can also use your card in copier machines and for services at the Health Center and the Bursar's Office. The money will be deducted from your account. If you lose your card, first go to the Bursar’s Office to pay a replacement cost of $10.00 and then take your receipt to Wilder Tower Lobby.

**Computer Labs**

The computer labs in Psychology Room 102 (Mac Lab) and Room 103 (PC lab) are available for you to use. If a class is being conducted in one of the labs, you should wait until it is completed before entering. You can also use any TigerLan computer lab on campus. For locations and hours, see http://trl.memphis.edu/computerlabs.php. You should have your student ID available for entry.

**Mail /Copy Room**

You will have a key to the mail/copy room with approval (see key section above), which is Room 203. You will also have an assigned mailbox. Note that your box is the box BELOW your name. Faculty mailboxes are also in this room, and also BELOW their names. The copiers require an access code, which you can get from your major professor if the copying is work-related. You can also pay the front office a small fee ($0.10 cents a page) for personal use of the copier.

**Email**

All currently enrolled students have a Universal User ID (UUID) created automatically. The UUID is a username shared among various services delivered to students, and is the basis of your university email account address, as follows: UUID@memphis.edu. Students **must** activate this account using a card swipe machine, which reads your ID card. Locations for card swipe machines are at http://www.memphis.edu/campuscard/tigerfunds.php. Your university email is the official email address used for university correspondence. If you are used to using another account, you need to have your university email forwarded to your other address. You can use the ID Management website located at http://iam.memphis.edu to adjust your account as needed.

**Miscellaneous**

The University of Memphis Information Technology Department provides various software free of charge and for purchase. Please see http://www.memphis.edu/umtech/software/studentsoftware.php for more information and details.

If you have a question concerning anything that has to do with the university, AskTOM is a great place to start. Anywhere you see the picture of the tiger on university web pages, you may click on it to go to the search site. This is not the same as a FAQ page because if you do a search and your answer is not there, they will get the answer for you and email it to you. The website for AskTOM is - http://asktom.custhelp.com/cgi-bin/asktom.cfg/php/enduser/std\_alp.php.

A new AskTOM resource is an online real time live chat program for asking questions. Near the top of that screen (at the above website) is a tab labeled "Live Help." Click on it. Notice that Live Help is available Monday through Friday from 8:30am to 4:30pm.

The university also has a recreation center located south of the railroad tracks. Please see the website at http://www.memphis.edu/cris/ for information on the variety of services it offers including free classes, the indoor/outdoor pools, gym, personal trainers and much more.

If sports is your interest, the University of Memphis has great athletic teams.   
For game schedules, tickets, scores and much more, see the athletics page at: <http://gotigersgo.collegesports.com/>. Students generally receive free or discounted tickets to athletic events.

As a student, you are given discounts at area events such as the Orpheum Theatre and Playhouse on the Square. There are also discounts for Malco movies, the Pink Palace Museum and IMAX Theater, Ballet Memphis, and many more. To check out information on where, when and how much you can save being a student, check out the website at - <http://saweb.memphis.edu/uc/infodesk.htm>

The University of Memphis Libraries

See <http://www.memphis.edu/libraries/> for information on the University of Memphis libraries. The McWherter Library is located due east of the Psychology Building, and has over 13 million volumes. Familiarize yourself with the library and with InterLibrary Loan (ILL).

Many helpful links to the libraries are located on the psychology website at [www.memphis.edu/psychology/library/index.php](http://www.memphis.edu/psychology/library/index.php), including links to databases and lists of journals available at the University of Memphis.

**Psychotherapy Videos:** the library includes an extensive catalog of psychotherapy videos that can be accessed remotely. You can use this to get an illustration of a new type of therapy or as a way to brush up on a technique prior to a therapy session:

<http://bibliotech.memphis.edu/record=e1000867~S4>

The Dean of Arts and Sciences

Dr. Thomas J. Nenon is Dean of Arts and Sciences. His office is located in room 219 of Mitchell Hall, which is a few minutes’ walk from the Psychology Building. Our front office has a campus map and the secretaries can also give you directions. Dr. Roger Kreuz, a Professor in our department, is Associate Dean of Arts and Sciences.

The Graduate School

The Graduate School is the administrative unit of the University that has responsibility for all advanced training programs. Its website is [www.memphis.edu/gradschool/](http://www.memphis.edu/gradschool/). Dr. **Karen Weddle-West is our** Vice Provost for Graduate Programs.

The Graduate School impacts your career in that it is responsible for graduate policy, procedures, and paperwork. Your primary responsibilities to the graduate school are to follow their deadlines, complete their forms, and get your thesis and dissertation over there on time. For the most part, you don’t need to worry about what is happening over there. Our Director of Graduate Training (Dr. Bob Cohen) or the Graduate Secretary (Ms. Cynthia Walker) are our liaison with the Graduate School and can help you navigate the graduate school rules.

Financial Aid, Student Health Center and Other Student Services

For information on financial aid, see [www.memphis.edu/financialaid/](http://www.memphis.edu/financialaid/). This well-designed website gives information on student loans, scholarships, and student employment. Other helpful information for students is provided on [www.memphis.edu/students.htm](http://www.memphis.edu/students.htm) and at the website for the Council of Graduate Schools, <http://www.cgsnet.org/Default.aspx?tabid=163> .

Limited medical services are available in the Student Health Center upon presentation of a valid student identification card. Outpatient medical services, including general clinical evaluation, diagnosis, and treatment; laboratory and X-ray; family planning; and a dispensary are available. The Student Health Center Provides free treatment for acute illnesses and injuries. Patients with chronic, complex or recurrent medical conditions must continue to use their primary care physician for issues related to their chronic illness. No routine physicals are performed at Student Health Services. For more information visit their web site: <http://saweb.memphis.edu/health/General_Information/info.htm>

The Counseling Center (<http://www.memphis.edu/cpcc/>) provides free counseling, wellness, and psychiatric services for University of Memphis students. Its goal is to help students thrive in academic pursuits by helping them manage emotional, psychological, and interpersonal problems. If you are interested in meeting with a psychologist in the community we can refer you to individuals who may see students with a sliding fee schedule.

**Your Assistantship/Stipend**

Students earn their stipend (presently $13,000 per year before you earn your master’s degree; $14,000 afterward, with the raise beginning the fall after you defend your thesis, if you defend before contracts are completed in June) by working 20 hours a week, on a 12-month schedule. Time off from duties for vacation, illness, travel, or holidays may be taken. Typically these include university holidays and several additional weeks. Graduate students who are funded by faculty grants, or other outside graduate student funding positions such as clinical placements, have their own leave policies. Each student should ask the placement supervisor about leave policy. Time off should be scheduled and negotiated in advance with the supervising faculty member. This work—called your “assistantship” or “placement”-- is a key part of your training. Our department guarantees at least 4 years of funded assistantship training, as long as you remain in good standing, but over the past 10 years we have provided funding for a fifth year for all students in good standing. Additionally, students who receive an assistantship do not pay tuition or fees. We have increased our stipends by $2,000 over the past three years and our stipend amount is consistent with the average stipend level nationwide for university based Clinical Ph.D. Programs, despite below average cost of living in Memphis.

During your first year in our program, you will probably be assigned as a research assistant to your major professor. After that first year, you must work as a research assistant for one additional year, and another year must be spent on a clinical placement such as the PSC, one of our clinical research grants, or an external clinical placement (this could be 20 hours in one year or ten hours across two years). After fulfilling these requirements, you have a number of options, including serving as a research assistant again, gaining further clinical experience, working as a teaching assistant, or teaching an undergraduate course.

Assistantship/Placement Assignment Process. You will have a chance to express your preferences about each year’s placement, and placement decisions are made each summer (typically in June/July) for the following year. Assignments are made by the DCT and the placement committee (currently Drs. McDevitt-Murphy and Neimeyer). Decisions are made after considering your training needs (e.g., whether you have completed your required clinical and research placement), your preferences, the fit between your skills/experiences and the needs of the placement, and the preferences of the placement supervisor. Most placements will also interview students to help them determine your fit. Typically students receive one of their top few choices but given the limited supply of placement slots this cannot be guaranteed.

Generating new placements. The DCT and other members of the clinical faculty are continuously exploring new placement possibilities. We are fortunate to have an adequate number of paid placements right now, including 3 new clinical placements in 2014 - 2015. Because it is typically not possible for clinics and hospitals to get reimbursed for services provided by non-licensed graduate students, it is difficult to find placements that are willing to pay for your stipend plus provide the requisite clinical supervision by a licensed clinical psychologist. We are grateful that we have clinical placements and count on you to do an exceptional job in these placements so the sites continue to fund our students. Please let the DCT know if you have ideas about new clinical or research placements! Most importantly, please let the DCT or another member of the placement committee know if you experience a difficulty or conflict while on placement. A listing of our 2014–2015 placements is included in Appendix C.

**All Outside Work (volunteer and paid) Must Be Approved**

Your assistantship and your other responsibilities in the department (including coursework, thesis, etc.) are considered a full-time endeavor. This means that while you are a student in the program, you should not accept any outside employment without DCT approval. If you are considering a non-departmental job, discuss it with your Major Professor and then make a written request to the DCT. The request needs to include the job title, description of responsibilities, name and contact information of employer (and supervisor), and proposed dates of employment and hours. Mentors should receive a copy of the written request. The mentor and DCT will jointly make a decision about the advisability of the external position. This decision will be based in part on your demonstrated ability to complete mandatory program training elements (your coursework, milestones, placement activities, and PSC responsibilities) in a timely manner.

We want to assure you that there is a good reason that we review external work experiences. In the State of Tennessee, licensure is required in order to perform certain types of professional services. The only exception occurs when your training program has a relationship with your supervisor. Therefore, even if a licensed psychologist supervises you, unless that person has the approval of the clinical program, you may be violating the law by practicing without a license. In fact, even if a faculty member supervises you for private work (not part of the program), you should touch base with the DCT for clarification. We do have a number of sanctioned volunteer opportunities (there are referred to as **practicum**) described below.

**Diversity at the University of Memphis**

The University of Memphis will promote and ensure equal opportunity for all persons without regard to race, color, religion, sex, national origin, disability status, age or status as a qualified veteran with a disability or veteran of the Vietnam era. Our **Affirmative Action** office website is [www.memphis.edu/affirmact/](http://www.memphis.edu/affirmact/). We have a broad program of services and academic accommodations designed to provide access and opportunity to qualified students with disabilities through **Student Disability Services**, [www.memphis.edu/sds/](http://www.memphis.edu/sds/). If you have a disability, SDS will make recommendations to your program without revealing the nature of your disability. More generally, as a graduate student in this diverse city we encourage you to take advantage of the opportunities to gain experience relevant to diversity. For example, please visit the *Civil Rights Museum* to learn more about discrimination faced by African Americans and others in the United States. Finally, as noted below, the program also values training in diversity and requires that all students develop the ability to work with a diverse population of individuals in terms of age, ethnicity, race, disability, and sexual orientation. There is also a required psychotherapy course focused on diversity.

Our diversity-related expectations for clinical students. Students are expected to demonstrate respect for diversity. Diversity means the fair representation of all groups of individuals, the inclusion of minority perspectives and voices, and the appreciation of different cultural and socioeconomic group practices. The University of Memphis aspires to foster and maintain an atmosphere that is free from discrimination, harassment, exploitation, or intimidation. We expect that you will treat clients and research participants with respect and dignity regardless of their affiliations or associations with sexual identity, multicultural, cultural, international or socioeconomic issues or any underrepresented populations. In addition, the American Psychological Association (APA) has explicit policies regarding the issues of and writing about race, gender, class, sexual orientation, disability, ethnicity, and religion. These standards can be found in the Publication Manual of the APA or at the APA’s website for the Office of Ethnic Minority Affairs (<http://www.apa.org/pi/oema/>). Based on our academic judgment as to the best preparation for clinical psychologists, our program is committed to providing training that will prepare all students to work with client populations that are diverse with respect to a variety of characteristics (e.g., age, ethnicity, sexual orientation, religion, disability status). Students completing clinical training in our program are required to provide services to all clients deemed appropriate by their supervisors.

Finally, it is important to note that harassment, discrimination, and other such behaviors that undermine our supportive climate are unacceptable, and concerns about these behaviors can be expressed to your DCT, the Director of Graduate Training, the Chair, the Department Diversity Committee, or the university Affirmative Action Office.

* **Additional Resources**  
  The University of Memphis offers a number of services and organizations  
  to assist you in implementing a classroom environment that helps ensure the safety,  
  involvement, and success of all students, including the following:
* The **Office of Institutional Equity** (<http://www.memphis.edu/oie/>) monitors the University's policy on equal opportunity and affirmative action in employment and education and provides resources such as the Welcoming Diversity tutorial (<http://training.newmedialearning.com/diversity/umemphis/>)
* **Disability Resources for Students** (<http://www.memphis.edu/drs/>)helps ensure equal access to all university programs and activities for students with disabilities, helps all members of the university community understand and accommodate their needs, and promotes the independence of such students.
* The **University of Memphis Office of Multicultural Affairs** (<http://www.memphis.edu/multiculturalaffairs/>) provides a supportive environment that advises students of color with regard to their academic, social, cultural, and financial affairs.  The office is home to several student organizations, including the Black Student Association, Black Scholars Unlimited, Empowered Men of Color, the Hispanic Student Association, and the University of Memphis chapter of the National Association for the Advancement of Colored People.
* The **Center for Research on Women** (<http://www.memphis.edu/crow/>) conducts, promotes, and disseminates scholarship on women and social inequality, with particular emphasis on the relationships among race, class, gender and sexuality in the experience of Southern women. It supports a variety of events in the university and community to highlight the contributions and achievements of women including films, lectures, performances and awards.
* **Students for Bisexual Gay and Lesbian Awareness** (<http://map.memphis.edu/deptsbldg.php?Building_Id=84&Dept_Id=65>) is committed to diversity and civility in our department and across campus and offers a welcoming environment for Lesbian, Gay, Bisexual, and Transgendered students. It supports aSafeZone Program **(**<http://www.memphis.edu/safezone/>).

**International Students Office (**<http://www.memphis.edu/iso/>) supports the international population at The University of Memphis by providing advice on immigration matters, employment, taxation, cultural adjustment, and other practical issues. The office conducts an international student orientation each semester, coordinates insurance information, and assists student groups.

# **PART II: Being a Graduate Student in Our Clinical Program**

In Part I, we provided some background on the University and outlined the basic structure of the psychology department and its 3 doctoral programs. In this section of the manual, we’ll provide an overview of what it means to be a graduate student and answer a number of commonly asked questions about your role as a member of our academic community as well as about our training model. Then, in Part 3, we will look in more detail at the nuts and bolts aspects of navigating your graduate training.

Our Model of Training

Our clinical Ph.D. program is a *Boulder Model* program. Consistent with the consensus statement issued by the National Conference on Scientist-Practitioner Education and Training for the Professional Practice of Psychology (Belar & Perry, 1992), we aim to train graduates who are “uniquely educated and trained to generate and integrate scientific and professional knowledge, attitudes, and skills so as to further psychological science, the professional practice of psychology, and human welfare,” and as such, are “capable of functioning as an investigator and as a practitioner, and may function as either or both, consistent with the highest standards of psychology” (p. 72). Thus, our program aims to provide excellent training in research and research-based clinical work. [See Tanner & Danielson (2007) for more information on the characteristics of scientist-practitioner programs.] Graduates from our clinical program typically become employed in positions in which they combine their clinical and research skills, such as positions in medical school settings, academic departments, and research hospitals. A minority of our graduates work in settings that are exclusively clinical or exclusively research.

We expect all of our students to develop clinical expertise and to be actively engaged in research (above and beyond milestone projects) during their entire time in the program, irrespective of their ultimate career goals. For example, all students are expected to attend research conferences, submit papers for publication, and continually develop their clinical skills throughout their time in our program (e.g., to see clients for 3 years in the PSC, complete psychotherapy classes and clinical placements). Indeed, this is the only professional training program at the University that receives tuition waivers; the university covers you tuition (and when you are not on external placement, your stipend as well) because they expect you to contribute to the research mission of the university year-round. It is expected that some students may gravitate slightly more towards research or clinical activities, but please keep in mind that our program model stresses excellence and continued tangible progress in both domains. We expect that your future career will involve some combination of research and clinical work, likely changing over time in response to dynamic market pressures and your preferences, so please enthusiastically develop both skill sets (in addition to skills related to teaching, consultation/supervision, and dissemination/outreach).

The program’s strong commitment to the integration of research and practice is demonstrated in its membership in the *Academy of Psychological Clinical Science*, an elite group of scientifically-oriented clinical and health psychology doctoral programs in the United States and Canada. Member schools must demonstrate strong commitments to, and successful records in, training in clinical science.

Program Values: Evidence Based Practice and Diversity Training. The program has a strong commitment to training in evidence-based approaches to the assessment and treatment of behavioral and psychological problems. This means that clinical decisions should be as data-driven as possible, and that students should gain expertise in evidence based practices for a variety of common psychological complaints. For more information on evidence based practice see the following links:

EBBP website:

<http://www.ebbp.org>

EBBP skills based resource page:

<http://www.ebbp.org/skillsBasedResources.html>

Cochrane Collaboration website for systematic reviews:

<http://www.thecochranelibrary.com/view/0/index.html>

NICE treatment guidelines:

<http://www.nice.org.uk>

IOM guidelines page:

<http://www.iom.edu/Reports/2011/Clinical-Practice-Guidelines-We-Can-Trust.aspx>

As noted earlier, the program also values training in diversity and requires that all students develop the ability to work with a diverse population of individuals in terms of age, ethnicity, race, disability, and sexual orientation. Please talk to the DCT if this conflicts with your personal values or training goals.

**Admissions Process**

Students are admitted to our program through a careful selection process that evaluates applicant’s grades, GRE scores and fit with our program and a specific mentor. Selection of students depends not only on their academic expertise, but also on their letters of recommendation, interest match our program model and our faculty, and our impression of the students during their interview. We also greatly value diversity in this program, and we carefully review the applications of all minority candidates who might be a good fit with our program.

Being a Professional and Developing a Professional Work Ethic

You will be expected to be a professional from day one when you work in your lab (potentially interacting with research participants) and begin conducting assessments in your core clinical classes. Being considered professional assumes that you have a high degree of skill and act according to the APA ethical guidelines (<http://www.apa.org/ethics/code/index.aspx>). Although ethical training will be an important part of your education, you should start by carefully reading and understanding your responsibility for the APA ethical guidelines.

Although you typically won’t be enrolled in courses over the summer, you are now a 12-month employee of the University and you are expected to contribute to the research mission of the university year-round. You will be expected to invest yourself actively in the reading and learning that academic education entails. How much you enjoy your graduate training will depend largely on how much you invest in it (particularly self-directed learning that takes place in your lab, at conferences, and in hours spend reading and writing in various locations). Successful graduate students develop a year-round pattern of work that is similar to medical school and far exceeds undergraduate workloads or a 40-hour work week.

In sum: work hard in graduate school, you will wind up enjoying it more because you will excel, you will worry less about finding a good internship and postdoc, and it will open up doors throughout your career.

As a professional-in-training, you should be aware of the manner in which you present the profession to the world. You should learn how to dress professionally and how to handle yourself in a professional context. You will learn what “confidentiality” means and how to carefully monitor your communications. You will also learn that once you represent your profession, your behavior has important consequences not only at work, but also in the world at large. Your profession becomes part of your identity, which you cannot simply remove when you exit work. Please keep in mind that you may run into a client or student when you are out socializing and behave in way that would not compromise your professional reputation. This applies to behavior on social media as well:

Responsibilities Regarding Online Activities/Social Media

In an increasingly technologically connected and public world, students are encouraged to remain mindful of your behavior and its consequences online, including the use of social networking, blogs, listservs, and email. It is likely that students, clients, supervisors, potential internship sites, research participants, and future employers may be interested in searching or accessing online information about you. While all of the information that may exist about you may not be within your control, students are urged to exercise caution and restraint and to utilize safeguards when possible. Activities online, including those that you may consider purely personal in nature, may unfortunately reflect upon your professional life. Keep in mind the ideals of the preamble to the APA ethics code in which we aspire to do no harm to our clients, our research participants, or the profession with our actions. With this in mind, you are encouraged to consider the following cautions and suggestions:

1. With social networking sites such as Facebook, utilize privacy settings to limit access to your pages and personal information. Use thoughtful discretion when considering “friend” requests and consider the boundary implications. For example, it is not advisable to become virtual “friends” with clients or former clients or undergraduates for whom you have supervisory or evaluative responsibilities, or with supervisors who evaluate you.

2. With email, keep in mind that everything you write may exist perpetually or be retrievable, so be thoughtful about what you write. Emails sent via the Memphis email system are considered public records and the property of the University. Participation in listservs include the peril of inadvertently writing things to a much more public audience than intended, so be cautious with posts to such forums. Email is not an appropriate venue to discuss confidential information, so if such communications are necessary make sure any information is non-identifiable.

3. Email “signatures” should be professional and appropriately represent one’s status and credentials. Students are encouraged to consider adding a confidentiality disclaimer to email signature files.

4. Be mindful of voicemail greetings if you utilize a private phone for any professional purposes (clinical work, teaching, or research). Make sure that such messages reflect a maturity and professionalism that you would want to portray to the public.

5. Online photo and video sharing, including within social networking sites, should be considered very public venues, and use discretion when posting such information.

It is not the intention of the clinical psychology program to interfere in your personal life or to limit your ability to enjoy the benefits of online activities, express your personality or opinions, or have a little fun. As with off-line activity, we encourage you to be mindful of the implications and make efforts to protect your professional image and reputation. If the program becomes aware of online activity that represents a violation of the APA Code of Ethics, local, state or federal laws, such information may be included in evaluation of student progress and may be grounds for disciplinary action, including dismissal from the program.

Expectation for Active Engagement in the Department and Program

In addition to your routine duties as a graduate student, part of the graduate school learning experience involved being an active member of the clinical program and the wider department. There are many ways for you to become more involved in the department. We expect that you will be fully involved with our applicant interview day each year, including hosting applicants and participating in meals and group interviews. Each year we hold colloquia on various topics in psychology. Our weekly *Clinical Forum* for clinical doctoral students will give you an opportunity not only to present your own research, but also to hear from community psychologists in the “real world.” Students are also expected to attend the “job talks” conducted each time the department recruits a new faculty member. Clinical Forum occurs most Friday mornings from 9:00 AM – 10:00 AM during the Fall and Spring Semesters. You may also want to visit research laboratories overseen by a variety of professors, to get a taste of different approaches to research. You will also find that the larger university provides a rich environment in which to broaden your skills through interaction with other professionals. Active participation and attendance at lab meetings, forum meetings, and other department colloquiums is expected and will be part of the criteria used to evaluate you each year. Your external placements should allow you to attend these functions but if you are having difficulty negotiating that release time please talk with me.

Working Effectively with your Mentor and Other Faculty Members

At entry into the doctoral program, each student is matched with a Major Professor/Advisor, who will serve as the main guide as a student works to develop a professional identity. One of your goals as a first year student should be to develop a comfortable working relationship with your mentor. Try to maintain weekly or bi-weekly meetings even before you may be working on specific papers and other projects. He/she will need to get to know you and your professional interests in order to provide appropriately tailored career advice and eventually to be able to convey your unique interests and skills in letters of recommendations. Although your mentor will most likely become your most important professional influence in graduate school (and likely an enduring influence and collaborator throughout your career), he or she is not your only source of advice or guidance. You can benefit a good deal from other faculty members whose research or professional interests match you own.

Keep in mind that your mentor is a busy professional with numerous responsibilities, including maintaining a nationally recognized program of research. Unlike private liberal arts colleges where faculty are evaluated primarily on teaching and mentoring, at Ph.D. granting research universities like the U of M faculty are expected to maintain highly visible programs of research, and decisions about tenure and promotion are heavily tied to research productivity. Consequently, it is important to think of your relationship with your mentor as being a reciprocal professional working partnership rather than a unidirectional relationship where you receive mentoring. Your mentor will devote an incredible amount of time to mentoring you and advancing your career, and likewise you should devote substantial effort to contributing to the research mission of your lab, above and beyond your paid RA hours, your milestone projects and particular papers that you might take the lead on. Your work in your lab is also a primary experiential element of your training in the Ph.D. model.

Expectations for turnaround time on your manuscript and milestone drafts. As mentors we have agreed to attempt to give you feedback on your work products within two weeks. We agreed to this because we want to do all we can to allow you to make rapid progress. However, there will be times when you mentor will be unable to meet this expectation, due to travel, illness, or other pressing work commitments (grant applications, grading, etc.). Most importantly, faculty are generally able to turn around high quality drafts more quickly, so make every effort to turn in your best work only after you have edited and reread it several times. Do not expect faculty to turn your rough draft into a finished product. If your mentor consistently is unable to meet the two week expectation please talk with her/him about this and also feel free to talk with the DCT or Graduate Coordinator.

*Should I refer to a faculty member by their first name or call him/her Dr.?* Although many faculty members (including the DCT) prefer to communicate with graduate students on a first name basis, it is generally best to go with Dr. when addressing a faculty member or external supervisor unless you are sure he/she prefers that you use their first name. You can simply ask them their preference or talk to other students who have experience with that individual.

Changing Major Professors

Because we have a mentor model and students are admitted to work with a particular professor, changing Major Professors is a significant decision that must be made only after much thought and discussions with your current Major Professor, the DCT, and the Graduate Coordinator. A student’s desire to change Major Professors typically reflects a major shift in that student’s research or career interests. Occasionally, personality conflicts lead students to change Major Professors. If this happens, Drs. Murphy and/or Cohen are available to help.

Student Evaluations

Each year at the end of the spring semester, clinical students complete a self-evaluation form recording their grades, research progress, level of engagement in program activities (e.g., forum and other colloquium attendance), and lab and clinical work. This includes an updated CV and summary of program progress/goals (Overview Form), forms rating research and clinical competencies, and a listing of documented competencies in the administration of empirically supported treatments. Evaluations are also collected from clinical supervisors, research supervisors, and off-site placement and practica supervisors. You should obtain a clinical evaluation form for every setting in which you provided clinical services, including your lab and volunteer (practicum) experiences. Students review all of these materials in a meeting with their Major Professor. This meeting should help each student to evaluate their own progress and set goals for their development over the following academic year. The clinical faculty then meets and carefully discusses the data on each student’s performance and progress.

After the faculty meeting each student receives a letter from the DCT summarizing his or her research and applied skills, knowledge, and credentials. The primary purpose of this annual evaluation process is to provide feedback to students concerning their progress through the training program. We aim to help you recognize your strengths and weaknesses as you go through training, choose activities that will enhance your skills, and identify goals that will improve your marketability. First year students and students who receive a rating of “*On Probation*” or “*Needs Improvement*” will also be evaluated at the end of the Fall Semester. Sample Clinical Program Evaluation forms are included in Appendix A.

Here are the criteria that faculty use in evaluating students:

**5 = Exceptional**: Exceeding expectations in multiple domains – research, clinical work and coursework as evidenced by publications and positive feedback from clinical supervisors; active engagement in lab and program, good milestone progress. Advanced students (3rd year and higher) rated as exceptional will typically have one or more first author papers *accepted* for publication in the previous year, a grant submission, or multiple past-year co-authored papers; first and 2nd year students may earn this rating for *submitting* one or more first author manuscripts or contributing to multiple co-authored papers, and making exceptional contributions to their lab while also exceeding standards in the classroom or clinic.

**4 = Very Successful:**  Meeting expectations in all domains and exceeding in at least one domain – for example a student with average clinical performance and exceptional research productivity or a student who received very strong reviews for his/her clinical work and is meeting expectations for research.

**3 = Successful:**  Meeting expectations in all domains – making good progress with classes and milestones, receiving satisfactory or better clinical ratings, actively contributing to his/her lab, and presenting research at conferences. It is expected that all students in our program will be actively engaged in research and clinical work, as well as their lab, program, and department.

**2 = Needs improvement:** Not meeting expectations in one or more domains: inadequate progress with milestones, clinical development or poor engagement in lab or program activities. Lack of research engagement/productivity outside of milestone research (failing to present at conferences or submit manuscripts); interpersonal, work-ethic, or ethical concerns.

**1 = Probation**: Substantially behind on milestone progress, interpersonal, work-ethic, or ethical concerns that are highly significant or chronic and have not improved with feedback. Failure to engage in suggested remediation for any identified concerns.

**Expected Milestone Progress by the Time of the Spring (May) Evaluation Meeting**

These are broad, liberal guidelines that take into account the variability in student goals and effort level required to complete various milestone projects. This does not reflect an *ideal* timeline (that is presented later in this manual) but instead a **minimal** standard for the purposes of judging adequate milestone progress. Please be assured that students will not be penalized for being delinquent on milestone progress when their project is delayed due to factors beyond their control (e.g., delays related to IRB or participant recruitment, equipment failure, etc.) especially if they are being productive in other areas of research (e.g., submitting other manuscripts). Falling more than 2 semesters behind on a milestone project could be considered problematic enough to put a student in the “needs improvement” category, depending on the circumstances. The clinical faculty will determine specific consequences associated with this status on a case-by-case basis.

First year - work to generate thesis idea

Second year – propose thesis, write IRB, begin data collection

Third year - defend thesis, begin 2nd milestone

Fourth year – Complete second milestone (by July 31 deadline but ideally much sooner), begin work on dissertation proposal

Fifth year – Propose dissertation by September 30 deadline (ideally much sooner!), write IRB, collect dissertation data

Withdrawing from the Program and Leaves of Absence

Keep in mind that graduate school is a marathon rather than a sprint and that it is normal to have periods of uncertainty about career goals and variable levels of motivation. Almost all students find graduate school very difficult, particularly in contrast to the typically more relaxed undergraduate lifestyle, and are conflicted about the sacrifices required to obtain the Ph.D., so it is not unusual to feel this way. Occasionally students discover that their career interests have changed and withdraw from the program to pursue these other interests. Please schedule a meeting with the DCT if you are having thoughts about leaving the program. In some cases, a student may benefit from a Leave of Absence instead of a withdrawal, and the DCT can provide you with information about this option, if needed.

Students should know that all graduate students in the Department of Psychology, consistent with University Policy, are expected to maintain continuous enrollment during the fall and spring semesters. A student who plans not to enroll for a semester or more must request a leave of absence in writing.

The Leave of Absence Request Form must indicate the general reason for the request and specify the anticipated date of return. Submission of this form will be taken as confirmation that the student understands that GA funding upon return to the program will be based on the conditions approved by the program at the time the leave is granted contingent on budget availability. This request must be approved by the Program Director, Graduate Coordinator, and Department Chair. This does not apply to students going on a program-required internship.

The student should be aware that the university may require submission of an application for readmission to the University. Any extensions beyond the period initially requested must be justified and reapproved by all parties. Students who fail to return to the program at the end of their approved leave without notification to the program may be considered for termination from the graduate program. Leave forms are located at <http://www.memphis.edu/psychology/graduate/Forms/index.php>.

**Maintaining Good Standing**

Good standing means that your progress has been judged as satisfactory by the clinical faculty. In making this assessment, the faculty expects that you are maintaining at least a B average, that you do not have a grade below a B in a core course, and that you are making satisfactory progress toward your degree on all measures that you are evaluated on (practicum, placements, lab work, courses, and professional behavior). Please see both the Graduate Program Handbook and the University Bulletin for detailed information on required GPA, repetition of courses, and other such issues. Minimal timelines for milestone progress are noted above.

The clinical faculty is committed to working with each student that we accept into the program. We make every effort to help students who are struggling in order to facilitate successful completion of the program. We might, for example, design a plan for remediation, along with re-assessment after some determined interval, to assess progress. During this time, a student might be placed on probation, and we would provide as much support and direction as possible in an effort to help the student to succeed. Written feedback will be given to the student at the conclusion of a remediation program to clearly indicate whether the problem was successfully resolved, and the student has the opportunity to discuss the matter directly with the clinical faculty.

Under very rare circumstances, a student may be asked to leave the program. Dismissal typically occurs after a period of probation in which expectations for remediation are clearly stated. Reasons for dismissal can include a failure to perform adequately in courses, inadequate progress toward program milestones (such as thesis and dissertation), inadequate clinical or research work, poor productivity/work ethic, and unethical or unprofessional behavior. In the case of egregious misbehavior that cannot be safely rehabilitated, a student may be dismissed from the program without a period of probation following a clear majority vote from the clinical faculty.

Program Evaluation

Your opinions are crucial to the growth of the clinical doctoral program. We urge you to share ideas regarding the program with your major professor and the DCT. There are several mechanisms through which we ask students to provide feedback about faculty performance. First, students complete anonymous course ratings (called SETES) at the end of each semester. These ratings become part of each faculty member’s file and serve as an important basis for evaluation of the faculty member. Similarly, you will use the SETES to evaluate your PSC supervision course as well. These ratings become part of the faculty member’s file. We will also ask you to complete yearly evaluations of external placements, which will be reviewed by the DCT and the placement committee. Finally, the DCT holds weekly office hours that provide an opportunity to discuss any concerns, as well as anonymous student surveys to identify student concerns.

Providing feedback to the program. If you have an issue that you are unhappy about please talk to the appropriate people (your advisor, the DCT, chair, PSC director, graduate director, GSCC clinical program representative [currently Melissa Smigelsky]). If you have ideas for improving the program please convey them to the DCT or the clinical program representative. We have recently developed a DCT Advisory Committee to assist the DCT in keeping abreast of student feedback/suggestions. The committee includes several students (Rebecca Kamody, Paige Frankfurt, Amanda Rach, and Melissa Smigelsky) and a postdoc (Ashley Dennhardt) who are available to convey any program-related feedback or suggestions to the DCT. Please also use other forums such as course/assistantship evaluations and our anonymous clinical student surveys to provide constructive feedback. Even in these forums, however, please communicate professionally by avoiding extreme, personal, or overly general criticisms. Please view yourself as a part of this program (rather than as a consumer) and appreciate that you have a responsibility to contribute towards creating a positive and supportive environment.

**The GSCC**

Graduate students comprise the Graduate Student Coordinating Committee (GSCC), which represents student interests and is allotted 3 votes at faculty meetings. (The GSCC representatives can also give you information about applying for funds to attend conferences). Elections for GSCC positions are held once per year. In addition, each year the clinical students elect a representative to attend clinical faculty meetings (except those in which students are discussed). To see the GSCC’s newsletter and current officers, go to: <http://memphis.edu/psychology/graduate/GSCC/index.php>

**Student Participation in the Program and the Department**

In addition to the student representation that is afforded by the GSCC, students are encouraged to take an active voice in the clinical program. For example, the clinical student representative on the GSCC attends and participates in clinical faculty meetings (unless confidential student information is being discussed). Second, we recruit students to assist with program-related activities, including the admissions process, providing input on accreditation materials, recruiting new faculty members, and constructing surveys to assess student opinion. Third, the DCT welcomes student input in a variety of ways, including anonymous on-line surveys, informal forums with groups of students (including the *DCT Advisory Group* mentioned previously), and one-on-one meetings. Finally, the DCT schedules informal breakfast or lunch meeting with small groups of students each year.

**Grievance Procedures**

Sometimes during a student’s time in graduate school a situation can arise that requires mediation to reduce/resolve conflict. The Department has a plan for this. We recommend that you take the following actions for expressing concerns, if possible, in this order:

1. Go to the person with whom you have a complaint and try to come to a resolution.

2. Go to your program director to address the issue (in your case, the DCT).

3. Go to the Graduate Coordinator (Bob Cohen).

4. Form a Grievance Committee as specified below.

5. Place a written complaint in the mail box of the Department Chairperson or Department Co-chair.

6. Go directly to the Chair or Co-chair to address the issue.

At anytime you may go to a GSCC member to discuss the issue confidentially (if you desire, the GSCC representatives will meet with the appropriate administrator to inform them of the concern and/or to discuss possible ways to resolve the concern). You may also contact the GSCC by email or you can put a written complaint into the GSCC mailbox.

**Considerations for forming a Grievance Committee**

1. A student acknowledges that by taking an issue to the Grievance Committee that it is likely to be necessary to notify the person to whom the complaint is directed towards in an effort to remedy the situation.

2. It is possible that additional people may be contacted in order to gather information pertaining to the complaint (e.g., if a complaint is about mentoring, bring in other students of the mentor to inquire about their experiences with the mentor).

3. The Grievance Committee should be used only when other points of contact for grievances have not yielded a satisfactory resolution. A person may choose to go to the department chair rather than to the committee.

4. A grievance can be brought by one or more students or can be presented by a GSCC representative for a group of students. It is important to recognize that the names of students bringing the grievance will not be confidential as the accused person has the right to know who is lodging the complaint against them.

**Formation of Grievance Committee**

1. The Grievance Committee will consist of three faculty members (a chair plus two additional tenured faculty members)

2. The members of the Grievance Committee will not be permanent but rather will be selected for each individual case.

3. The selection of these committee members will be done in the following way:

a. The student bringing the grievance will select one of the program directors to be the chair. It is advised that this person not be the director of the student’s program as he/she would have already tried to remedy the situation by contacting this individual.

b. The selected chair will choose one tenured faculty member to serve on the committee.

c. The student will choose one tenured faculty member to serve on the committee.

d. It is advisable that the selected chair and the student confer on their selections.

**Function of the committee**

1. The committee will attempt to mediate the grievance and find a resolution.

2. The committee can make recommendations to the Department Chair. The Department Chair does have the power to over-ride decisions made by the committee.

**Notes and Explanations**

1. No student will be on the committee because it would put the student in a compromising situation to have to make decisions regarding faculty who may be their teacher or mentor. The ability of the student to choose two of the three committee members gives an enormous amount of power to the student bringing the grievance, likely more so than having a student on the committee.

2. No non-tenured faculty will be able to be on the committee because it would put them in a compromising situation to have to make decisions that could impact their ability to receive tenure.

3. Some aspects of the grievances are not confidential. If a student wishes to communicate a concern confidentially, there are numerous other mechanisms for doing so. The committee’s primary goal is to work out a resolution. This requires both parties being notified of the grievance. Confidentially would be maintained to any individuals outside those that must be notified in order to reach a resolution.

More information can be found in the Graduate Handbook, the University Bulletin, and the GSCC page at [www.memphis.edu/psychology/graduate/GSCC/index.php](http://www.memphis.edu/psychology/graduate/GSCC/index.php). (see the link at the bottom of the page).

**PART III: “The Big Three”--Coursework, Research, &**

# **Clinical Work**

COURSEWORK

**Permits and Registration**

Registration is done through myMemphis, available at http://my.memphis.edu/cp/home/displaylogin

You should have your student ID and your password. The password was assigned to you by the graduate admissions office when you applied. Your password was indicated in the last paragraph of the letter from graduate admissions acknowledging your application. If you have lost your password, call 678-2810 to have your password reset.

Most graduate classes are listed under two numbers, one starting with a 7 (e.g., PSYC 7010) and one starting with an 8 (e.g., PSYC 8010). Often these appear together as, for example, PSYC 7010/8010 or 7/8010. Students who have not yet received a master’s degree should enroll in the course beginning with 7\*\*\*. Students who have been awarded a master’s degree should register for courses beginning with 8\*\*\*.

Where to get Class Permits and Help Registering for Classes

The graduate secretary, Ms. Cynthia Walker, is the person who will help you with all of the various permits, forms, and registrations that you may need. She also keeps track of your records and updated CV’s. Please note that her office is on the 3rd floor (Room 326). Come by and get to know her! Many department and university forms can also be found at the website (www.memphis.edu/psychology.)

**Registering for Courses**

The graduate coordinator and DCT will send instructions on registration to new students before they arrive at the University of Memphis. We have streamlined the procedure.  Most (not all) courses are open to Psychology Program Graduate students and no longer require Form Bs or permits.  However, we have added an important third step to the process.

Please:

1.  Consult with your Major Professor about your schedule.

2.  Register online for courses.

3.  Complete a Registration Notification Form online

Again:

**All** students are required to enroll online after consulting with their major professor. Current students are required to enroll and complete the Registration Notification Form. **If you add or drop a course**, complete a revised Notification form.

If for some reason you are unable to meet the deadline (that will be announced by the graduate directors each semester) please contact the graduate secretary:

Cynthia Walker, Room 326, 678-4340.    [cywshngt@memphis.edu](mailto:cywshngt@memphis.edu).

**PLEASE NOTE:**  Any student who does not enroll and complete the Notification  form by the deadline runs the risk of being deleted from the course roll at the start of classes. Registration and Notification Notice after May 1 (for fall registration) require departmental approval to avoid deletion from courses.

**LINKS**

Summer\_Registration\_Notification\_form:  <https://docs.google.com/forms/d/1sgP1kx9z8dOyAyL2rVfqKbaxtEpRhCEYxF98Muk2VOI/viewform>

Fall Registration Notification form:  <https://docs.google.com/forms/d/1cBM3XLiXT-WJcqXg2CdEl4MYEAbq4D_1R6siFqDf2_A/viewform>

Permit\_request\_form:  <https://docs.google.com/forms/d/1Zre56OqST6_5oXgmFn7sZmViXy7zl99NLZCuYXVu_QQ/viewform>

**When a Permit is Required**

“Permit required” means you must obtain permission from the instructor prior to registering for a course. Sometimes you can get the necessary permit by just asking the graduate secretary. Otherwise, you can contact the instructor in person or by email.

**Registering for Milestone Credits and Independent Study Courses**

There are quirky rules about registering for "milestones" such as thesis and dissertation. Once you enroll for these courses, you continue to do so until the project is completed. Each semester you would receive an IP (In Progress) until the work is completed; in the final semester your grade would be S (Satisfactory) or U (Unsatisfactory). Rule of thumb: Take the last of these hours only when you are not only sure you will defend the final project, but you will have time to submit the final project to the Graduate School. There is an upper limit on how many hours you can accumulate toward a degree under different types of credit. You can earn up to 3 hours of credit for work on your thesis, up to 6 hours for your MAP, and up to 9 hours for work on your dissertation.

If you wish to get course credit for doing research in a lab or for completing an independent research project other than a thesis or dissertation, or for doing work in a community agency that is unrelated to your graduate assistantship placement, you will need to fill out a "contract" with the professor who will be overseeing the work and assigning the grade. These "courses" are graded as S (satisfactory) or U (unsatisfactory) akin to a Pass/Fail system. If the work is research-related, then it is considered Research Practicum (PSYC 7/8601 through 7/8609). If the work is more like an independent study or involves work in the community, then it is considered Special Problems (PSYC 7/8615). The "Special Problems and Research Practicum Contract" (Form B) can be obtained online at the department’s website, http://www.memphis.edu/psychology/graduate/Forms/index.php.

**Registering for Classes while on Internship (see also Appendix G)**

Students who are on internship should register for PSYC 8999 (Clinical and School Students). The internship courses are categorized as "EX" for externship with a designated grade of "NC" for non-credit. There are no fees associated with this course number. The rationale is to allow students to continue enrollment and also to continue deferment on student loans until graduation.

**GRADUATION**

At the beginning of the semester the student intends to graduate, he or she must submit a candidacy form to the Graduate School. Master's students follow this link <http://www.memphis.edu/gradschool/grad/howmdc.php>; doctoral students should use this link <http://www.memphis.edu/gradschool/grad/howddc.php>. Print out and complete this form, and then have it signed by your major professor. This form should then be turned in to the Chair's administrative assistant, who will make a copy for the department's records and ensure that the form is submitted to the College of Arts and Sciences for the signature of the Director of Graduate Studies.

You should have a checklist of which requirements you need to meet to earn your degree. The graduate catalog that was in force the year of your admission is the catalog that lists the requirements that apply to you.

The intent to graduate, masters/doctoral degree candidacy, and cap and gown order forms should be turned into the Graduate School according to the schedule indicated on the website.

The student should also turn in the defended and corrected thesis/dissertation copy to the office of the Graduate School for review according to the timeline listed on the website. The final electronic thesis/dissertation should be turned in to the Graduate School by a certain date. Be sure to check the graduate school web site for information regarding the layout of your thesis/dissertation pages that will be handed in to the Graduate School.

When it is time to get your degree you must turn in the appropriate paperwork to the Graduate School. Failure to turn in the appropriate forms and material to the Graduate School will result in the delay of graduation.

Be sure to consult the graduate catalogue and pay attention to announcements from the Graduate Secretary so that you comply with all deadlines and procedures.

Important note: You must be enrolled in at least one credit hour of thesis (PSYC 7996) or dissertation, (PSYC 9000) in order for the defense meeting, binding, and graduation to occur.

**IT IS THE STUDENT’S RESPONSIBILITY TO SUBMIT GRADUATION MATERIALS TO THE GRADUATE SCHOOL BY THE GRADUATE SCHOOL’S DEADLINES!!**

Graduate Student Forms

**General Information about Forms**

All forms are available online at: http://www.memphis.edu/psychology/graduate/Forms/index.php

If you have departmental form(s) with all the required signatures, give them to the Graduate Programs Secretary, located in Room 326.

If you need a signature from the Chair, leave the form in the appropriate tray in the main office. If you need signature from the Graduate Coordinator, leave the form in the mail box located in the mail/copy room. Once signed, the form will be given to the Graduate Programs Secretary.

Signed Graduate School forms must be given to Laura Simpson in the main office. She will circulate them through the appropriate University channels and make a copy of them for your file.

**Selecting Courses**

Your coursework will include both required and elective courses relevant to your career objectives. For a complete list of required courses broken down by research areas see the Appendix. To review available course offerings, including meeting times and locations, visit [www.memphis.edu/registrar/student/register/classes.htm](http://www.memphis.edu/registrar/student/register/classes.htm). During the first year in graduate school, students enroll in a pretty regimented set of courses. As students progress they have more room for electives. We recommend that you meet with your major professor at the beginning of each term to discuss the courses for which you should register.

What is a Full-Time Load?Students on assistantships must maintain enrollment in at least 9 credit hours for fall and for spring semesters. This is in part to ensure that you qualify to have the university cover your tuition and fees. A typical load would be one, two, or three courses, each worth 3 or 4 hours of credit. Any other hours needed to make the 9-hour cutoff would be filled with courses such as first year colloquium, a research area colloquium, course credit for working in a research lab (Research Practicum), or course credit for working on a thesis or dissertation.

**Required Courses in Clinical Psychology**

The following courses are required for all clinical psychology doctoral students. (*I am also noting here when student typically take each course*).

|  |  |
| --- | --- |
| 7/8000 | History and Systems (spring of second, third, or fourth year) |
| 7/8301 | Research Design and Methodology (spring first year) |
| 7/8302 | Advanced Statistics in Psychology I (fall first year) AND/OR) |
| 7/8303  7/8304 | Advanced Statistics in Psychology II (fall second year)  Measurement Theory and Psychometrics [note, you can take EDPR 7511 Measurement and Evaluation (3) OR EDPR 7512 Psychometric Theory and Educational Applications (3) to satisfy this requirement] |
| 7/8621 | Introduction to Departmental Research (required first year) |
| 7/8412 | Psychopathology [fall first year] |
| 7/8428 | Foundations of Clinical Psychology [fall first year] |
| 7/8430 | Clinical Assessment: Abilities Achievement [spring first year] |
| 7/8432 | Clinical Assessment: Case Conceptualization [spring first year] |
| 7/8435 | Introduction To Psychotherapy [fall second year, with additional credit hour in spring second year] |
| 7/8434 | Clinical Psychotherapies: Appreciating our Differences (focused on diversity) [second or third year] |
|  | Clinical Psychotherapies (2nd psychotherapy course under a different instructor) [second year or later] |
| 7/8438 | 2nd year Practicum in Clinical Treatment (PSC) |
|  | 3rd year Practicum in Clinical Treatment (PSC) |
|  | 4th year Practicum in Clinical Treatment (PSC) |
| 7/8705  7/8407 | Neuropharmacology [spring of second, third, or fourth year]  Cognition and Emotion [spring of second, third, or fourth year] |

**“Breadth” Courses**

Consistent with APA requirements, all psychology doctoral students are required to take courses in 4 topic areas, in order to ensure the breadth in their educational experience. Specifically, each student must complete at least one course in biological bases of behavior, in cognitive bases of behavior, in social bases of behavior, and in individual bases of behavior. Note that in many cases the course is already required above (e.g., you would fulfill the Biological Basis requirement by taking Neuropharmacology, which is a clinical program requirement). Courses that satisfy breadth requirements include the following:

**Biological Bases (1 required)**

|  |  |
| --- | --- |
| 7/8441  7/8701  7/8705 | Psyc/Medical Illness  Behavioral Neuroscience  **Neuropharmacology** (this course is required above for all clinical students) |
| Cognitive-Affective Bases of Behavior (1 required) | | |
| 7/8208  7/8211  7/8222  7/8407 | Psych Of Perception  Cognitive Processes  Psychology Human Memory  **Cognition and Emotion** (this course is required above for all clinical students) |  |
| Social and Cultural Bases of Behavior (1 required) | | |
| 7/8215  7/8217  7/8219  7/8220    **Individual Behavior**  7/8207  7/8219  7/8412  7/8416  7/8420  7/8516 | Organizational Psych  Social Psychology [offered fall 15]  Social & Personality Development [offered spring]  Social Cognition  **(1 required)**  Developmental Psyc  Soc/Persnlty Devel  **Psychopathology** (this course is required for all clinical students)  Child Psychopathology  Personal Construct Theory  Issues Psychotherapy Research |  |

**Statistics Courses**

Students are required to take research design, psychometric theory, Statistics 1 or 2, and one other Statistics or Methods Course listed below. Many of the courses below are cross-listed with Public Health (<http://www.memphis.edu/gradcatalog/degreeprog/sph.php>). For example, Professor Relyea will teach Applied Multivariate statistics (7308) in Fall 2015, Mixed Models (PUBH 7310) in fall 2014 and Applied Meta-Analysis (7305) and Applied Categorical Data analysis (7311) in Spring 2015. OR, if you are interested in qualitative research methodology, there are a variety of offerings in the College of Education, including EDPR 7561, 7563, 7565; <http://www.memphis.edu/gradcatalog/degreeprog/cehhs/cepr.php>)

|  |  |
| --- | --- |
| 7/8305  7/8306  7/8307  7/8308  7/8310  7/8311  7/8312 | Quant Meth Review Rsch [see above offering in public health]  Linear Struct Modeling [offered in fall 2014 and spring 2016]  Models Program Eval  Appl Multivariate Stat [see above offering in public health]  Mixed-Model Regress Anly [see above offering in public health]  Appl Cat Data Analysis [see above offering in public health]  Qualitative Resrch/Psyc [see above offerings in Education/Counseling Psych] |

**Courses Required by Research Areas**

Each track has additional coursework that is required for those seeking more intensive training in that area. Each area’s requirements are listed below:

**Child/Family Requirements (3 total classes)**

|  |  |
| --- | --- |
| 7/8416 | Child Psychopathology |
|  | One child elective. *Circle when completed*:  7/8207 Developmental Psychology  7/8219 Social and Personality Development  7/8804 Psych Ed Assessment II  7/8805 Psych Consultation  7/8808 Psychoed Assessmnt III |
| 7/8434 | A Clinical Psychotherapy courses related to Children, Adolescents, or Families is required. |
|  |
|  |

**Clinical Health Requirements (any two of the following classes)**

|  |  |
| --- | --- |
| 7/8440 | Behavior Medicine I |
| 7/8441  7/8434  7/8434 | Psychology And Medical Illness  Clinical Psychotherapies: Changing Health Risk and Addictive Behaviors  Clinical Psychotherapies: Psychotherapy with Medical Patients |

**Psychotherapy Requirements**

|  |  |
| --- | --- |
| 7/8516 | Issues in Psychotherapy Research |
| 7/8438 | Clinical Psychotherapies (taken w/ 3rd instructor) (or, with DCT permission, a psychotherapy class from *Counseling Psychology*; (http://www.memphis.edu/gradcatalog/degreeprog/cehhs/cepr.php) |

**Transferring Courses from another University**

If you’ve taken graduate courses elsewhere, you may want to apply for transfer credit for your coursework. The Graduate Programs Secretary has the necessary paperwork.

The two-step process involves first asking the university to accept a certain number of hours of credit, and then asking the department to let you count one or two of those courses toward your degree requirements. These don’t always match up—you might transfer some hours that will count toward the grand total of hours needed to get your degree, but they might not exempt you from specific program requirements. For example, you might have taken an interesting and high quality Psych course at another school, and the University of Memphis would likely accept those hours as general transfer credits. But if the course doesn’t match up well with any of your program’s required courses, the department might not allow you to use that transfer credit to get out of a specific course requirement.

The university will allow you to transfer up to 50 graduate credits towards your required total hours for the Ph.D. However, only 9 of these hours can be used as substitutions for courses in a Ph.D. program. You **must** follow the right procedures to get the university’s transfer credit and the department’s substitutions. See the Graduate Programs Secretary for directions and forms. Department decisions about transfers are made by the Graduate Coordinator (Dr. Bob Cohen).

Substitutions are not granted for any of the clinical program's core curriculum. For transfer credit to count in the clinical program it must have been earned in an APA clinical doctoral program in psychology. Decisions about transfers are made by the clinical faculty to ensure that required content (e.g., regarding ethics, multicultural issues) is adequately covered.

Further information regarding graduate course transfers is available online at [www.memphis.edu/gradcatalog/acad\_reg/transfer.php](http://www.memphis.edu/gradcatalog/acad_reg/transfer.php).

**Grades**

Although you need to do well (earn Bs or As) in all your courses, from here on out your grades will be emphasized less relative to your research productivity, clinical skills, and professional skills set (writing and quantitative ability, work ethic, collegiality).

No more than seven (7) credit hours of courses in which a grade of “C+,” “C,” or “C-“ was earned will be counted toward degree requirements. If a C or lower is earned for a course that is considered part of the "clinical core," the course must be repeated and a grade of B or higher must be earned the next time around.

In order to remain eligible for departmental funding, you must maintain an overall grade point average (GPA) of 3.0 on a 4-point scale. A minimum of 3.0 is also required for graduation. According to the Graduate School, grades of “D” and “F” will not apply toward any graduate degree but will be calculated in the GPA. Please note that grades from other institutions are not computed in calculating the GPA.

**Academic Probation**

A graduate student whose cumulative grade point average drops below 3.00 will be placed on probation. A second consecutive semester on probation can result in suspension. Conditions under which continuation in the Graduate School beyond two consecutive semesters on probation will be granted must be recommended by the academic unit and approved by the director of graduate studies in the student's college and the Vice Provost for Graduate Programs.  If, in the opinion of the director of graduate studies, the academic unit, and the Graduate School, a degree-seeking student is not making satisfactory progress toward degree completion, the student will be dismissed from the degree program.

**Appealing a Grade**

If you are uncertain about why you received a specific grade, the first thing to do is to set up a time to speak with your professor for the course. You can then request a breakdown of the grade you received. If you meet with your professor and are still unsatisfied, you may formally appeal a grade by submitting to the Department Chair a Graduate Grade Appeal Form (available online, in the Main Office or in the Graduate School Office). In addition to this form, you must include a written letter outlining the factual basis for your complaint and the professor’s written rebuttal. You have 30 days from the end of the term in which the contested grade was received to submit these materials.

The Chair has 15 days to address the complaint with you and the professor. If the department chair was the professor, or if the complaint cannot be successfully resolved within the above guidelines, then you have 5 days to request in writing, with a copy to the Graduate School, that the Chair forward the appeal to the Graduate School office for evaluation. For a detailed discussion of all aspects of grade appeal, refer to the University’s Graduate Bulletin or online at www.memphis.edu/gradcatalog/gradeappeals.php.

**Academic Integrity**

The University’s policy on academic integrity can be found at http://saweb.memphis.edu/judicialaffairs/pdf/CSRR.PDF. The psychology department takes all matters involving academic dishonesty very seriously, and students are responsible for following proper guidelines.

From a broader perspective, the Ethics Code of the American Psychological Association requires you to follow a number of ethical guidelines. These include your conduct in all spheres of professional functioning (research, academic, clinical, etc). One of your first courses will cover the APA Ethics Code, and sections of it will be explored again as you progress in your training. In addition, topics involving ethics are included in our Clinical Forum meetings. A link to the APA Ethics Code can be found here: http://www.apa.org/ethics/code/index.aspx

**RESEARCH**

**Institutional Review Board (IRB)**

All University of Memphis faculty, staff, and students who propose to engage in any research activity involving the use of human subjects—including research for theses and dissertations must have prior approval from the Institutional Review Board (IRB). The IRB is responsible for safeguarding rights and welfare of all persons participating in research projects, whether funded or non-funded.

**Psychological Service Center (PSC)- Research Review Board**

If you would like to conduct research in the PSC, you would need to get permission from the director of the PSC. Your project will need to go through another level of review in addition to the University's Institutional Review Board. The PSC version of the IRB is called the PSC Research Review Board. This review committee pays special attention to ethical and logistical considerations as they affect the clinic, its therapists and its clients. Contact the PSC Director, for more information about this process.

**Proposals and Final Defenses**

For each research milestone, there must always be a formal proposal meeting and a final defense meeting. Working in collaboration with your Major Professor, you will prepare a written document for each stage, and also identify a committee (3-4 other faculty members who will evaluate your work). When the proposal or defense paper has been approved by your mentor (typically after several drafts), he/she will give you permission to send the milestone proposal or final paper to your committee. You must send the committee a final draft two full weeks before the meeting. Likewise, it will often take your mentor ~ 2 weeks to turn around drafts. Also, when you are attempting to find a time to schedule the meeting, first generate a list of 4-5 times that would work for you and your mentor, and then email those times to the rest of your committee. Please do not email your committee and ask them to identify all of their free times during a given period.

During the meeting you will present your study idea (proposal meeting) or results (defense meeting) typically in the form of a brief power-point presentation. The committee will then ask you questions about your research project. You are expected to be able to answer all questions about any studies you have cited and to fully understand and be able to explain your data analyses, and study limitations. The meeting is not simply a time for you to consult with your committee; you are expected to demonstrate mastery of the material and analyses. If you pass the meeting (meaning you successfully convinced your committee that your project has merit and you have mastery of the relevant literature/methods), there are several forms that must be filled out, signed, and handed in upon the completion of each stage for each milestone (**conveniently summarized in Appendix F**). There are deadlines for filing these each semester. The following page gives useful information: www.memphis.edu/gradcatalog/acad\_reg/index.php. The department also has a competency rating form that the graduate director will email to you when you announce your milestone meeting via email. You must bring copies of the competency assessment form to your meeting. Each member of your committee must complete this form and turn it in to the graduate director to evaluate your competency.

The proposal defense occurs at a committee meeting. Some committee chairs prefer extensive introduction sections, whereas others wish it to approximate a full-length journal article. It is best to work out methodological details and analytic issues during the proposal meeting. Committee members will not sign proposal acceptance forms if there are changes to the methods section until those changes have been clarified in a revised methods section.

For all three milestones, there is a formal final defense stage including a formal committee meeting after each project has been completed and distributed to committee members. The final defense is devoted to clarifying and expanding upon issues from the research or review paper. The student is encouraged to speak with committee members individually prior to the final defense to help prepare for it. An announcement about the defense should be emailed to the faculty and graduate students several days before the defense. All defenses are public events.

**Thesis**

The Master’s Thesis is typically the student’s first independent research project, conducted in close supervision with the major professor. The thesis must be empirical and it provides the student the opportunity to devise and implement his or her own research project and to begin to establish a course of research.

Students develop ideas for their thesis in conjunction with their major professors in an area of the advisor’s expertise. The thesis project generally results from reading and developing a thorough familiarity with a particular area of research literature. From the time they first enter training, students should be developing skills as question-asking researchers, and the thesis represents the empirical investigation of one such question.

When you've defended your thesis, you may have completed the requirements for your M.S. degree. The graduation regulations can be very confusing. The website for up-to-date information is http://www.memphis.edu/gradschool/forms.php.

**Publication as an Alternative to Thesis**

The faculty recognizes that some exceptional students may have developed their research to the extent that they are already contributing to the professional literature. In such cases, the usual requirements of the thesis may not be the most effective means of furthering professional development. Students, therefore, have the option of satisfying the thesis requirement by submitting evidence of published scholarly activity. Publication in psychology often involves a collaborative effort, making it difficult to gauge the substantive contribution of individual authors. Although collaborative endeavor is important in research, the major aim of the thesis is to develop and demonstrate the student’s independent thinking and writing skills. Thus there are limited cases in which a publication could serve as a substitute for this research requirement. The student must be the first author on the publication being presented. If there are other authors on the publication, the student must provide written statements from each of these coauthors indicating the extent of his or her contribution to the conception, execution, and writing of the work. A student may submit a work that is in press. However, the student must provide appropriate documentation certifying that the material has been accepted for publication.

The procedure for submitting publications to meet the thesis requirement parallels the usual procedure for these requirements. The student must select a chairperson and committee to evaluate the published work. The rules concerning the size and composition of these committees depend on the requirement that the student wants to satisfy and are the same as those outlined under the “Committees, Chairs and Graduate Faculty” section of this handbook.

The student will have to defend his or her publication(s) at a formal committee meeting open to all interested persons (see “Defense of the Report”). The members of the committee determine whether the student’s independent contribution to the published work is of sufficient merit to permit it to be substituted for the research requirement considered. The committee may vote to either accept the published work as an appropriate substitute or reject the work as inappropriate or insufficient to meet the requirement. The decision of the committee is based on a majority vote of the committee members.

**Mid-Point Project (also known as doctoral qualifying exams)**

The second milestone paper is known as the Mid-Point Project. Mid-Point Projects vary widely. There must be a separate proposal and defense meeting for all milestones (you cannot have a combined proposal and defense meeting). Note that the midpoint defense must be completed (and passed) by July 31 of the year you intend to apply to internship. Although the deadline is July 31, we strongly encourage you to complete the midpoint defense during the spring before you apply to internship so that you can complete your dissertation proposal by the end of the summer. The following are acceptable types of Mid-Point Projects:

1. Traditional review paper. (MAP) review paper modeled after *Psychological Bulletin* papers.
2. Empirical manuscript, submitted to a journal. To meet the requirement for this milestone, the manuscript must be the student’s original work (conceptualizing the study, data analysis, final write-up), with guidance from his/her mentor. If students opt for this option, the work should be sufficiently distinct from their thesis project. Students may also opt to pursue applied research projects as follows:
3. Submission of a grant with student as PI. For this option, the study idea and the written work comprising the grant proposal are the student’s original contribution. The prototypical grant submission would be a federally funded pre-doctoral fellowship (e.g., NIH F31 grant). Other grant mechanisms may be approved by the student’s Mid-point Project committee.

Students may also opt to pursue applied research projects as follows:

1. Applied clinical research project: Clinical case study design. Students prepare and submit a scholarly manuscript based on their work as a therapist with a single, or small number of, client(s). This work would be conducted in conjunction with the mentor and case supervisor.
2. Applied research project: Consultation. Students would prepare and submit a scholarly manuscript based on work conducted in collaboration with a community agency or other applied setting. This work would be closely supervised by the student’s mentor.**​**

**Dissertation**

For students entering with a bachelor’s degree the dissertation is usually completed in the fifth year. Please note that this milestone must be proposed by 9/30 of the year in which the student plans to apply for internship. Thus, all signed paperwork for the successfully defended proposal must be turned in by this date. For more information about the dissertation, see the Psychology Department Handbook. Although the deadline is 9/30, we strongly advise you to propose your dissertation by August 1 of the year you apply to internship so that you have ample time to devote to internship applications and so that you can complete your data collection before leaving for internship the following June/July.

**Committees**

The Master’s Thesis committee must have a minimum of 3 members, at least 1 of whom must be from outside the Clinical area. Each committee has a Chairperson (your major professor) responsible for the most detailed guidance of the project. Your advisor can help you in selecting the rest of your committee.

The committee for the Mid-Point Project consists of the student’s mentor and 3 other members, at least 1 of whom must be from outside the Clinical area. Similarly, the Dissertation committee consists of the Chairperson and 3 other members. At least one member must be from another department or from outside the Clinical area.

Before each committee meeting (e.g., thesis proposal, dissertation final defense) you must send your final draft of the paper to your committee 2 weeks in advance of the meeting date. This is to give your committee time to read your paper. In addition, you are expected to send an email announcement of the upcoming meeting to the faculty and students, so that they can attend the defense if they want.

**Progress through the Program**

Students should negotiate their planned deadlines with their Major Professor as early as possible in their graduate career and discuss their plan at least annually to see whether any changes should be made. Depending on whether or not you enter with a master’s degree, the program usually takes 4 or 5 years in residence, plus a one-year internship (5 – 6 years total). Some students who enter with a bachelors are able to complete the program (including internship) in five years but this is rare because it is difficult to obtain the clinical and research skills required to be a competitive internship applicant by the end of your third year (the time when you begin the internship application process). There are slightly lower internship match rates for students who apply in their 4th versus 5th year in training. Nevertheless, there have been some highly motivated students who have been able to successfully do this and if that is your plan talk to your advisor. Of course there are many factors that will be beyond your control, including the availability of clinical experiences to accrue hours during training, IRB and participant recruitment delays, etc., so you can never count on completing in 4 years even with good planning and motivation. If you are ahead of schedule with your milestones, perhaps the *ideal* plan is to apply for internship in your fifth year, and to have defended your dissertation (or at least collected all data) before the November 1 application deadline. This would make you an exceptionally competitive applicant (internships prefer candidates who have made substantial dissertation progress) and allow you to fully take advantage of the training opportunities available on internship without having to worry about working on your dissertation from afar. It will also save you an expensive trip back to Memphis to defend during your internship year. Most importantly, it will save you from becoming ABD “all but dissertation,” and having to come back to Memphis to complete the dissertation before applying for postdoc.

Students who enter with a master’s degree. You should aim to complete the program in five years total (four years on campus). You are required to complete 3 years of clinical training, and you cannot begin those clinical experiences until your second year (after completing our core clinical classes in your first year). A good timeline for students entering with their masters is to complete your second milestone project by the end of your second year in the program and then complete your dissertation in year 3 so that you can apply to internship in the fall of your 4th year with a dissertation defended (or at least data collection completed).

**An important note about progress**. As faculty members our most important task is to uphold the scientific integrity of the research that is conducted under our watch and the integrity of the Ph.D. degree. For this reason, although we want to help you to make rapid progress, we cannot sacrifice the integrity/quality of a project to accommodate a student’s desire to make rapid progress. For example, it is not appropriate to propose a simple and quick dissertation simply because of a desire to meet a deadline. A dissertation should be a major scientific project that contributes to the literature (this is true even if you desire a clinical career). We encourage you to plan ahead and strive to make rapid milestone progress but also to keep in mind that there are events beyond your control (data collection or IRB holdups, computer crashes, etc.) that can stall progress. Many students also struggle to write quickly and effectively. As previously noted, mentors will typically require about 2 weeks to turn around drafts (not including breaks/holidays), but this assumes a reasonable quality of writing and appropriate analyses. Please do not expect that mentors will be able to turn drafts around in few days to meet your deadline, or that a committee will be able to meet without having your draft a full two weeks in advance (although this is sometimes possible, it cannot be assumed). Also keep in mind that most faculty members do not get paid over the summer and may have limited availability to edit your milestone drafts or manuscripts.

A note about the use of archival data for milestones. Many students are able to complete milestone projects using archival data, but this is not always possible, and it is ideal for all students to have the experience of designing an original data collection project from scratch (generating the idea, writing the IRB, collecting data etc.) at least once during your graduate career. In particular, the dissertation is often expected to be a fairly independent and substantive project that will often entail new data collection and possibly an experimental or longitudinal design (keep in mind you will be talking about your dissertation during all of your internship, postdoc, and job interviews).

**Suggested deadlines for U of M clinical program milestones (this will vary depending a numerous factors - there is no one size fits all approach)**

Possible 5-Year Plan

|  |  |  |  |
| --- | --- | --- | --- |
|  | Fall | Spring | Summer |
| Year 1 | Get acclimated to lab, research literature | Develop thesis idea | Write thesis IRB and proposal drafts |
| Year 2 | Thesis proposal by 12/1  Present in Clinical Forum | Finalize thesis IRB, begin data collection | Continue data collection |
| Year 3  -external placement | Complete data collection; Thesis defense by 12/1 | Propose MPP by 4/1 | Complete MPP Project |
| Year 4  -applying for internship by December | Defend MPP by 9/1 Dissertation proposal by 12/1 | College dissertation data | Collect dissertation data, prepare for internship applications (write essays, prep site list, determine letter writters) |
| Year 5 | Internship applications due 11/1; Defend Dissertation by 12/1; internship interviews begin after 12/1 | Internship interviews | Begin internship (typically July1) |
| Year 6 | Internship | | |

Possible 4 Year Plan

|  |  |  |  |
| --- | --- | --- | --- |
|  | Fall | Spring | Summer |
| Year 1 | Get acclimated to lab, research literature | Develop thesis idea | Write thesis IRB and proposal drafts |
| Year 2 | Thesis proposal by 10/1  Present in Clinical Forum | Collect thesis data | Collect thesis data |
| Year 3  -external placement | Thesis defense by 9/30 | Propose MPP by 1/30 | Defend MPP by 7/31  prepare for internship applications (write essays, prep site list, determine letter writers) |
| Year 4  -applying for internship by December | complete internship applications by 11/1, interviews begin 12/1 | internship interviews;  dissertation data collection  Present to Clinical Forum | Dissertation data collection, begin internship (typically July 1) |
| Year 5 | Internship  Complete dissertation | | |

\*\*\* Note: To apply for internship, students must defend their Mid-point Project by the last working day in July and then defend their dissertation proposal by the last working day in September. These dates are reflected on the sample plan above. \*\*\*

**Transferring a Thesis**

Some students have already completed a thesis in psychology when they enter our program. In this case, the thesis must be evaluated by members of our program to determine whether the work meets standards for a thesis produced here. If not, you may need to complete another thesis. The thesis must be empirical in nature and approved by a three-person committee, headed by your mentor. Membership on the committee should follow the regular rules for thesis committees. The committee will review the completed thesis and accept or reject it. The committee need not meet or schedule an oral defense but may do either at the option of any committee member. If a majority of the committee approves, the thesis requirement will be waived. If this situation applies to you, please consult with the DCT for additional information about paperwork.

**Attending Conferences**

Almost all of our students present their work at professional conferences all over the world. Be prepared, as you make progress on your research, to submit abstracts for consideration by various conferences. Often whole labs will travel together. These are wonderful opportunities not only to present your work, but also to forge important connections with other professionals in your field. Of course, attending conferences can be expensive. However, we have a large number of resources at the University of Memphis for travel funds for students. See [www.memphis.edu/psychology/graduate/GSCC/travel\_funds.php](http://www.memphis.edu/psychology/graduate/GSCC/travel_funds.php) for some of the best, and talk with your mentor and fellow students about methods of reducing the costs of professional travel.

CLINICAL WORK

**Your First Client**

The first experience with a “client” comes at the end of the first year, during the Intake Assessment, the final requirement of the Case Conceptualization course. For this assignment, you will see a mock client (played by one of the senior graduate students). Therapists administer a number of standardized measures, and course completion is contingent upon submission of an Intake Assessment report. Throughout the Intake process students work closely with a case supervisor, who offers them instruction and evaluates their work.

**Clinical Supervisors**

Beginning in the second year, students register for 3 hours of clinical training (7/8438) for a minimum of six semesters in our Psychological Services Center. Each student submits rankings for clinical supervisors, which are assigned on the basis of student preferences, clinical training needs, and class limits. Supervisors are assigned for a one-year period.

**Learning to be a Therapist**

There are three main ways that students receive training in providing psychotherapy. First, all clinical students are required to take Introduction to Psychotherapy as well as two additional psychotherapy courses taught by different instructors. (Students in the Psychotherapy Research Area are required to take a third psychotherapy course.)

The second aspect of training in psychotherapy skills is the practice of psychotherapy itself in our PSC under the close supervision of the faculty. Departmental supervisors represent a broad range of expertise in and orientations toward psychotherapy, but all endorse empirically-supported treatments (ESTs). Third, all students are required to complete 20 hours of paid clinical placement (could be divided into two 10-huor segments over two years). This could take place in the PSC, in an external placement, or working as a therapist on a clinical research study. Fourth, many students complete volunteer practica, and also obtain clinical hours in their lab. Finally, Dr. Neil Aronov offers a weekly Skills Lab that provides students with the opportunity to practice psychotherapy skills. Please email Neil for more information: [neil\_aronov@hotmail.com](mailto:neil_aronov@hotmail.com)

**Psychotherapy Videos:** as noted above, the library includes an extensive catalog of psychotherapy videos that can be accessed remotely. You can use this to get an illustration of a new type of therapy or as a way to brush up on a technique prior to a therapy session:

<http://bibliotech.memphis.edu/record=e1000867~S4>

**Tracking Your Clinical Hours**

Please record all of your clinical hours using My Psych Track: <https://portal.mypsychtrack.com>

This tracking site is free to all APPIC programs. Our coupon code is : 6db38049-a9f4-4521-a78c-fa3ea227c14c and you can call 617-612-2866 for help.

Accumulating clinical hours and assessment experience. Students generally accrue 800 – 1200 direct contact (assessment plus therapy) clinical hours during their time in our program. Some students begin accruing hours in their research lab as a first year if their lab is conducting research on clinical populations (this included undergraduates or other individuals who have been selected on the basis of a clinical symptom such as problem gambling or post-traumatic stress symptoms). You will begin accruing more hours at the start of your second year when you begin to see clients in the PSC. Please keep in mind that if often takes a full semester to build a regular case load of 2-3 clients, so don’t worry that you are behind. If by the middle of your third year you have a sense that you are behind in hours you can make an effort to carry a bigger caseload in the PSC, do more clinically-relevant work in your lab, complete an extra volunteer practica, or request an additional clinical placement in your 4th or even 5th year. You can accrue hours that count towards your internship application until November of the year you apply to internship. Please keep in mind that hours are not the most important element of your application. It is much more important to strive for high quality in your work, mastery of some evidence based treatment approaches, and to earn strong reviews from supervisors. That begin said, do plan to maintain a steady accumulation of hours and keep in mind that there will be ebbs and flows in our PSC client flow, so be willing to pick up extra clients when they are available. Finally, be sure to begin every PSC intake with a comprehensive assessment, and ask for opportunities to complete psycho-educational assessments in the PSC as well (and try to complete 4-6 during your time in our program).

**The Psychological Services Center (PSC)**

In your second year, you will be required to have a total of 50 hours of client contact time; in your third and fourth years, you will be required to have 60 hours per year of client contact time. Client contact includes both assessment and therapy hours for individual clients of all ages and for couples and families.

Deficient hours can be made up in the summer for the preceding year, but summer hours may not be counted toward the following year’s requirements. You will meet weekly with your faculty supervisor to learn assessment and therapy methods, to review your cases, and to plan the therapy you provide your clients. Both individual and group meetings will be used for psychotherapy instruction.

The pedagogical aim of clinical training in the PSC is to facilitate the development of the fundamental skills necessary to conduct successful assessment and psychotherapy, including but not limited to interpersonal skills, clinical judgment skills, rapport building and facility using specific psychotherapeutic techniques. The goal of clinical practicum training is to bring you from being informed of clinical issues in a theoretical sense toward the implementation of skills for intervention with individuals, families, and groups.

\*\*\* For a comprehensive manual detailing all aspects of clinical training in the Psychological Services Center, please see the “PSC Operations Manual.” \*\*\*

**Clinical Placements (paid assistantships) and Practica (volunteer experiences)**

All clinical students are required to spend at least one year on a clinical placement such as the PSC, one of our clinical research grants, or an external clinical placement (this could be 20 hours in one year or ten hours across two years). These applied experiences are developed and maintained by the Director of Clinical Training and are typically funded positions. Most often, students complete this placement during their third and or fourth year. Many students also arrange volunteer training experiences (i.e., *practica*) at local organizations.

Students who wish to do a practicum should understand that these opportunities change frequently and the DCT frequently send out emails with available practica. New practica require the permission of your Major Professor and the DCT. To continue beyond one semester, you must have the permission of your Major Professor and, the DCT, and the Placement Committee. We ask this in order to prevent one student from staying in a practicum indefinitely and essentially denying other students that opportunity. Please see Appendix C for the Clinical Practicum Contract required to obtain a practicum. The VAMC offers excellent unpaid training (across a variety of their specialty clinics), as does the Exchange Club, LeBonheur Pediatric Neuropsychology, and Semmes-Murphy Neurology Clinic. Varangon Academy (youth training facility) offers a paid practica. At times Dr. Aronov also offers a paid assessment practica at times. The DCT will email all students when practica opportunities become available.

**Selecting a Clinical Placement (see Appendix C for placement options)**

Each spring, the Director of Clinical Training asks students to rank their preferences for clinical placements. The placement assignments are made by a committee of faculty members, one of whom is the DCT. This committee assigns students to placements according to a complicated system by early summer. Placements generally run from September 1- August 31.

**Internship**

Also in accordance with APA requirements, all clinical students must complete a one-year, full-time clinical internship. Our students typically complete the internship in the fifth or sixth year after entering the program. Individual internships vary considerably in their focus, and although all internships are clinical in nature, some sites more heavily emphasize research than others.

All students must be approved by the clinical faculty to apply for internship the June *before* they initiate the application. Applying for and planning the internship takes considerable time and effort. Our students enroll in a Professional Issues course (1 hr.) designed to help them prepare for internship applications during the fall before they apply for internship. Led by our DCT, the course helps students write the required essays and prepare for interviews. Once students know which internships they would like to apply to, they must submit their list to the clinical faculty for approval. Students may not apply to internships that are not approved for them.

Our program requires that students apply to APA accredited sites for the first round of matching. If they do not achieve a match, the student may apply to any APPIC program that has an available position. Students receive considerable help in this process, and not matching is an extremely rare phenomenon.

The APPIC website (www.appic.org) is an invaluable resource for exploring internship opportunities. In addition, the DCT will give you a form useful for tracking your clinical hours.

**How to Know When to Apply for Internship**

First, you can only apply for internship when you have completed the necessary milestones. The final Mid-Point Project defense must be completed by 7/31 and the Dissertation proposal must be defended successfully by 9/30 of the year in which students plan to apply for internship. Second, students must be cleared by the clinical faculty in the May/June evaluation meeting for permission to apply for internship during the following fall. Before this meeting, students should discuss their desire to apply for internship with their Major Professor and provide evidence that they are ready to attend. We ask that they provide information on their number of hours of psychotherapy and assessment, as well as their number of hours of supervision. In addition, it is helpful to have the estimated hourly totals at the time they will need to complete internship application materials. Students should also review the CUDCP Minimum Requirements for Internship Eligibility. In addition, students should talk with their Major Professors about the types of internship programs to which they want to apply. Major Professors are responsible for presenting this information on their students. At that time the faculty at a whole will vote on each student’s request to apply for internship. There will be another faculty meeting in late September or early October meeting where the faculty give final approval for candidates to apply to internship and also approve (and most importantly provide feedback/suggestions on) your site list (see below).

Our program is designed so that students will have no difficulty accumulating ~ 800 direct client contact hours. The median number of direct contact (assessment plus intervention) hours nationwide is approximately 800, but keep in mind that the quality of your work, as reflected in your letters of recommendation and your ability to talk (in interviews) and write (in essays) about your clinical work in a sophisticated manner that makes reference to available literature, is much more important that total hours.

You should be aware there is wide variability among our students in terms of the types and amounts of experience they have attained by the time they apply for internship. There is no "magic number" of hours. Instead of focusing solely on your number of hours, you should aim to accumulate meaningful and worthwhile training that is consistent with your career goals.

**Selecting your Internship Sites for Application, Approval of Site Lists**

You will enroll in 8707, Professional Issues, during the fall of the year that you are applying for internship. One of the first tasks you will complete is the selection of internship programs to apply to. It is required that you apply to internship programs that are APA accredited. Further, you will be encouraged to maximize your chances for success by applying to a range of programs (low, moderate, and high competitiveness), including some programs that have taken our students below. After you have finalized your list, it must be approved by the clinical faculty as a whole. We do this to be sure you are applying to a range of sites (typically 12 or more) that are consistent with your experiences and give you a reasonable chance of matching. Because our program is evaluated by APA on our students’ internship match rates, it is important that we agree that you are ready to apply to internship and are applying to a range of APA accredited sites that are a good fit for your experiences and our training model. For example, if you are an adult focused student we would be unlikely to approve a site list that included predominantly child-focused internships. Please note: We do not ask clinical students *not* to apply to any given site. However, we *do* look at the balance of the list of sites and ask that it meet the specifications above.

**Learning More about Internships**

Each spring the DCT and students who are departing for internships have a symposium (during Clinical Forum) on the lessons learned during the application process. We also have a series of meetings with students who are planning to apply the following year. Finally, we distribute a detailed spreadsheet with information on our students’ success with obtaining interviews and matches at internship sites across the country. You can also find all kinds of relevant information at the website for the organization that oversees formal internship and post-doc programs, APPIC (http://www.appic.org/).

# 

# **CONCLUSIONS**

If you’ve just finished reading this manual—or even if you’ve just read bits and pieces—chances are that you are feeling a bit overwhelmed by all you will need to accomplish while you are here. It’s important to keep the “big picture” in mind—meaning that you want to think in terms of a 4- or 5-year plan—but remember, you won’t be doing all of these tasks or meeting all of these milestones all at once! We hope this manual will be helpful to you when you need a quick reference about the clinical program. If you have suggestions for the next revision of the manual, we would love to hear your ideas. Just forward them to Jim Murphy at [jgmurphy@memphis.edu](mailto:jgmurphy@memphis.edu). Best wishes to you for a happy and productive graduate career!

**Appendices**

Appendix A: Evaluation Forms

Appendix B: Sample CV

Designing your curriculum vitae

Appendix C: Placement Options 2014-2015

Appendix D: Practicum Contract

Appendix E: Graduate Awards and Fellowships

Appendix F: Summary of Required Milestone Forms

Appendix G: Internship and Dissertation Registration Hours Policy

Appendix H: Internship and Postdoc Outcomes for Recent Graduates

**Appendix A:**

**Evaluation Forms**

**Assessment of Clinical Competencies   
 2013-2014**

1 2 3 4 5 6 7 N/O

Novice Intermediate Advanced Not observed

**Novice** At this level there is limited knowledge and understanding of the processes and techniques related to assessment and intervention. Individuals at this level le0arn general principles, specific techniques to use, and see how that can flexibly be applied. Students at this fundamental level do not yet recognize patterns, and do not differentiate well between important and unimportant details; they do not have filled-in cognitive maps of how, for example, a given patient may move from where he/she is to a place of better functioning.

**Intermediate** Those at the intermediate level of competence have the knowledge, skills, and experience needed to recognize some important recurring situational components. They possess a foundation in assessment and intervention. Generalization of diagnostic and intervention skills to new situations and patients is limited, and support is needed to guide performance. They have the ability to execute assessment and treatment plans. They also have the maturity to critique themselves as well as skills to effectively utilize supervision and consultation.

**Advanced** At this level, the individual can see his or her actions in terms of long-range goals or plans of which he or she is consciously aware. For the trainee at this level of competence, a plan establishes a perspective, and the plan is based on considerable conscious, abstract, analytic contemplation of the problem (including review of scholarly/research literature as needed). The conscious, deliberate planning that is characteristic of this skill level helps achieve efficiency and organization. At this level, the trainee is less flexible in these areas than the proficient psychologist, but does have a feeling of mastery and the ability to cope with and manage many contingencies of clinical work. Recognition of overall patterns, of a set of possible diagnoses and/or treatment processes and outcomes for a given case, are taking shape.

**Please note** If a particular skill or knowledge is not observed then please note this in the column with the words N/O.

If there is concern that a student therapist’s competency in an area is making unacceptably slow, the news improvement column should be checked. .

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  |  | Rating of  skill/knowledge level | | | | | |
|  | | **Self-Rating** | **December** | | **June** | | **Needs improvement** |
| **Relationship/Interpersonal Skills** | |  |  | |  | |  |
|  | With client |  |  | |  | |  |
|  | Ability to take a respectful professional approach with clients while maintaining professional boundaries. |  |  | |  | |  |
|  | Ability to form an effective therapeutic alliance. |  |  | |  | |  |
|  | Ability to deal with conflict and negotiate differences. |  |  | |  | |  |
|  | Ability to work with other health care providers and agencies. |  |  | |  | |  |
|  | With colleagues |  |  | |  | |  |
|  | To be actively engaged in establishing and maintaining professional relationships. |  |  | |  | |  |
|  | Ability to provide helpful feedback to peers. |  |  | |  | |  |
|  | Ability to receive feedback from peers. |  |  | |  | |  |
|  | With supervisor |  |  | |  | |  |
|  | Works collaboratively with the supervisor. |  |  | |  | |  |
|  | Is prepared for supervision. |  |  | |  | |  |
|  | Accepts supervisory input, including direction. |  |  | |  | |  |
|  | Ability to self-reflect and self-evaluate regarding clinical skills and use of supervision, including using good judgment as to when supervisory input is necessary. |  |  | |  | |  |
|  | With the agency |  |  | |  | |  |
|  | Ability to understand and observe agency’s operating procedures. |  |  | |  | |  |
|  | Ability to work effectively with support personnel. |  |  | |  | |  |
|  |  | Rating of  skill/knowledge level | | | | | |
|  | | **Self-Rating** | **December** | | **June** | | **Needs improvement** |
| **Application of Evidence-Based Knowledge** | |  |  | |  | |  |
|  | Development of skills and habits in seeking and applying evidence-based knowledge relevant to practice of psychology. |  |  | |  | |  |
|  | Understanding and application of evidence-based knowledge relevant to practice of psychology |  |  | |  | |  |
| **Intervention Skills** | |  |  | |  | |  |
|  | Ability to utilize systematic approaches to gathering data to inform clinical decision-making. |  |  | |  | |  |
|  | Ability to formulate and conceptualize cases, including diagnoses. |  |  | |  | |  |
|  | Ability to plan treatments. |  |  | |  | |  |
|  | Ability to implement planned interventions. |  |  | |  | |  |
|  | Knowledge of and ability to apply empirically supported treatment methods. |  |  | |  | |  |
|  | Ability to select and implement multiple methods to assess treatment progress/outcome. |  |  | |  | |  |
| **Diversity - Individual and Cultural Differences** | |  |  | |  | |  |
|  | Knowledge about the nature and impact of diversity in different clinical situations. |  |  | |  | |  |
|  | Ability to work effectively with individuals who are ethnically different. |  |  | |  | |  |
|  | An appreciation of one’s own strengths and weaknesses in working with individuals who are culturally different. |  |  | |  | |  |
|  |  |  | |  | |  |  |
|  |  | Rating of  skill/knowledge level | | | | | |
|  | | **Self-Rating** | **December** | | **June** | | **Needs improvement** |
| **Ethical and Legal Issues** | |  |  | |  | |  |
|  | Knowledge of ethical/professional codes, standards and guidelines. |  |  | |  | |  |
|  | Recognize and analyze ethical and legal issues. |  |  | |  | |  |
|  | Knowledge of statutes, rules and regulations, and case law relevant to the practice of psychology. |  |  | |  | |  |
|  | Seek appropriate information and consultation when faced with ethical questions. |  |  | |  | |  |
|  | Evidence commitment to ethical and legal risk management. |  |  | |  | |  |
| **Practical Skills to Maintain Effective Clinical Practice** | |  |  | |  | |  |
|  | Timeliness: completing professional tasks in allotted/appropriate time; arriving promptly at meetings and appointments. |  |  | |  | |  |
|  | Developing a disciplined approach to writing and maintaining notes and records. |  |  | |  | |  |
|  | How to self-identify personal distress, particularly as it relates to clinical work. |  |  | |  | |  |
|  | How to seek and use resources that support healthy functioning when experiencing personal distress. |  |  | |  | |  |
|  | Responsibility and accountability relative to one’s level of training, and seeking consultation when needed. |  |  | |  | |  |
|  | Time management. |  |  | |  | |  |
|  | Willingness to acknowledge and correct errors. |  |  | |  | |  |

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Student Signature Supervisor Signature

|  |  |  |  |
| --- | --- | --- | --- |
| Name |  |  |  |

Program Information

|  |  |
| --- | --- |
| **Year entered program** |  |
| **Current major professor** |  |
| **Research area** |  |

Academic Progress

**Courses completed – Fall Semester**

|  |  |  |  |
| --- | --- | --- | --- |
| **Course #** | **Title** | **Requirement? (Yes – No)** | **Grade** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

**Courses completed – Spring Semester**

|  |  |  |  |
| --- | --- | --- | --- |
| **Course #** | **Title** | **Requirement? (Yes – No)** | **Expected Grade** |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |
|  |  |  |  |

**Clinical Program Requirements (*Please circle completed courses and indicate sem/yr completed & course grade*.)**

|  |  |  |
| --- | --- | --- |
| Course | **Course title** | Sem/yr completed Grade |
| 7/8301 | Research Design and Methodology |  |
| 7/8302 | Advanced Statistics in Psychology I  OR |  |
| 7/8303 | Advanced Statistics in Psychology II |  |
| 7/8412 | Psychopathology |  |
| 7/8428 | Foundations of Clinical Psychology |  |
| Course | **Course title** | Sem/yr completed Grade |
| 7/8000 | History and Systems |  |
| 7/8430 | Clinical Assessment: Abilities Achievement |  |
| 7/8432 | Clinical Assessment: Case Conceptualization |  |
| 7/8435  7/8435 | Introduction To Psychotherapy (3 credits Fall)  Introduction to Psychotherapy (1 credit Spring, for students who  entered the program in 2012 or later) |  |
| 7/8434 | Clinical Psychotherapies (a psychotherapy class related to diversity  is required for students who entered the program in 2013 or later) |  |
|  | Clinical Psychotherapies (*different instructor)* |  |
| 7/8438 | 2nd year PSC |  |
|  | 3rd year PSC |  |
|  | 4th year PSC |  |
| 7/8705  7/8621  7/8304 | Neuropharmacology  Introduction to Departmental Research  Measurement Theory & Psychometrics (required for students entering in 2012 or later) |  |
| 8707 | Professional Issues in Clinical Psychology (internship preparation and professional development course for 4/5th years)  Fall (1 credit)  Spring (1 credit) |  |
| **3rd Stat Course (1 required)** | | |
| Course | **Course title** | Sem/yr completed Grade |
| 7/8304  7/8305  7/8306  7/8307  7/8308  7/8310  7/8311  7/8312 | Meas Th & Psychomet (for students entering prior to 2012; required for students entering in 2012 or later)  Quant Meth Review Rsch  Linear Struct Modeling  Models Program Eval  Appl Multivariate Stat  Mixed-Model Regress Anly  Appl Cat Data Analysis  Qualitative Resrch/Psyc  Other: |  |
| Biological Bases of Behavior (1 required – Note that 7/8705 is already required above and satisfies both requirements) | | |
| Course | **Course title** | Sem/yr completed Grade |
| 7/8441  7/8701  7/8705 | Psyc/Medical Illness  Behavioral Neuroscience  Neuropsychopharmacology |  |
| Cognitive-Affective Bases of Behavior (1 required) | | |
| Course | **Course title** | Sem/yr completed Grade |
| 7/8208  7/8211  7/8222 | Psych Of Perception  Cognitive Processes  Psychology Human Memory |  |
| 7503/8503 | \*Cognition and Emotion (required for student entering in 2012 or later) |  |
| Social and Cultural Bases of Behavior (1 required) | | |
| Course | **Course title** | Sem/yr completed Grade |
| 7/8215  7/8217  7/8219  7/8220 | Organizational Psych  Social Psychology  Soc/Persnlty Devel  Social Cognition |  |

**Individual Bases for Behavior (1 required)**

|  |  |  |
| --- | --- | --- |
| Course | **Course title** | Sem/yr completed Grade |

7/8207 Developmental Psyc

7/8219 Soc/Personlty Devel

7/8412 Psychopathology

7/8416 Child Psychopathology

7/8420 Personal Construct Theory

7/8516 Issues Psychotherapy Rsch

**Addition Requirements: Clinical Health Research Area (choose any 2)**

|  |  |  |  |
| --- | --- | --- | --- |
| Course | **Course title** | Sem/yr completed Grade | |
| 7/8440 | Behavior Medicine I | |  | |
| 7/8441  7/8434  7/8434  7/8434 | Psychology And Medical Illness  Cognitive-Behavior Therapy  Psychotherapy with Medical Patients  Changing Health Risk and Addictive Behaviors | |  | |

**Addition Requirements: Child Clinical Research Area**

|  |  |  |  |
| --- | --- | --- | --- |
| Course | **Course title** | Sem/yr completed Grade | |
| 7/8416 | Child Psychopathology | |  |
|  | One child elective. *Circle when completed*:  7/8207 Developmental Psychology  7/8219 Social and Personality Development  7/8804 Psych Ed Assessment II  7/8805 Psych Consultation  7/8808 Psychoed Assessmnt III | |  |
| 7/8434 | A Clinical Psychotherapy courses related to Children, Adolescents, or Families is required.  *Course Name*: | |  |

**Addition Requirements: Psychotherapy Research Area**

|  |  |  |  |
| --- | --- | --- | --- |
| Course | **Course title** | Sem/yr completed Grade | |
| 7/8516 | Issues in Psychotherapy Research | |  | |
| 7/8434 | Clinical Psychotherapies (*3rd course*) | |  | |

Please report any additional courses here:

|  |  |  |
| --- | --- | --- |
| Course | **Course title** | Sem/yr completed Grade |

Research Progress

**Conference Presentation(s) of Research During Past Year (May to May)**

|  |
| --- |
| **Provide reference for paper(s) (use APA style)** |
|  |
|  |
|  |
|  |

**Manuscript(s) Published, or In-Press During Past Year (May to May)**

|  |
| --- |
| **Provide reference for manuscript(s) (use APA style)** |
|  |
|  |
|  |
|  |

**Manuscript(s) SUBMITTED During the Past Year (May to May)**

|  |
| --- |
| **Provide reference for manuscript(s) (use APA style)** |
|  |
|  |
|  |

**Grants Proposed or Submitted During Past Year (May to May)**

|  |
| --- |
| **List granting agency, amount requested or awarded, & name of grant** |
|  |
|  |
|  |

**Year of Research Placement Above First Academic Year**

|  |
| --- |
| ***One year of assigned research placement (beyond the first year) is required of all students.***  **Year You Completed Research Placement Site of Placement Research Activities** |
|  |

**Other Research Accomplishments**

|  |
| --- |
| **Please tell us about any other research accomplishments this year.** |
|  |

**Degree Milestones**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Project** | **Project Title** | | **Mentor** | **Date  Proposal Accepted** | **Date of Final Defense** |
| Thesis | |  |  |  |  |
| **MAP/Exam** | |  |  |  |  |
| **Dissertation** | |  |  |  |  |

Clinical Skills Progress

|  |
| --- |
| **Psychological Services Center Practicum During Current Year** |

*Note: Be sure to attach your Clinical Competency Evaluation Form*

**Year of Supervised Clinical Placement During Current Year**

|  |
| --- |
| ***A minimum one year of clinical placement is required of all students (can be completed as one 20 hour placement or two 10 hour placements over different years). (Be sure to attach your additional Clinical Competency Evaluation Form in you completed a clinical placement)***  **Year You Completed Clinical Placement(s) Site of Placement Clinical Activities** |
|  |

**Other Clinical Skills Training Accomplishments During Current Year**

|  |
| --- |
| ***Please describe any other clinical training experiences (practicum, workshops attended) that you had this year. (Be sure to attach your additional Clinical Competency Evaluation Form in you completed a clinical practica)*** |
|  |

Professional Development

**Research Conference(s) or Meeting(s) Attended During Past Year (May to May)**

|  |
| --- |
| ***Provide title of conference.*** |
|  |
|  |
|  |
|  |
|  |

**Current Membership in Professional Organizations**

|  |
| --- |
| ***Provide Name of Organization.*** |
|  |
|  |
|  |
|  |

**Involvement in Professional Organizations During Past Year (May to May)**

|  |
| --- |
| ***Provide brief description of your role in or contribution to the organization.*** |
|  |
|  |
|  |
|  |

**Courses Taught or TA'd at University of Memphis**

|  |
| --- |
| ***List Course and Semester; Identify Whether You Were Instructor or TA*** |
|  |
|  |
|  |
|  |

**Professional, Departmental, University or Community Service -**

|  |
| --- |
| ***Provide a brief description of volunteer services you provided to the department, the university, the psychological profession, or to the community.*** |
|  |
|  |
|  |
|  |

**Current Career Goals**

|  |
| --- |
| ***Provide brief description of your current career goals.*** |
|  |
|  |
|  |
|  |

Program Engagement:

**Please describe your level of attendance at required program events:**

**Clinical forum: a) attended all or > 75%, b) attended 50 – 75%, c) attended less than half**

**Faculty candidate colloquiums (including clinical and experimental, N = 9): a) attended all or > 75%, b) attended 50 – 75%, c) attended less than half, d) NA no faculty colloquiums in past year**

Planning

*Identify specific, measurable performance objectives for the next year. Please keep in mind our program’s training objectives.*

**Academic**

|  |
| --- |
| ***Please describe at least one specific academic or coursework objective that you plan to accomplish.*** |
|  |
|  |
|  |
|  |

**Research**

|  |
| --- |
| ***Please describe at least one specific research objective that you plan to accomplish.*** |
|  |
|  |
|  |
|  |

**Clinical Training**

|  |
| --- |
| ***Please describe at least one specific clinical skill development objective that you plan to accomplish.*** |
|  |
|  |
|  |
|  |

**Professional Development**

|  |  |  |
| --- | --- | --- |
| ***Please describe at least one specific professional development activity that you plan to accomplish.*** | | |
|  | | |
|  | | |
|  | | |
|  | | |
| |  | | --- | | ***If your research area is not one of our 3 established ones (Child & Family, Clinical Health, Psychotherapy), please describe your planned research program below.*** | |  | |  | |  | | |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | |  | | |
| **Student’s Signature** | | **Mentor’s Signature Date** | | |
| Name | **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** | | Date | **\_\_\_\_\_\_\_\_\_\_\_** | |

***To Students: Please complete the sections on this page and bring the form to your assistantship supervisor (within department or in external placement) to review and complete.***

Assistantship Information

|  |  |
| --- | --- |
| **Assistantship Location** |  |
| **Assistantship Supervisor** |  |
| **Dates of Assistantship** | Start Date: End Date: |
| **Date Evaluation Completed** |  |

Assistantship Responsibilities or Assignments

|  |
| --- |
| **Please briefly describe your responsibilities, activities and assignments while on assistantship.** |
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**To Supervisor**: We would greatly appreciate your feedback about the performance of our student who has been working under your supervision. Using the scale below each item, please circle the number that best reflects this student’s performance. Feel free to make comments where relevant. Your comments are often helpful to our clinical faculty and the student. This evaluation will be used in our annual evaluation meetings to help provide feedback and guidance to our students. Thank you.

Student’s Performance

**How would your rank the quality of the students’ performance on whole?**

1 2 3 NA

Needs Improvement Consistent with Expectations Exceeds Expectations

**Did the student reliably complete responsibilities and assignments in a timely manner?**

1 2 3 NA

Needs Improvement Consistent with Expectations Exceeds Expectations

**How would you rate the student’s interpersonal skills during the assistantship? (e.g., acting professionally with clients, students, or research participants)**

1 2 3 NA

Needs Improvement Consistent with Expectations Exceeds Expectations

**Did the student communicate with you in a professional manner? (e.g., keeping you informed, being cooperative, etc.)**

1 2 3 NA

Needs Improvement Consistent with Expectations Exceeds Expectations

**Did the student behave in an ethical manner during the assistantship and seek consultation appropriately?**

1 2 3 NA

Needs Improvement Consistent with Expectations Exceeds Expectations

**How would you rate the student’s written work during the assistantship?**

1 2 3 NA

Needs Improvement Consistent with Expectations Exceeds Expectations

General Feedback

**Strengths and Assets**

|  |
| --- |
| **Please describe the student’s main strengths and assets during the assistantship.** |
|  |
|  |
|  |
|  |

**Areas for Improvement**

|  |
| --- |
| **Please describe any areas for improvement identified during the assistantship.** |
|  |
|  |
|  |
|  |

|  |  |
| --- | --- |
|  |  |
| **Student’s Signature** | **Supervisor’s Signature** |

**Student Research Competency Rating Form**

**Tracking Progress on Developing Research Competence and Excellence**

Success as a scientific researcher requires the development of a variety of skills, competencies, and products that demonstrate achievement and anticipate future contributions. This form describes many of the important competencies for graduate training in psychological science. Advisers complete this form to provide structured feedback on student progress, and to help identify goals for the next year of training. Advisers and students review this feedback in a one-on-one meeting to articulate particular areas of excellence, opportunity for development, and to identify concrete goals for the next stage of research training. Advisor and student both sign the document after discussion.

Rating system

1. Competence not yet at expectations for level of experience *(skills to work on)*
2. Competence meets expectations for level of experience *(the standard “on track” rating)*
3. Competence exceeds expectations for level of experience *(for demonstration of unusual skill)*

U =Unknown, not enough information to rate yet *(particularly for early career students)*

**Research Style**

1. *Self-starter*: More successful researchers create opportunities rather than wait for them to occur
2. *Action-orientation*: More successful researchers get things done, not just think about getting things done
3. *Persistent*: Research progress is slow and rejection is frequent (darling, you had me at “slow”). More successful researchers will find reinforcers in the research process and learn from rejections, improve, and keep on going
4. *Works hard*: In hard occupations, hard work increases the probability of success.
5. *Has a plan*: More successful researchers have a plan for their research program- they set goals and track progress to guide near and long term efforts.
6. *Problem-solver:* More successful researchers are resourceful in finding solutions when confronted by conceptual or practical barriers to progress

**Professional Interaction**

1. Participates effectively in scholarly discussion (e.g., colloquia, lab meetings)
2. Engages professionally with other students and faculty in the Department
3. Interacts with departmental visitors and with other professionals at conferences
4. Creates a scholarly environment for RAs and provides effective mentorship

**Critical Thinking**

1. Contributes constructive criticism in formal and informal research interaction with others
2. Anticipates and addresses potential critiques of one’s own research

**Conceptual Depth and Breadth**

1. Has established expertise in a core area(s) of research
2. Has broad knowledge to link core interests to ideas and knowledge in related areas of psychology and other disciplines

**Research Generation**

1. Reviews the existing literature effectively
2. Generates ideas
3. Ideas are creative and address important topics
4. Critiques ideas effectively to identify strong and weak points
5. Effective in selecting which ideas are worth pursuing – e.g., weighing the estimated potential to learn something, potential to have impact, probability of success, practicality of conducting the research, interest value of the ideas
6. Thinks programmatically – research ideas build on each other

**Research Execution**

1. Creative at translating ideas into operational hypotheses and research designs
2. Has expertise in the relevant methodologies for the research area
3. Shows effective leadership on first-authored projects
4. Is an effective collaborator on co-authored projects
5. Is efficient and prioritizes tasks effectively
6. Is involved in enough research projects to ensure a productive research program, and not so many to threaten ability to complete them

**Data Analysis**

1. Has mastery of relevant quantitative methods
2. Has mastery of relevant software for data management and analysis
3. Seeks opportunities to expand quantitative skills

**Writing**

1. Writes well – shows a mastery of the language; writes clearly; writing is interesting to read
2. Writes a lot
3. Is effective at *finishing* writing projects

**Presentation Skills**

1. Finds opportunities to present research
2. Is effective at preparation of presentation (organization, clarity, narrative)
3. Is effective at delivery of presentation
4. Is effective in improvisational question and answer discussion

Elaborate on specific issues or examples to clarify quantitative feedback, particularly areas needing attention and improvement.

This feedback may translate into concrete goals for the student’s training during the next year. Identify those goals here. These may be defined collaboratively in discussion between student and advisor.

The signatures below indicate that the student has reviewed this form, and the student and adviser(s) have discussed it verbally. Signatures do not necessarily imply consensus agreement on competencies.

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Student Rater(s) Date

**Effective Research Styles – How to develop them**

There are characteristics that are more prevalent in successful researchers than unsuccessful researchers. Developing an effective research style is as important as learning the skills and content of one’s research domain. Some of the important characteristics are:

**1. *Self-starter*: More successful researchers create opportunities rather than wait for them to occur**

*How?* Be generative with ideas. Take the “Thomas Edison” approach – lots of ideas will surely produce a couple of good ones. Suggest new projects or jump on ideas that sound interesting. Ask for opportunities from people with access to them, don’t wait for opportunities to come to you.

**2. *Action-orientation*: More successful researchers get things done, they do not just think about getting things done**

*How?* Set goals that are clear, concrete, achievable, and bite-sized. It is hard to get started on a "write that paper", but easy to "write the 'participants' section.” Create specific to-do lists for the day and week and critique them to ensure that each activity is serving long-term goals, not just short-term “urgencies.” For example, if you have something to write, make sure you write \*something\* daily – even if only a few sentences. Many find it useful to start the day by writing an hour before other demands distract them.

**3. *Persistent*: Research progress is slow and rejection is frequent. More successful academics will find reinforcers in the research process and learn from rejections, improve, and keep on going.**

*How?* Be involved in lots of projects - some will move more quickly than others just based on the success of the data collections, and pace of research process. Build-in lots of mini-rewards along the way. Celebrate goal-completions, submissions, good scores, and other positive events along the way. The markers of project *progress* can be reinforcers. Give oneself the space to be pissed off or hurt when something is rejected, but don't wallow in it. Instead of waiting weeks or months to pick up something that has some critical feedback, give yourself days or hours to have the emotional reaction and then dive back in. Avoidance is a killer.

**4. *Works hard*: In hard occupations, hard work increases the probability of success**

*How?* This one is just the simple reality. Research is hard, and those that put more time in will develop more skills, have more knowledge, and get more done. That will make them more competitive for the better jobs and enhance their overall impact. Calibrate how much the academic life will be "life." It can be a job, vocation, or calling.

**5. *Has a plan*: More successful researchers have a plan for their research program - they set goals and track progress to guide near and long term efforts**

*How?* Write out goals - for week, month, year, 5 years. Check-in on those goals and revise them regularly - post them on your wall. Ensure that daily activities are serving those goals, and minimize activities that are irrelevant to your goals.

**6. *Problem-solver:* More successful researchers are resourceful when confronted by conceptual or practical barriers to progress**

*How?* Step back from the details of the problem and consider the big picture of what you are trying to accomplish. Recognize that planning and preparation are sometimes among the biggest parts of a project. Start at the goal and work backwards to figure out how to get there. Identify the key barriers to achieving the goal and consider multiple solutions to achieve it. Use your estimates of feasibility, practicality, likelihood of success to inform selection of options.

**APPENDIX B:**

**SAMPLE CV**

**DESIGNING YOUR CURRICULUM VITAE**

**Ace A. Student, M.S.**

Curriculum Vitae

**Academic Contact Permanent Contact**

The University of Memphis 351 Merry Street

202 Psychology Building Memphis, TN 38152

Psychology Building (901) 333-3333 (home)

Memphis, TN 38152-3230 (901) 222-2222 (cell)

(901) 678-2147 aceastuden@memphis.edu



**EDUCATION**

**2010 Doctoral Candidate, Clinical Psychology**

The University of Memphis, Department of Psychology

*Research Area*: Clinical Health Psychology

*Dissertation*: The Effects of Graduate School: A Study of PTSD Rates among Clinical Psychology Graduate Students.

*Proposed:* 7/9/2009. *Expected Completion:* 5/2010.

*Review Paper*: Focus Group Findings regarding Stress in Graduate School

*Chair*: Ace A. Professor, Ph.D.

**2009 Master of Science, Clinical Psychology**

The University of Memphis, Department of Psychology

*Thesis*: The Effects of Academic Stress on Graduate Student Relationships

*Chair*: Ace A. Professor, Ph.D.

**2006 Bachelor of Science, Psychology**

Rhodes College, Memphis, TN

**HONORS**

2005-2010 Van Vleet Memorial Graduate Fellowship

* Amount: $10,000 awarded for academic excellence
* Awarding Institution: The University of Memphis

2008-2010 First Generation Ph.D. Fellowship

* Amount: $25,000
* Awarding Institution: The University of Memphis

2008 Research Travel Award

* Amount: $500
* Awarding Institution: The University of Memphis, Dept. of Psychology

2006 Phi Beta Kappa

* Academic honor society
* Awarding Institution: Rhodes College

**CLINICAL EXPERIENCE**

**2007-2010 Graduate Clinician, Psychological Services Center, The University of Memphis**

**(5 hrs./wk.)**

*Setting*: A university-based outpatient training clinic providing mental health services for children, adolescents, and adults from the community.

*Duties*: Conducting psychotherapy, intake assessments, and other psychological/psychoeducational assessments with individuals, couples, and families; writing intake/closing reports; responding to on-call emergencies.

Supervisors: James Murphy, Ph.D., Meghan McDevitt-Murphy, Ph.D.,

J. Gayle Beck, Ph.D., Robert A. Neimeyer, Ph.D.

**2009-2010 Clinical Examiner, Behavioral Science Consulting, Memphis, TN (20 hrs./wk.)**

*Setting*: Private practice

*Duties*: Designed & administered outpatient test batteries to determine disability. Administered mental status exams, tests of intelligence, achievement tests, and clinical interviews. Made disability recommendations and wrote integrative reports.

*Supervisor*: William L. Fulliton, Ph.D.

**2008-2009 Student Therapist, Memphis Veterans Affairs Medical Center (10 hrs./wk.)**

*Setting*: A primary care outpatient clinic for veterans.

*Duties*: Conducted groups for chronic pain patients; provided individual therapy to veterans with a variety of medical & psychological problems (e.g., PTSD, depression, substance abuse); documented sessions using the computerized record system (CPRS).

*Supervisor*:Jeffery West, Ph. D.

**1/07–5/08 Health Educator, Psychology Department, The University of Memphis**

**(20 hrs./wk.)**

*Setting*: Interventionist for large-scale NIH-funded study aiming to help adolescent smokers to quit.

*Duties*: Provided manual-driven treatment to high school smokers using a motivational interviewing approach. Treatment components included helping students to use stimulus control principles, seek social support for quitting, manage stress, and respond to social pressure.

*Supervisor*: Leslie A. Robinson, Ph.D.

**2004 -2008 Graduate Clinician, The Gambling Clinic, The University of Memphis**

**(5 hrs./wk.)**

*Setting*: Community outpatient facility providing low-cost services for individuals and couples experiencing gambling problems.

*Duties*: Provided manualized therapy using motivational interviewing, with modifications for gambling addiction.

*Supervisor*: Andrew Meyers, Ph.D.

**RESEARCH EXPERIENCE**

**2009-present Research Assistant (20 hrs./wk.)**

Health, Addiction, and Behavioral Interventions Team**,** The University of Memphis

*Project Description*: A randomized clinical trial of brief alcohol intervention for college students.

*Duties:* Screened/recruited participants. Conducted brief motivational interventions for alcohol use & college adjustment. Taught deep breathing & progressive muscle relaxation to comparison group participants. Entered & managed data.

*Funding Source:* NIAAA

*Supervisor:*  James G. Murphy, Ph.D.

**2003–2009 Doctoral Student (10-20 hrs./wk.)**

Center for Health Promotion and Evaluation, The University of Memphis

*Project Description*: Worked on 3 NIH-funded studies of tobacco use among adolescents, in addition to a number of smaller projects.

*Duties*: Wrote a literature review on treatments attempting to minimize expectancies for positive outcomes from drinking & decrease alcohol consumption. Oversaw data entry & created second entry verification procedure for longitudinal dataset from a study of smoking cessation. Labeled data and created complex combinations of variables and data transformations. Verified stability of longitudinal variables. Developed analytic approach and conducted data analysis. Prepared posters and talks for conferences on topics such as social influences on teen smoking, the impact of physician advice to quit, and strategies used by teens to quit. Mentored graduate and undergraduate students.

*Funding Sources*: NIDA/NHLBI/NCI

*Supervisor*: Leslie A. Robinson, Ph.D.

**2003 – 2004 Research Assistant, Department of Behavioral Medicine, St. Jude Children’s Research Hospital (10–20 hrs./wk.)**

*Project Description*: Researching variables predictive of HPV vaccination intent for mothers of daughters with & without cancer history. Exploring sperm cryopreservation practices among adolescent males with cancer.

*Duties*: Collecting data on risk factors for declining sperm banking among families of adolescent males diagnosed with cancer, completing statistical analysis of data, creating conference posters, & preparing manuscripts.

*Supervisor*: James Klosky, Ph.D.

**PUBLICATIONS**

Throckmorton-Belzer, L., Tyc, V. L., **Robinson**, L., Klosky, J. L., Lensing, S., & Booth, A. (in press). Anti-smoking communication to preadolescents with and without a cancer diagnosis: Parents and healthcare providers as important communicators. *Children’s Health Care*.

**Robinson**,L.A., Emmons,K.M., Moolchan,E.T., and Ostroff,J.S.(2008).  Developing smoking cessation programs for chronically ill teens:  Lessons learned from research with healthy adolescent smokers.  *Journal of Pediatric Psychology, 33*, 133-144.

**Robinson**, L.A., Dalton, W. T., & Nicholson, L. M.  (2006). Changes in adolescents’ sources of cigarettes.  *Journal of Adolescent Health, 39*, 831-837.

**Robinson**, L. A., Murray, D. M., Alfano, C. M., Zbikowski, S. M., Blitstein, J. L., & Klesges, R. C. (2006).  Ethnic differences in predictors of adolescent smoking onset and escalation:  A longitudinal study from seventh to twelfth grade.  *Nicotine and Tobacco Research, 8*, 297-307.

**MANUSCRIPTS SUBMITTED**

Robinson, L. A. (2010). *Parental influences on the odds of adolescent smoking cessation*. Manuscript submitted for publication.

**MANUSCRIPTS IN PROGRESS**

Robinson, L. A. (2010). *The role of stress is smoking cessation*. Unpublished manuscript.

**PRESENTATIONS, peer-reviewed**

Ali, K. S., **Robinson**, L. A., & Hum, A. M. (2012, April). *Alcohol expectancy challenges: A comprehensive review*. Presentation accepted for the annual meeting of the Society of Behavioral Medicine, Seattle, Washington.

Hum, A. M., **Robinson**, L. A., Jackson, A. A., Ali, K. S., & Yurasek, A.M. (2010, April). *Ethnic differences in the impact of physician behaviors on adolescent smoking*. Presentation at the annual meeting of the Society of Behavioral Medicine, Seattle, Washington.

**Robinson**, L. A., Jackson, A. A., Ali, K. S., & Nelms, J. L.  (2009, April).  *Do parents sabotage their teens’ efforts to quit smoking? A prospective study of the effects of parental attitudes and behaviors on adolescent quitting.*   Poster presented at the annual meeting of the Society for Research on Nicotine and Tobacco, Dublin, Ireland.

**Robinson**, L. A., Jackson, A. A., Ali, K. S., & Yurasek, A. M.  (2009, April).  *Parental attitudes toward tobacco use predict offsprings’ smoking habits in young adulthood.*  Poster presented at the annual meeting of the Society for Research on Nicotine and Tobacco, Dublin, Ireland.

**PRESENTATIONS, not peer-reviewed**

Robinson, L. A. (2005, January). *Cigarette smoking prevention: You can make a difference*. Grand Rounds for the University of Mississippi Medical Center at Jackson, Department of Psychiatry, Jackson, MS.

**GRANTS SUBMITTED**

2005-2006 Student, Ace A. , Principle Investigator

“Parental attitudes toward their offsprings’ attempts to stop smoking”

F31 dissertation award submission

*Mentor*: Smart A. Prof, Ph.D.

*Status*: Funded by NCI at $58,000

Submitted Student, Ace A., Principle Investigator

9/2004 “Stress in graduate school”

Submitted for APA Graduate Dissertation Awards

*Mentor*: Smart A. Prof, Ph.D.

*Status*: Not funded

**TEACHING EXPERIENCE**

**Instructor**

9/ 2009 Research and Statistics (undergraduate)

Class size = 29, The University of Memphis

1/2008 Adolescent Psychology (undergraduate)

Class size = 70, The University of Memphis

**Teaching Assistant**

9/2008 Research and Statistics (undergraduate)

Class size = 30, The University of Memphis

*Duties*: Designing teaching activities; leading analysis sessions using SPSS, grading tests.

1/2007 Introductory Psychology (undergraduate)

Class size = 200, The University of Memphis

*Duties*: Designing and grading tests.

**Guest Lectures**

9/2009 “Depression: Its causes, symptoms, and treatment”

Lecture given in undergraduate Abnormal Psychology class

8/2009 “Cigarette smoking among teens”

Lecture given to Clinical Colloquium consisting of faculty and doctoral students

4/2008 “Computing effect size”

Lecture given in undergraduate Statistics class

**SERVICE**

2009 **Student Assistant** at the annual meeting of the Society of Behavioral Medicine

*Duties*: Assisted speakers with audio-visual set-up.

2009 **Student Representative for Clinical Psychology**, Graduate Student Coordinating Council

*Duties*: Represented the students in major departmental votes including hiring of a Chair of Excellence and development of a grievance committee for student complaints

2008 **Supervised reviewer**, *Addiction*

2007 **Community Volunteer**, Eating Disorders Coalition of Tennessee

*Duties*: Promoted awareness of eating disorders at middle school events. Participated in TV interview to disseminate accurate information. Provided physicians with informational packets on eating disorders.

2004 **Volunteer**, Prospective Student Orientation

*Duties*: Provide accommodations for prospective students; organize luncheon for 40 people.

**WORKSHOPS**

2009 “Basic motivational interviewing”

Linda Sobell, Ph.D.

One-day workshop at The University of Memphis.

2008 “Skills Lab Workshop”

Neil Aronov, Ph.D.

Ongoing training (8 hrs./month) in psychotherapy skills.

2007 “Psychodiagnosis among geriatric patients”

APA-sponsored conference, St. Louis.

Two-day workshop designed to develop skills for diagnosing geriatric patients.

9/2008 “Stopping the Pain: Suicide and Self-Mutilation”

Jack Klott, L.I.S.W., Professional Education Systems, Inc. (PESI)

A workshop designed to enhance clinicians’ skills in assessing risk for suicide and self-mutilation.

**PROFESSIONAL MEMBERSHIPS**

American Psychological Association, Student Member

Association for Behavioral and Cognitive Therapies, Student Member

Society for Research on Nicotine and Tobacco, Student Member

**REFERENCES**

Leslie A. Robinson, Ph.D.

Associate Professor

Director of Clinical Training

The University of Memphis

Department of Psychology

202 Psychology Building

Memphis, TN 38152

(901) 678-1667

[l.robinson@mail.psyc.memphis.edu](mailto:l.robinson@mail.psyc.memphis.edu)

**Designing your Curriculum Vitae: *Do’s and Don’ts***

* Do not evaluate your own skills (e.g., report you have “excellent psychotherapy skills’).
* Do not repeat the same words. (e.g., “conducted assessments, conducted psychotherapy”).
* Use action verbs (e.g., “Led psychotherapy groups”)
* Avoid complete sentences. Avoid the use of “I.”
* Do not write a section on your objectives.
* Don’t report your high school education or activities.
* Don’t report college activities, unless they are honors, which are appropriate to still list. College activities should only be included only if they are highly relevant (e.g., getting a scholarship to study at NIH).
* Do not write a section on your research or clinical interests. You will do this in separate essays.
* Don’t forget to include your supervisor’s name.
* Don’t write about your supervisor’s training background. Write about the therapeutic techniques you were trained in.
* Remember that you should have a supervisor for any clinical activity.
* Provide enough information so that the reader can understand why the work was important.

Example:

Worked at the VAMC.

vs.

Conducted anger management groups with veterans with spinal cord injuries.

* Avoid claiming more expertise than you actually have. For example, don’t say you conducted a meta-analysis if you only calculated the effect sizes, but didn’t analyze the data.
* Don’t make messy pages. Your CV will be easier to read and leave a better impression if it is crisp and clear.
* Avoid page wraps that are awkward.
* Make absolutely sure you use APA style in references.
* Don’t include project titles/acronyms unless they are defined and/or highly descriptive — otherwise readers will not know what they mean. Do include the grant title and number.
* APPENDIX C:

PLACEMENT OPTIONS 2014-2015

**CLINICAL PLACEMENTS**

**1. U.T. Boling Center for Developmental Disabilities**

Director: Laura Murphy, Ed.D

Contact information: [lmurphy@uthsc.edu](mailto:lmurphy@uthsc.edu)

(901) 448-6511

Psychologist supervisors: Laura Murphy, Ed.D. Christina Warner, Ph.D., & Colby Butzon, Ph.D.

Type of Placement: Clinical

1 20 hr placements (position cannot be split)

Prerequisites: 1) core courses completed (2) core assessment courses completed, (3) core psychotherapy courses completed , (4) Masters preferred. Must be child clinical. INTERVIEW IS REQUIRED.

Description: This facility serves the needs of individuals with developmental disorders, as well as their families. This year 2 positions will be offered for the first time. The work for these two positions will be similar. Although the BCDD is obviously child-focused, there will be a strong effort to bring in adolescents in order to meet the training needs of students more interested in adults.

Students can be involved in a number of activities, including assessment of individuals with a range of low incidence developmental disabilities and integrated report write-up, CANDLE testing (integrated report is optional to student), behavior therapy and/or social skills group for children with Autism, and developmental disabilities didactics. This placement offers excellent opportunities for various training experiences, and the staff are quite committed to student training. Should the students be interested, they have the opportunity to formulate research hypotheses and write manuscripts for the CANDLE project.

Notes: Students usually have 2-3 supervisors. Supervision is reported by site at 4-5 hrs. per week. Hours may change somewhat in summer.

**2. St. Jude Children’s Research Hospital, Clinical**

Director: Jerlym S. Porter, Ph.D.

Contact information: 595-7437 jerlymporter@stjude.org

Psychologist supervisors: Various St Jude Psychology faculty members provide supervision

Type of Placement: Clinical

1 20-hr. placement (position cannot be split)

Prerequisites: This should be an advanced student in Child/Family. In this clinical position, a student will learn how to work with children and families who are dealing with the stress of a severe illness. The student should have relatively strong assessment and therapy skills. NOTE: The site chooses the student to be placed here.

Description: St. Jude is a world class research hospital serving children with catastrophic illnesses.

Notes: None

**3. Federal Correctional Institution, Memphis Tennessee**

Director: Victoria Buzzanga, Ph.D., Chief Psychologist

Contact information: 901-384-5527 [vbuzzanga@bop.gov](mailto:vbuzzanga@bop.gov)

Psychologist supervisors: Dr. Victoria Buzzanga

Type of Placement: Clinical

1 20-hr. placement (position cannot be split)

Prerequisites: INTERVIEW IS REQUIRED. Because of security issues and the need for strong boundaries and professionalism, students at the FCI must have prior clinical practicum experience. It is important to understand the prison's primary function is to protect society, and those working here must be flexible in understanding that security is always the first priority.

Description: FCI Memphis houses Medium and Minimum security male inmates of all ethnicities ranging in age from 18 to 90+. The inmates have a wide variety of psychological diagnoses. There are a large number of inmates with Axis II diagnoses. Students will also work with our education department to conduct learning disability evaluations. We will also be implementing a 96-bed Residential Drug Abuse Program within the next year, which will give students the opportunity to both provide services in the program and supervise non-doctoral clinicians who also provide therapeutic services.

Students are exposed to all facets of a correctional psychologist’s work. They are expected to conduct several groups of their choosing, maintain a caseload of individual therapy clients, provide crisis intervention and brief counseling, and conduct testing (mostly intelligence and personality). They are given the freedom to design and implement groups based on their interests and some freedom in choosing the types of individual clients they work with. Students are also encouraged to shadow psychology staff in the performance of their duties. Students are able to use their expertise to provide consultation to other departments (education, health services, custody, etc.). The Bureau of Prisons utilizes evidence based interventions.

Students are encouraged to develop basic psychological skills, with an emphasis on brief/crisis-oriented interventions and assessment. Students have a unique opportunity to work in a multi-disciplinary environment with ample opportunity to utilize their expertise to provide consultation. Students are encouraged to work on group therapy, individual therapy, and assessment skills.

Notes: Students receive at least 4 hours of supervision a week in individual, group, and joint professional experiences. In addition, students’ reports are reviewed.

Bureau psychologists are required to utilize empirically supported interventions. All psychologists at FCI Memphis identify themselves as having an integrated orientation, with CBT techniques being the most commonly utilized.

**4. Lakeside Behavioral Health System**

Director: Lenora Coleman, Director of Outpatient Svs (contact through Dr. Aronov)

Contact information: Neil Aronov, Ph.D.

901 484 1442

neil\_aronov@hotmail.com

Psychologist supervisors: Neil Aronov, Ph.D.

Type of Placement: Clinical

1 20-hr. placement (position cannot be split)

Prerequisites: An interview is required. Should be an advanced student with strong psychotherapy skills, including the ability to lead/teach psycho-educational groups and act as co-therapist in process group. Student should have competence in intake interviewing and writing.

Description: This is an intensive outpatient program. The student will be responsible for both group and individual therapy. Groups may include both psychoeducational and process approaches. Family therapy may also be required. Clients are diverse.

Notes: The student needs to be an assertive self-starter. They will open records (intake) and make therapy notes in the records. They will attend and participate in multidisciplinary staff meetings. They will learn to integrate their psychologist-level skills with other non-psychologist mental health providers. The student will be able to have some experience with psychiatric treatments (medication, ECT, TMS). Psychologists bring unique skills to these settings, but have to learn to work with other mental health professionals who have markedly different training and skills sets. This is major goal we have for the student. A second goal is to show initiative and self-direction: The successful students have integrated themselves into the treatment team and been viewed as a contributing colleague more than just a student.

Students receive about 1.5 hours of individual supervision per week. The supervisor is eclectic, with a CBT bent. However, the site is quite eclectic and does not sustain any clear theoretical orientation. The students have been ambassadors for bringing modern evidence-based techniques to the placement and have been well received.

**5. PSC**

Director: Jim Whelan, Ph.D.

Contact information: 3736

Psychologist supervisors: Jim Whelan, Ph.D., Neil Aronov, Ph.D., John Leite, Ph.D.

Type of Placement: Clinical

2 20- hr placements (or several 10 hour placements)

Prerequisites: Students must be beyond their 2nd year.

Description: A range of adult and child outpatients. General psychological assessment and treatment, with weekly professional development meeting. Students will be asked to support administrative functions in the clinic. They may also be asked to develop and deliver mental health related presentations to community groups. Students gain experience in intakes, suicide risk assessments, crisis intervention, diverse populations, wellness services, etc. Only about 30% of clients are university students.

Notes: Students receive 1.5 hours of supervision, individually, in groups, and through editing of reports.

**6. The Gambling Clinic**

Director: Jim Whelan, Ph.D.

Contact information: 3736

Psychologist supervisors: Jim Whelan, Ph.D.

Type of Placement: Clinical

1 10-hr. placement

Prerequisites: Students must be beyond their first year of training and have completed our training workshop on the treatment of problem/pathological gambling

Description: This student will be responsible for treating individuals presenting with gambling related problems or presenting concerns due significant other’s gambling problems. Some treatment will be delivered at other community agencies. This student will also be involved in the community outreach efforts of The Gambling Clinic.

Notes: Students receive about 2 hours of group and individual supervision per week. The supervisor’s primary orientation is cognitive-behavioral.

**7. Support Solutions**

Director: Michael Gavetti, Ph.D.

Contact information: [mgavetti@supportsulutionsms.com](mailto:mgavetti@supportsulutionsms.com)

901.383.9193

Psychologist supervisor: Michael Gavetti, Ph.D.

Type of Placement: Clinical

1 20 hr. placement

Prerequisites: This should be a relatively senior student.

Description: Support Solutions is a regional human services agency, currently operating in Tennessee, Arkansas, Georgia, and scheduled to move into Mississippi in 2012.  Although the core business is in supporting adults with developmental disabilities in community placements (i.e. homes or apartments rather than institutions), they offer many other services as well.  Some examples include outpatient mental health services, adult employment services, elder care, and they are scheduled to open their own medical clinic in 2012.  Their mental health center is doing a lot of specialized work.  In addition to dual diagnosis treatment (MH/MR), they are also offering psychotherapy to sex offenders and even some dialectical behavior therapy. This placement will provide the opportunity to see a wide range of client psychopathology and experience in group work. There also are opportunities to work on research projects related to the services that they provide. Support Solutions currently have two full-time psychologists and are undergoing rapid growth.

Notes: This is the first year we’ve had this placement. The materials for this company look excellent, and they’ve been very eager to bring our students in. We’ve emphasized the fact that training is essential, and they seem to be on board.

**8. HABIT lab**

Director: Jim Murphy, Ph.D.

Contact information: jgmurphy@memphis.edu

678 - 2630

Psychologist supervisors: James Murphy, Ph.D.

Type of Placement: Research & clinical; multiple ~ 80 hours total

Prerequisites: Some training in MI is ideal but not required.

Description: These positions are for one of Dr. Murphy’s two active NIH grants, which evaluate brief motivational interventions for alcohol and drug abuse among young adults. Responsibilities will include conducting assessments and brief alcohol interventions, along with participant recruitment and retention.

Notes: Students will receive 2 hours of supervision a week in a group format. The orientation of the supervisor is motivational interviewing, along with a behavioral economic intervention component.

**9. LeBonheur Pediatric Obesity Clinic**

Director: Idia Thurston, Ph.D. and Joan Han, MD.

Contact information: ithursto@uthsc.edu / [jhan14@uthsc.edu](mailto:jhan14@uthsc.edu); 901-678-4690 / 901-287-6408

Psychologist supervisors: Idia Thurston, Ph.D.

Type of Placement: Research & clinical; 2, twenty-hour placements

Prerequisites: Required: Students should have taken basic statistics courses; have prior research experience; and assessment/clinical interviewing experience

Preferred: Experience working with patients in a medical setting and/or with interprofessional teams; motivational interviewing experience/training; prior research or clinical experience in the area of overweight/obesity

Description: Students will have opportunities to work in a multidisciplinary medical clinic with a range of interprofessionals including physicians, nurse practitioners, psychologists, exercise physiologists, dietitians, social workers, chaplains, and physical therapists. The goal of the newly formed LeBonheur Pediatric Obesity Program is to provide evidence-based multidisciplinary clinical care (including: assessment and treatment-individual & groups) for children, adolescents, and families in the Healthy Lifestyle Clinic. In addition to clinical care, the Pediatric Obesity Program has primary goals to: a) conduct highly impactful basic and applied research on factors associated with and contributing to overweight and obesity, b) conduct prevention and intervention programming within the local Memphis community including schools, and c) train/educate residents and other primary care providers on strategies for providing quality care for overweight and obese youth and families. Students on this placement will have opportunities to work directly with interprofessional teams in the areas of: clinical care (interdisciplinary assessment/ diagnostic evaluations, individual therapy, brief-behavioral interventions, psycho-educational group interventions, consultation with medical teams), research (literature reviews, data management & analysis, paper & grant writing), community programming/intervention development, as well as resident education and teaching.”

**10. Focus Treatment Center**

Director: Bethany Spiller, Ph.D. Clinical Director

Contact information: bethanys@focustn.com

Psychologist supervisors: Bethany Spiller, Ph.D.

Type of Placement: Clinical; 1 10 hr

Prerequisites: group facilitation preferred by not required, foundational knowledge about eating disorders, experience with adolescents and adults preferred but not required.

Description: This is an intensive outpatient eating disorder facility that provides services to adolescents and adults with anorexia and bulimia. The placement provide intensive experience with group therapy as well as integrated assessment and treatment planning.

**11. Morgan-Aronov Clinical Practice**

Director: Neil Aronov, Ph.D.

Contact information: neil\_aronov@hotmail.com 901.484.1442

Psychologist supervisors: Neil E. Aronov, Ph.D.

Type of Placement: Clinical 1 10 hr

Prerequisites: 1) core courses completed (2) core assessment courses completed, (3) core psychotherapy courses completed ,. Third Year Students. INTERVIEW IS REQUIRED.

Description: This is an established clinical private practice with Dr. Neil Aronov (Psychology) and Dr. Jack Morgan (Psychiatry) Students can be involved in a number of activities, including assessment of individuals entering the practice, and ongoing treatment. Students may have a weekly caseload of up to 7 hours of patient treatment and 3 hours for documentation/paperwork and supervision. Supervision will be by Dr. Aronov. This opportunity will give students a glimpse at life in a busy clinical practice, and working with other professionals.

**RESEARCH PLACEMENTS**

**1. St. Jude Children’s Research Hospital, Research**

Director: Jerlym S. Porter, Ph.D.

Contact information: 595-7437 jerlymporter@stjude.org

Psychologist supervisors: Various St Jude Psychology faculty members provide supervision

Type of Placement: Research

3 20-hr. positions

Prerequisites: These placements are designed for the doctoral student in a clinical child/adolescent, family, clinical health or school program with intention toward a career in pediatric/health psychology as a clinical investigator in an academic hospital/clinic-based setting. It is preferrable for a student to be versed in research methods, have a general understanding of statistics, know how to conduct a literature search, be meticulous with regard to data entry/monitoring, have good professional/scientific writing skills, and if having patient contact, already have gained clinical interviewing experience, especially with child patients. Understanding of randomized controlled clinical trials research is helpful, and thorough understanding of clinical and research ethics are expected.

Description: As SJCRH is primarily a specialty children's cancer hospital, research emphasis is on pediatric cancers (leukemia, lymphoma, brain tumor and CNS neoplasms, and bone marrow transplantation), pediatric cancer survivorship (5 years post-treatment and later), and most recently adults with long-term pediatric cancer survivorship). However, SJCRH also serves regional populations with pediatric perinatally acquired HIV and behaviorally acquired HIV via high risk means during adolescence, age newborn through age 24, and also sickle cell disease. The latter two populations reside in the surrounding Memphis region, while the cancer population and survivors often come in from out of state/country and are housed locally while receiving treatment/follow up care.

Students are matched with a faculty supervisor based on research interest and skill level and integrated into each faculty member's research team; thus, training experiences are unique to the mentor's area of research, state of ongoing studies, student skill level, and professional goals. Student research practicum activities may include any or all of the following: literature searches/reviews, medical chart abstraction, informed consent, data collection, data entry/verification, ad hoc analyses, preparation of data for presentation and/or publication, contributions toward submitted abstracts, posters, and manuscripts commensurate with student skill development, interest, enthusiasm, and productivity.

**2. Gambling Grant**

Director: Jim Whelan, Ph.D.

Contact information: 3736

Psychologist supervisors: Jim Whelan, Ph.D.

Type of Placement: Research

2 20-hr position (hours can be split among students)

1 10-hr position

Prerequisites: Background in the empirical literature related to gambling behavior and related pathology. .

Description:

This grant involves outreach and treatment around gambling related issues.

Our goal is to increase public awareness about gambling related problems and to provide treatment for those with gambling problems. We also maintain a treatment outcome data base and conduct research with our community partners.

Notes: About 2 hours a week of supervision are offered. The supervisor’s orientation is cognitive-behavioral.

**3. VAMC—Research**

Director: Linda Nichols

Contact information: Contact Meghan McDevitt-Murphy, Ph.D.

mmcdvttm@memphis.edu

678-2891

Psychologist supervisors: Meghan McDevitt-Murphy, Ph.D.

Type of Placement: Research

1 20-hr position (position cannot be split)

Prerequisites: Should have strong therapy and research skills.

Description: This is the only paid placement at the VAMC, and the first research placement there. The research director is Dr. Linda Nichols, an anthropologist interested in family coping among veterans. The student will gain experience in assessments with adults, as well as in recruitment, screening, data analysis, and research interventions. Meghan can provide more information.

Notes: VA WOC status is preferable but not required. Supervision is provided as needed, in individual or rounds formats.

**4. HABIT lab, Research**

Director: Jim Murphy, Ph.D.

Contact information: jgmurphy@memphis.edu

678 - 2630

Psychologist supervisors: James Murphy, Ph.D.

Type of Placement: Research

Various 10 and 20-hr. positions

Prerequisites: None

Description: These positions are for Dr. Murphy’s grants, which focuses on an interventions for alcohol abuse among adults. Students can be involved in supervision, participant recruitment, assistance with literature searches, data analysis, manuscript preparation, and assisting with a major clinical trial.

Notes: Students in the research placement will not conduct interventions but still have the opportunity to participate in supervision.

**APPENDIX D**

**Clinical Practicum Contract**

***Clinical practica*** experiences are structured as a brief exposure to forms of clinical practice that meet career goals for a student. The students and supervisor should develop a contract with specific learning objectives to be met over that semester.

Students require the permission of their major professor & DCT to engage in a semester of a new practicum. If the student and supervisor want to extend a practicum experience, permission needs to be renewed each semester as learning objectives change. For a renewed practica, permission needs to be sought from the major professor, the DCT, and the program. Before asking for the DCT’s signature, be sure that the learning objectives are listed and that the signatures of the major professor and clinical supervisor are already in place.

Requests for renewed practica that begin in the fall or summer semesters need to be submitted before April 1st of that year. Requests for renewed practica that begin in the spring semester need to be submitted by November 1st of the previous year.

We encourage sites that offer practica repeatedly to consider offering a placement, if possible, to further support the students’ training process. For **both** new and renewed practica, a completed contract must be turned into the graduate secretary before the practicum begins.

Student Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Practicum Site: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Clinical Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Hours per week (up to 10 hours): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dates of practicum (equaling one semester): From\_\_\_\_\_\_\_\_\_\_\_\_\_ To\_\_\_\_\_\_\_\_\_\_\_\_\_

Specific learning objectives for this semester: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of Practicum Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of Major Professor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of DCT (for a renewal request): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[ Please ensure that this form becomes part of your clinical file by returning to Cynthia Walker.]APPENDIX E:

GRADUATE AWARDS AND FELLOWSHIPS 2014-2015

**Graduate Awards & Fellowships**

Van Fleet Memorial Doctoral Award:

**Application Deadline: see page** <http://www.memphis.edu/gradschool/ga_awards_fellowships/vanvleet.php>

This award is made possible by the generosity of the Van Vleet Foundation, established in 1964 by the late McKay Van Vleet, Memphis civic leader and business executive. His wife, Harriet Smith Van Vleet, made the gift to The University of Memphis to attract outstanding entering doctoral students in certain designated science fields. The competitive annual award is $16,000 per year (17,000 international), plus a tuition scholarship, and is renewable for four years.

**Eligibility**:

* Entering doctoral students in one of these designated fields: Audiology and Speech-Language Pathology, Biology, Chemistry, Geological Sciences, Mathematical Sciences, Microbiology & Molecular Cell Sciences, Psychology, Biomedical Engineering, Civil Engineering, Electrical & Computer Engineering, and Mechanical Engineering.
* First consideration will be given to students not currently or previously enrolled in the graduate program at The University of Memphis.
* Applicants do not need to be already admitted to the university to be eligible for nomination but they must be fully admitted and registered to receive the award.

**Selection Process**:

* Department chairs are asked to nominate potential candidates by submitting a Nomination Form to the Vice Provost for Graduate Studies. Include all required documentation. *[Please note that photocopies of all documentation are requested—not originals.]*
* Department chairs should include a cover memo ranking the applicants.
* Candidates will be selected by a committee composed of one representative from each eligible department.

**Nomination Form**:

* The form is available on the web <http://www.memphis.edu/gradschool/ga_awards_fellowships/vanvleet.php> or in the Graduate School, 215 Administration Building.

**Condition**:

* In order to continue the fellowship the recipient must maintain a 3.25 grade point average.
* All supporting documents (see “Documentation Required for Graduate Awards” Chart on website listed above) are to be turned in to the Graduate School, 215 Administration Building.

Graduate Assistant Meritorious Teaching Award:

**Application Deadline: see page** [***http://www.memphis.edu/gradschool/ga\_awards\_fellowships/gaaward.php***](http://www.memphis.edu/gradschool/ga_awards_fellowships/gaaward.php)

Nominations are sought for the annual Graduate Assistant Meritorious Teaching Awards. These awards acknowledge the importance of the instructional enterprise in the transmission, creation, and application of advanced knowledge by the university. Two awards are made annually to outstanding graduate teaching assistants (TAs) for their skill in transmitting knowledge in the classroom or laboratory.

**The Awards**:

* Two $500 awards

**Eligibility**:

* Must have had major responsibility for teaching a lecture or laboratory course
* Must have completed at least one full term of teaching
* Must have the support of the department offering the course

**Application Process**:

* Candidates are nominated by faculty, students, or alumni by filling out the Nomination Form and submitting it with required documentation, to the Dean of the College in which the student is teaching. Deans will determine the means of selecting no more than two nominations to be forwarded to the Graduate School from that college. EXCEPTION: The College of Arts and Sciences may forward two nominees from each of the following subdivisions: 1) natural, physical, biological, and mathematical sciences; and 2) humanities and social sciences.
* The selected nominations from each of the colleges or schools are sent to the Teaching Awards Committee appointed by the Vice Provost for Graduate Studies.
* The Awards Committee will review all nominees on the following criteria:

1. Innovative and/or creative approaches to teaching
2. Impact of the TA upon student attitudes and/or learning skills
3. Assessment by faculty supervisors and/or others familiar with the TA’s teaching ability
4. Evidence of the TA’s potential as a scholar

* **No teaching award may be made to the same individual more than once in a six-year period.**

**Nomination Form**:

* The form is available on the web at [***http://www.memphis.edu/gradschool/ga\_awards\_fellowships/gaaward.php***](http://www.memphis.edu/gradschool/ga_awards_fellowships/gaaward.php)or in the Graduate School, 215 Administration Building.

Morton Thesis/ Dissertation Award:

The annual Morton Thesis/Dissertation awards are the result of a generous donation by S. Morgan Morton (’63) in 1998. These awards honor outstanding master’s and doctoral students whose thesis or dissertation prospectus has been approved by their committee.

**The Awards**:

* One $500 master’s award
* One $750 doctoral award

**Eligibility**:

* Graduate students with an approved prospectus for their thesis or dissertation

**Selection Process**:

* Departments will recommend students to the Dean of their respective College by February 20, 2010. The recommendation should include the Nomination Form and all required documentation as noted on the back of the form. Each Dean will recommend one master and one doctoral student to the Vice Provost for Graduate Studies. The College of Arts and Sciences will be allowed to recommend two students at each level.
* Recipients will be selected by a committee composed of the College Graduate Directors and the Vice Provost for Graduate Studies.

**Nomination Form**:

* The form is available on the Web at <http://www.memphis.edu/gradschool/ga_awards_fellowships/morton.php> or in the Graduate School, 215 Administration Building.

**Documentation**:

* The completed application & all supporting documents (see “Documentation Required for Graduate Awards” Chart on website listed above) are to be turned in to the Graduate School, 215 Administration Building.

University of Memphis Society Doctoral Fellowship:

The Graduate School and The University of Memphis Society are pleased to announce a fellowship for a doctoral student who will be designated a University of Memphis Society Fellow. The amount of the award varies from year to year.

**Eligibility**:

* The student must be a full-time graduate student
* The student must be currently enrolled in a doctoral degree program
* The student must demonstrate exceptional academic achievement
* The student must not have received this fellowship previously

**Application Process**:

* The applicant must complete the Graduate School Competitive Awards Self-Application Form and provide all supporting documentation.

**Application Form**:

* The form is available on the Web at [***http://www.memphis.edu/gradschool/ga\_awards\_fellowships/umsfellow.php***](http://www.memphis.edu/gradschool/ga_awards_fellowships/umsfellow.php)or in the Graduate School, 215 Administration Building.

**Award Criteria**:

* Academic achievement
* Brief personal essay discussing your professional goals and how The University of Memphis Society Fellowship will help you attain your goals

**Selection Process**:

* Recipients will be selected by a committee composed of the College Graduate Directors and the Vice Provost for Graduate Studies.

**Documentation**:

* The completed application & all supporting documents (see “Documentation Required for Graduate Awards” Chart on website listed above) are to be turned in to the Graduate School, 215 Administration Building.

First Generation PhD/MFA Fellowship Program:

The funds for the 1ST Generation PhD/MFA Fellowship Program are made available to The University of Memphis by the State of Tennessee. The purpose of the fellowship is to provide financial assistance to graduate students who are underrepresented in their respective disciplines and who will become the first person in their immediate families to earn a doctoral or MFA degree.

**Eligibility**:

In order to be eligible, students must be:

* A resident of Tennessee
* Fully admitted to a graduate program by March 2010
* Underrepresented in the discipline/major by gender or race
* 1st immediate family member to complete a doctoral or MFA program

**Fellowship recipients must agree to the following**:

* To enroll in at least 9 semester hours of graduate course work for the full-time option or 6 hours for the part-time option
* Maintain a grade point average of at least 3.0 in order to be eligible to continue the fellowship

**Award Information:**

* **Full-Time Option** (minimum of 9 hours per semester): Tuition scholarship plus a $6,000 stipend ($750 per month for four months each semester)
* **Part-Time Option** (6 hours per semester): Tuition scholarship plus a $1,000 stipend ($500 per semester)
* **Award Period:** The fellowship is awarded for one academic year contingent upon the student maintaining each semester a 3.00 or higher grade point average.
* **Summer Support:** Summer support is contingent upon availability of funds and is not guaranteed.

**Application Information**:

Applicants must complete the 1st Generation PhD/MFA application along with required documentation and the Graduate School Competitive Award Self-Application. Both applications are available on the web at: <http://www.memphis.edu/gradschool/ga_awards_fellowships/first_generation.php> and in Administration 215.

In addition to the application, applicants must submit two letters of recommendation, one of which should be academic. Letters should be sent by the recommender directly to the following address:

|  |
| --- |
| **ATTN:** 1st Generation PhD/MFA Fellowship Selection Committee  The University of Memphis Vice Provost for Graduate Programs  The Graduate School Administration 215 Memphis, TN 38152 |

**Documentation**:

* The completed application & all supporting documents (see “Documentation Required for Graduate Awards” Chart on website listed above) are to be turned in to the Graduate School, 215 Administration Building.

Please don’t forget that awards are also available through professional organizations (e.g., American Psychological Association). We can help you identify specific awards you may be interested in competing for.

**Appendix F**

**Summary Table for Milestone Forms**

**Proposal Phase Final Defense Phase**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Milestone** | **Department** | **Graduate School** | **Department** | **Graduate School** |
|  |  |  |  |  |
| **Masters Thesis** | Student Milestone Project Rating Form | Thesis/Dissertation Faculty Committee Appointment Form  Thesis or Dissertation Proposal Defense Form (including IRB) | Student Milestone Project Rating Form | Thesis/Dissertation Final Defense Results  Final Committee Approval Form for Electronic Thesis or Dissertation Submission  Comprehensive Examination Results Form (for MSGP students) |
|  |  |  |  |  |
| **Second Milestone** | Form E  Form F  Student Milestone Project Rating Form |  | Form E  Form G  Student Milestone Project Rating Form | Comprehensive Examination Results Form |
|  |  |  |  |  |
| **MSGP Specialty Review** | Student Milestone Project Rating Form |  | Student Milestone Project Rating Form | Thesis/Dissertation Final Defense Results  Comprehensive Examination Results Form |
|  |  |  |  |  |
| **School MA oral exam or the Ed.S. Praxis exam** |  |  | Comprehensive Examination Results Form | Comprehensive Examination Results Form |
|  |  |  |  |  |
| **Dissertation** | Student Milestone Project Rating Form  Student Milestone Project Rating Form | Thesis/Dissertation Faculty Committee Appointment Form  Thesis or Dissertation Proposal Defense Form (including IRB) | Student Milestone Project Rating Form | Thesis/Dissertation Final Defense Results  Final Committee Approval Form for Electronic Thesis or Dissertation Submission |

Department forms: http://memphis.edu/psychology/graduate/Forms/index.php

Graduate School Forms: http://www.memphis.edu/gradschool/forms.php

**Link for Graduate Catalog** http://www.memphis.edu/gradcatalog/degreeprog/cas/psyc.php

**Appendix G**

**Internship and Dissertation Hours Policy**

During the year of internship, students enroll for **PSYC 8999 - Predoctoral Internship (0) each semester.  There is no charge.** Students must have a minimum of 6 hours of **PSYC 9000 – Dissertation for graduation**; more than 6 hours cannot be counted toward the degree

Students should not begin to enroll in dissertation hours unless they expect to continuously enroll in at least 1 hour per semester through graduation.  Summers are excluded from the continuous enrollment requirement except for students who defend their dissertations in the Summer session.  All students must be enrolled the semester in which they graduate. **Bottom line**:  Unless there are significant extenuating circumstances, dissertation hours must be continuously taken, once started, until the completion of the work.

**In short, any combination works as long as the general policy rules are followed.**

There are a number of scenarios; six are worked out below. From 1 to 6, these are increasingly expensive to the student.

1. Completely finish the dissertation, with final defense and manuscript to Grad School, ***before the deadline for the Spring***. Take 6 total dissertation hours during the Fall and Spring while on GA so you don’t have to pay out of pocket for them. Keep in mind that everything must be completed and submitted ***prior to*** the Spring deadline.

2. Completely finish the dissertation, with final defense and manuscript to Grad School, ***before the deadline for the Summer submission***. Take 5 total dissertation hours during the Fall and Spring while on GA so you don’t have to pay out of pocket for them. Take and pay for 1 dissertation hour during the summer before internship and get everything done before the Summer deadline.

3. Take 5 total dissertation hours during the Fall and Spring while on GA so you don’t have to pay out of pocket for them. Take and pay for 1 dissertation hour during the Fall while on internship; completely defend and submit before the Fall deadline.

5. Take 4 total dissertation hours during the Fall and Spring while on GA so you don’t have to pay out of pocket for them. Take and pay for 1 dissertation hour during the Fall and 1 during the Spring while on internship; completely defend/ submit before the Spring deadline.

6. Take 3 total dissertation hours during the Fall and Spring while on GA so you don’t have to pay out of pocket for them. Take and pay for 1 dissertation hour during the Fall semester, and 1 during the Spring semester while on internship. Take and pay for 1 hour during the Summer ***after*** the internship and completely defend/submit before the August deadline.

APPENDIX H:

INTERNSHIP AND POSTDOC SITES FOR RECENT GRADUATES

**2014 (100% Match Rate at APA Accredited Internships)**

|  |  |
| --- | --- |
| AVERY, MEGANL | FEDERAL MEDICAL CTR - CARSWELL FT. WORTH, TX PSYCHOLOGY INTERNSHIP Program Code: 174311 |
| JONES, JUDIANN MCNIFF | UNIV OF ALABAMA AT BIRMINGHAM BIRMINGHAM, AL UAB VA Program Code: 110113 |
| PIAZZA-BONIN, ELIZABETH | VA MEDICAL CENTER - DENVER DENVER, CO GENERAL PSYCHOLOGY Program Code: 117411 |
| REICH, CATHERINE M. | VA MEDICAL CENTER - DC WASHINGTON, DC PSYCHOLOGY INTERNSHIP Program Code: 119311 |
| WINFREE, WALTER RYAN | UNIV OF OKLAHOMA HEALTH SCI CTR OKLAHOMA CITY, OK VA MEDICAL CENTER - GENERAL Program Code: 151912 |

**2013 (100% Match Rate at APA Accredited Internships)**

BURKE            LAURIE A.          Code: 28874

                 MEMPHIS VA MEDICAL CENTER

                 MEMPHIS, TN

                 GENERAL INTERNSHIP

                 Program Code: 155811

FIELDS           JORDAN A           Code: 37294

                 WILFORD HALL MED/LACKLAND AFB

                 SAN ANTONIO, TX

                 PSYCHOLOGY INTERNSHIP

                 Program Code: 158911

HUM              ASHLEY M           Code: 31231

                 KENNEDY KRIEGER/JOHNS HOPKINS U

                 BALTIMORE, MD

                 CHILD FAM THERAPY/PEDS CONSULT

                 Program Code: 134419

PEASANT          COURTNEY J         Code: 31454

                 DUKE UNIV MED - DEPT PSYCHIATRY

                 DURHAM, NC

                 ADULT - HEALTH BIOFEEDBACK TRK

                 Program Code: 141316

YURASEK          ALI MARIE          Code: 33252

                 ALPERT MED SCHOOL OF BROWN UNIV

                 PROVIDENCE, RI

                 ADULT CLINICAL

                 Program Code: 155112

**2012 (100% Match Rate at APA Accredited Internships)**

BRACKEN-MINOR    KATHERINE L        Code: 31588

                 FED CORRECTIONAL COMPLEX-BUTNER

                 BUTNER, NC

                 DRUG ABUSE TREATMENT

                 Program Code: 140716

BUCKHOLDT        KELLY E            Code: 31646

                 UNIV MISSISSIPPI MED/VA JACKSON

                 JACKSON, MS

                 PSYCHOLOGY INTERNSHIP

                 Program Code: 140311

DENNHARDT        ASHLEY A.          Code: 36676

                 MEMPHIS VA MEDICAL CENTER

                 MEMPHIS, TN

                 GENERAL INTERNSHIP

                 Program Code: 155811

JOBE-SHIELDS     LISA E             Code: 31807

                 CHARLESTON CONSORTIUM INTERNSHIP

                 CHARLESTON, SC

                 CHILD PSYCHOLOGY EMPHASIS

                 Program Code: 155215

MONAHAN          CHRISTOPHER J      Code: 29218

                 JAMES A. HALEY VETERANS HOSPITAL

                 TAMPA, FL

                 GENERAL INTERNSHIP

                 Program Code: 122511

OLSEN            SHIRA A.           Code: 26781

                 UNIV OF WASHINGTON-PSYCHIATRY

                 SEATTLE, WA

                 GENERAL ADULT PSYCHOLOGY

                 Program Code: 161913

WILLIAMS         JOAH LANDON        Code: 34655

                 CHARLESTON CONSORTIUM INTERNSHIP

                 CHARLESTON, SC

                 TRAUMATIC STRESS EMPHASIS

                 Program Code: 155212

**2011 (88% match rate at APA Accredited Internships; the one student who did not match matched in 2012)**

COLEMAN RACHEL A Code: 21470

SOUTHWEST CONSORTIUM/NMVAHC

ALBUQUERQUE, NM

ALBUQUERQUE VA

Program Code: 143712

JACKSON ASHLEY ADELLE Code: 30644

MEMPHIS VA MEDICAL CENTER

MEMPHIS, TN

GENERAL INTERNSHIP

Program Code: 155811

KANNAN DIVYA Code: 19594

VANDERBILT U/VA MED INT CONSORT

NASHVILLE, TN

PSYCHOLOGICAL AND COUNSELING CTR

Program Code: 156617

MITZNER GEORGE BADER Code: 39061

WRIGHT-PATTERSON USAF MED CENTER

WRIGHT-PATTERSON, OH

PSYCHOLOGY INTERNSHIP

Program Code: 151411

SCHOFFSTALL CORRIE LYNN Code: 19666

CHARLESTON CONSORTIUM INTERNSHIP

CHARLESTON, SC

CHILD PSYCHOLOGY EMPHASIS

Program Code: 155215

SKIDMORE JESSICA ROSE Code: 30483

U CALIF-SAN DIEGO-CONSORT/VA MED

SAN DIEGO, CA

VA PRIMARY CARE/ALC DRUG TX

Program Code: 112515

WATSON ANDREA NICHOLE Code: 43178

US MED-FED PRISONERS-SPRINGFIELD

SPRINGFIELD, MO

PSYCHOLOGY INTERNSHIP

Program Code: 139811

**Recent Postdoc/Employment Outcomes**

**2014 Graduates:**

Laurie Burke (mentored by Bob Neimeyer): clinical/research postdoc position with Transitions Professional Center in Portland, OR.

Jordan Fields (mentored by Meghan McDevitt-Murphy): Staff Psychologist at Wilford Hall Ambulatory Surgical Center, at Lackland AF base in San Antonio.

Ashley Hum Clawson (mentored by Leslie Robinson): T-32 Research Postdoc at Brown University

Courtney Peasant (mentored by Jim Murphy and Gilbert Parra): T-32 Research Postdoc at Yale University.

Ali Yurasek (mentored by Jim Murphy): T-32 Research Postdoc at Brown University.

**2013 Graduates:**

Katherine Bracken Minor (mentored by Meghan McDevitt-Murphy): Clinical evaluator and treatment provider at Fellowship Health Resources (forensic evaluations in Wake County Detention Center, outpatient mental health and substance abuse treatment in the community)

Kelly Buckholdt (mentored by Katherine Kitzmann): Staff Psychologist, Jackson VAMC

Ashley Dennhardt (mentored by Jim Murphy): NIH Funded Postdoctoral Research Fellow -¬ University of Memphis Department of Psychology (HABIT Lab)

Lisa Jobe-Shields (mentored by Gilbert Parra): NIH Funded Postdoctoral Research Fellow -¬Medical University of South Carolina

Chris Monahan (mentored by Meghan McDevitt-Murphy): Staff Psychologist, Tampa VAMC

Shira (Bennett) Olson (mentored by Gayle Beck): Postdoctoral Fellowship, University of Washington Medical Center

Joah Williams (mentored by Meghan McDevitt-Murphy): NIH Funded Postdoctoral Research Fellow - ¬Medical University of South Carolina