



Guam-PIC Brochure

2024-2025

www.guam-pic.org

Accreditation & Membership Status

The Guam Psychology Internship Consortium (Guam-PIC) is not accredited by the American Psychological Association (APA). Our self-study was submitted in February 2023, and we have been approved for a site visit during the Fall 2024 cycle. Questions specifically related to the program's accreditation status should be directed to the Commission on Accreditation:

Office of Program Consultation and Accreditation
American Psychological Association
750 1st Street, NE, Washington, DC 20002
Phone: (202) 336-5979
Email: apaaccred@apa.org

Guam-PIC is a member of the Association of Psychology Postdoctoral and Internship Centers (APPIC). This internship program agrees to abide by all APPIC member policies including match policies that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Guam

The island of Guam is an unincorporated territory and westernmost point of the United States and the largest member of the Marianas Islands in the western Pacific Ocean. The Organic Act of Guam was signed into law on August 1, 1950 by President Harry S. Truman and grants American citizenship to all persons living in Guam and their children at the time of its enactment.

Guam has a long history of European colonialism. The island dates to the Latte Period of 2000BC, a period of Ancient CHamoru life before a Spanish expedition led by Ferdinand Magellan, a Portuguese explorer, arrived on March 6, 1521. The island's history spans the Spanish era, the American period, Japanese WWII occupation, and liberation by the United States in 1944, prior to becoming a U.S. territory.

The island culture is quite diverse and has a multi-ethnic population (e.g., CHamoru, Filipino, Federated of Micronesians, and Asian). The island's population, as of 2021, was over 168,000. Guam's indigenous people are CHamoru and comprise about 37% of the population (as of 2020 census). Filipinos comprise about 26% and Other Pacific Islanders about 11%. A small amount of the population are White, Hispanic, Black, or other ethnic origins or races. English and CHamoru are the official languages of Guam. Guam is most widely celebrated for its native CHamoru culture and pride.

Guam is known for beautiful pristine beaches, a relaxed island lifestyle, CHamoru villages, and its ancient latte-stone pillars. The pillars are capped by a hemispherical stone with the flat side facing up. It was used as a building support by the ancient CHamoru people, and they can be found throughout most of the Mariana Islands. In modern times, the latte stone is seen as a sign of CHamoru identity and is used in many different contexts.

Despite being the largest of the Micronesians islands, Guam is small. The island is 32 miles long and four to eight miles wide. Guam's primary source of income is tourism, and its second largest source of income comes from the military. Guam has two U.S. military facilities, the Naval Base in Santa Rita and Andersen Air Force Base in Yigo.

Guam has a tropical climate with temperatures typically ranging between 70-90° F and humidity ranging from 65 to 85 percent throughout the year. There are two distinct seasons, a dry season from January to May and a wet season from about June to November, which is also Typhoon season. Guam is close to the equator, so don't forget your sunscreen! Some of the most popular pastimes in Guam include hiking, visiting the beautiful waterfalls, engaging in various water sports, golfing, and frequenting the beautiful beaches. Guam also has spectacular snorkeling and diving opportunities and is known for having incredibly rich marine life. There are additional activities for thrill seekers such as skydiving and parasailing.

Guam is across the International Dateline from the continental United States. Guam uses the CHamoru Time Zone, formerly the Guam Time Zone, and observes standard time ten hours ahead of Coordinated Universal Time (UTC+10:00), which is 17 hours ahead of the United States' west coast (i.e., Pacific Standard Time).

Traveling to Guam entails 8 flight hours from Hawaii or 4 hours from Japan. Entry requirements for Guam are the same as for any U.S. destination. Passports are not required if individuals have a REAL ID-compliant license or another acceptable form of ID, such as a valid passport or U.S. military ID. Otherwise, a passport is recommended and is required for international travel.

Guam Behavioral Health & Wellness Center

In 1983, Guam established the Department of Mental Health and Substance Abuse (DMHSA), in CHamoru, Dipattamenton Salut Hinasso Yan Abuson Amot. Prior to that date, the Guam Memorial Hospital provided all mental health services. The Department of Mental Health and Substance Abuse later changed its name to **Guam Behavioral Health and Wellness Center** (GBHWC, pronounced GEB-WICK), which is accredited by Commission on Accreditation of Rehabilitation Facilities (CARF).

Mission

To provide a culturally respectful, quality behavioral health services, that support and strengthen the well-being of the persons served, their families and the community in a safe environment

Values

- **Cultural Humility** - Understanding of our cultural heritage and sensitivity to our consumers and their families.
- **Achievement** - Providing gold standard care by utilizing evidence based program, policies and training while respecting and integrating cultural practices.
- **Respect** - Treating our consumers and their families, co-workers, and professionals from other organizations with respect and dignity.
- **Engagement and cooperation** with the persons and organizations working together for the benefit of our consumers.

GBHWC is the sole state entity providing comprehensive public behavioral health services to the children, adolescents, and adults of Guam and is the only mental health facility in the Western Pacific providing comprehensive public behavioral health services to children, adolescents, and adults. Consumers across the lifespan can access inpatient, outpatient, day treatment and residential, case management, counseling, and assessment services. Drug and alcohol medically assisted services are also available for adults. GBHWC provides a 24-hour Suicide Hotline (988), Community Crisis Counseling (671-647-8833), Mobile Crisis Services, and 24-hour intake services. GBHWC also has comprehensive prevention programs (PEACE). The

GBWHC-PEACE program provides the Guam community and Guam's agencies' prevention trainings for suicide, alcohol, drugs, and tobacco use. All Guam behavioral health services offered are provided regardless of the person's ability to pay, and GBHWC accepts most medical insurances. GBHWC offers high quality of care via its main facility in Tamuning, satellite offices in the J&G Commercial Center in Hagatna, and across several group homes. Most services are offered at the main facility in Tamuning while outpatient Drug and Alcohol (GBHWC - New Beginnings) and Children and Adolescent Services are offered at the J&G Commercial Center in Hagatna.

In 2021, GBHWC served a total of 3,797 consumers, 2,335 in community settings, and 389 in inpatient settings. GBHWC served 576.8% males and 41.8% females. The top three ethnicities included (1) 67.3% Native Hawaiian and/or Pacific Islander (including CHamoru, Filipino, Federated States of Micronesia, and Commonwealth of Northern Marianas); (2) 22.5% Asian (Japanese, Korean and Chinese); and (3) 8.1% White. Over 46% of GBHWC consumers are aged 25 to 44, with the second highest population older than 45 years old (22.6%; 45- 64 years-old). Children and adolescents comprised 12.9% of the total consumers. Most of the GBHWC referred consumers are uninsured, with 64.3% unemployed. GBHWC consumers have a wide range of diagnoses, covering virtually all major categories of the DSM. Among the most common diagnoses on Guam are Adjustment Disorder, Anxiety-spectrum illnesses, substance use disorders, depressive disorders, schizophrenia-spectrum disorders, and bipolar spectrum disorders.

GBHWC @ Guam Department of Corrections

The Guam Department of Corrections (DOC) provides general management of detained individuals of Guam (e.g., pre-trial, federal and immigration detainees) and adjudicated minimum, medium, and maximum-security convicted individuals. The Guam DOC is comprised of its main facility, the Adult Correctional Facility (ACF) in Mangilao, and the Hagatna Detention Facility in Hagatna. Mental health services for Guam DOC are provided by GBHWC.

The ACF is a 602-bed facility, which includes the Women's Facility, the Community Corrections Center (C3), and a residential substance abuse treatment program (RSAT). The ACF also holds the overflow of detainees from the Hagatna Detention Facility. The Women's Facility is Guam's sole facility for women and houses all detainee and inmate types. C3 houses inmates classified as minimum-out and therefore eligible for work credit, work release, and educational release. RSAT is a 100% federally funded Relapse Prevention and Recovery Program available to all inmates to attain a healthier and drug free lifestyle upon release. The Hagatna Detention Facility, a 130-bed facility in Hagatna, houses local pre-trial detainees, immigration, and federal detainees.

The correctional institution prepares those that are imprisoned for reentry into society and addresses the root causes of their difficulties to reduce recidivism. The Diagnostic Treatment Services Division (DTSD) at ACF primarily deals with the changing of perspectives towards criminal attitudes through counseling and programming services. It acts as a linkage in maintaining the relationships of consumers with their families and the community. The Forensic/Mental Health Unit is responsible for performing diagnostic and treatment services for consumers with serious mental and behavioral health concerns and provides for the care and control of consumers to prevent suicide, including 24-hour crisis services. In addition to these functions, consumers are offered educational, vocational rehabilitation, inmate labor work, and religious programs. Consumers are also offered programs in substance use prevention, conflict resolution, anger management, emotional control, domestic violence, family reintegration, relapse prevention, personality modification, parenting, human sexuality, and pardon/commutation planning. Medication management for consumers is also provided.

As of April 2021, Guam DOC inmate population totaled 481. Of those 481, 55% were pre-adjudicated detainees, 41% were convicted inmates, 4% were Federal inmates, and less than 1% were Immigration and Naturalization Service (INS) detainees. The top three ethnicities included (1) CHamoru, (2) Filipino, and (3) Chuukese and/or Pohnpeian. About 76% of the consumers were male while 24% were female. As of 6/1/21, the ACF's Mental Health Unit provided services for 53 consumers. The primary language is English.

Guam Psychology Internship Consortium

Overview

The Guam Psychology Internship Consortium (Guam-PIC) represents the collaborative effort of two agencies – Guam Behavioral Health and Wellness Center (GBHWC) and Guam's Department of Corrections (DOC). Guam-PIC provides a diversified and generalist training program for doctoral psychology interns with a focus on providing culturally relevant and competent services for Guam's diverse and often underserved population. Guam-PIC provides a range of clinical and didactic experiences and training opportunities representing the necessary depth and breadth required for future professional practice in psychology, including a focus on public behavioral health, rural and underserved populations, and the shared experiences and demands of this region along with common treatment barriers. Guam-PIC firmly believes that all forms of diversity serve to enhance the training environment and professional growth of interns and faculty alike, as well as allow the diverse range of patients served to see themselves in their providers. To this end, Guam-PIC recruits applicants from diverse backgrounds.

Guam-PIC overarching goal of producing generalist child, adolescent, and adult psychology practitioners who have demonstrated the competency to function autonomously and responsibly, and who are well-prepared to acquire and maintain licensure. More specifically, Guam-PIC's training is based on the Practitioner-Scholar model. Guam-PIC prepares psychology interns to be clinical psychologists who are effective consumers of research and who utilize scholarly inquiry to inform their practice. We view the internship year within the overall context of doctoral psychological training and emphasize professional growth and development. Building upon interns' prior learning, we facilitate their transition from the role of student to that of professional psychologist. Therefore, an initial, collaborative assessment between supervisor and intern regarding intern strengths, weaknesses, existing knowledge/skill base, specific training needs, and areas of professional interest sets the tone for and amount of supervision an interns receive at the beginning of the training year. All training experiences are planned and coordinated such that as interns demonstrate increased competency, they are given increased autonomy in professional service delivery and assigned increasingly complex learning tasks. Thus, our training approach is sequential, cumulative, and graded in complexity. To successfully complete the program, interns are expected to achieve competence in each APA profession-wide competencies and associated learning elements, and one program-specific competency and associated learning elements, all of which are formally evaluated at the mid and endpoint of each rotation.

Interns gain experience in multiple areas of psychology which include, but are not limited to, individual and group psychotherapy, psychological testing, report writing, and consultation. While with Guam-PIC, interns will work with children, adolescents, adults, and older adults in out and inpatient settings with mental health concerns with varying diagnoses, including serious mental illness. Interns are given the opportunity to provide a variety of treatment modalities to help residents achieve their treatment goals. These include, but are not limited to, activities that are in consultation with treatment team members, as an individual therapist, or as a treatment team member within the unit milieu:

- brief/solution-focused therapy
- cognitive-behavioral therapy

- desensitization therapy
- rational-emotive therapy
- client-centered therapy
- family-focused therapy
- dialectical behavior therapy
- supportive psycho-educational activities
- critical problem-solving skills
- crisis response

Interns not only work with clients but also have opportunity to interact closely with other disciplines such as psychiatrists, psychiatric technicians, pharmacists, nurses, social workers, licensed counselors, community aides, care/WRAP coordinators, and others. Interns who complete an internship with GBHWC are expected to be well-rounded in the practice of psychology and leave with the skills necessary to treat and assess diverse populations as well as those who live with various mental health accommodations.

Guam-PIC has partnered with the Western Interstate Commission for Higher Education's Behavioral Health Program (WICHE BHP) for internship development, consultation, and support. A central tenet of WICHE BHP's mission is building the behavioral health workforce in the western United States. To date, and now including Guam, WICHE BHP has assisted with the development of successful and accredited psychology internship programs and consortia in 10 western states and territories (e.g., Alaska, Hawaii, Nevada, Idaho, Oregon).

Structure

Guam-PIC is a 12-month, 2080-hour, full time internship program that offers two positions with a \$40,841.00 stipend. The program starts on September 1 and ends on August 31 each year (unless otherwise specified, e.g., a later start date can be arranged for those participating in the Post-Match Vacancy Service).

Training hours are Monday through Friday from 8am to 5pm. Intern do not provide on-call services. Interns are considered employees of GovGuam/Department of Administration and GBHWC. As employees, interns are eligible for health insurance, retirement, life insurance, and receive additional benefits such as paid holidays and paid leave.

There are twelve (12) paid Guam government and Federal holidays during the training year. Interns receive four (4) hours of annual leave and four hours of sick leave every pay period (biweekly, every other week).

Interns also have access to Administrative Leave, which can be applied toward training, maternity/paternity leave, days declared by the Governor of Guam, etc. Assessment and other necessary training materials are provided. Interns have access to administrative and IT support.

Faculty

Dr. Mary Fegurur is the Guam-PIC Program Director. She also serves as the primary supervisor for the Children and Adolescent Services. Dr. Alan Butler is the Associate Guam-PIC Program Director. He serves as the primary supervisor for the Adult Services Division. James Cooper-Nurse, PhD, serves as adjunct faculty/site consultant at Children and Adolescent Services and Athena Duenas, MA, CSAC III, LPC, serves as adjunct faculty/site consultant for Drug and Alcohol Services. Experiential training/exposure to Drug and Alcohol and Department of Corrections will be supervised by Dr. Fegurur.

Training Experiences

Guam-PIC internship prepares interns for doctoral-level independent practice in clinical psychology. Interns complete 6-month rotations in Adult Services Division and in Children and Adolescent Services while gaining exposure to Drug and Alcohol Services and Department of Corrections based available opportunities and intern interest. Each opportunity provides a unique learning experience that enhances the intern's clinical, diagnostic, and assessment skills and knowledge. Adult Services Division is located at the main facility in Tamuning. Outpatient drug and alcohol services and outpatient children and adolescent services is located in the J&G Commercial Center in Hagatna. The primary training site for DOC is the Adult Correctional Facility in Mangilao.

Adult Services Division

The Adult Services Division (ASD) offers individual, family, and group behavioral health inpatient, outpatient, and residential treatment opportunities at several locations throughout Guam for individuals ages 18 and older experiencing a variety of life, emotional, and mental health issues from adjustment to life stressors to serious mental illness. In this internship program, students learn to practice as generalist psychologists across the continuum of care, addressing the needs of a rural and diverse community. Adult consumers are seen via scheduled face2face or telehealth appointments. The Adult Services rotation will include clinical training for adults residing in group homes. GBHWC has five group homes (three of the homes are for adults diagnosed with SMI and two homes are for adults diagnosed with a co-occurring SMI and Developmental Disability (DD)). Additionally, interns assist the Adult Inpatient Unit, a structured crisis stabilization program consisting of 16 beds for individuals who present an imminent threat to themselves or others or are gravely disabled.

Children and Adolescent Services

Children and Adolescent Services provides child/adolescent behavioral health outpatient services (ages 5 to 18 years). Typical diagnoses include childhood onset emotional, behavioral, or mental disorder, substance use disorder, or developmental disorders. During this rotation, Guam-PIC interns will provide comprehensive cognitive, achievement and behavioral testing services. Additionally, interns will provide individual, family and group therapies for inpatient, outpatient, and residential care placements. Working collaboratively with multiple agencies (e.g., Child Protective Services, Guam Department of Education, Guam Superior Courts), interns will incorporate System of Care philosophy and adhering to the Wraparound Fidelity Model. Interns also provide support to GBHWC-Child Inpatient Unit which provides structured crisis stabilization services to children and adolescents presenting an imminent danger to themselves and/or others. Among some of the skills interns learn at this rotation include Trauma-Focused Cognitive Behavioral Therapy (TF-CBT).

Drug and Alcohol Services

Drug and Alcohol Services provides inpatient, outpatient, residential, and medically assisted substance-use treatment for adults who are at risk or diagnosed with a Substance-Use Disorder (SUD). Among some of the skills interns learn at this rotation include conducting assessments using the American Society of Medicine (ASAM) placement criteria and administering psychological assessments to identify co-occurring disorders. Interns will learn to apply evidenced-based practices like motivational interviewing and Dialectical Behavioral Therapy for Substance Users (DBT-S). Furthermore, interns provide support to GBHWC-Medically Assisted Unit which provides structured "detox" services. The MAT unit with 16-beds provides 24-hour medical, psychiatric, psychological, and counseling services.

Department of Corrections

The Guam Department of Corrections (DOC) provides general management of detained individuals of Guam (e.g., pre-trial, federal and immigration detainees) and adjudicated minimum, medium, and maximum-security convicted individuals. The Guam DOC is comprised of its main facility, the Adult Correctional Facility

(ACF) in Mangilao, and the Hagatna Detention Facility in Hagatna. Mental health services for Guam DOC are provided by GBHWC. Interns can develop psychological skills and competencies in assessment and treatment of SMI, malingering, personality disorders, and crisis intervention. Interns enhance their skills in professional development and clinical consultation. Interns additionally provide supports to the Crisis Stabilization Unit Program which provide structured crisis stabilization services in a locked unit for inmates and/or detainees presenting as an imminent danger to self and/or others. Consultation is regularly provided to consumers, family members, medical providers, correction officers, program coordinators, and members of the client's multidisciplinary team concerning the psychological dimensions of the consumer. Because the DOC consists of the different facilities and programming, training opportunities are rich for interns.

Required Major Training Emphases

All sites offer the following major training emphases.

Behavioral Health Intervention

As behavioral health intervention is the primary training emphasis, interns across training sites spend approximately 10-15 hours per week in activities related to behavioral health intervention. All sites provide interns the chance to work with a diverse range of underserved consumers within a variety of therapeutic modalities. Individual, group, family, and/or couples therapy treatments are available at some sites. Consumers served range widely in age, race, ethnicity, and diagnostic presentation.

Psychological Assessment

Interns across training sites spend approximately 5-15 hours per week in activities related to assessment. Interns at every site administer, interpret, and provide written synthesis of psychological test batteries. Assessments may include record reviews, clinical interviews, intellectual, achievement, personality, risk assessment, drug assessments, and/or competency-based measures. Interns have opportunities to write reports and make recommendations that convey meaningful information to prescribers, treatment teams, consumers, and families. Assessment opportunities and requirements vary by site.

Consultation and Systems Collaboration

Interns spend approximately 6-8 hours per week in activities related to consultation and systems collaboration, learning to consult with a variety of other providers and stakeholders. Collaborative opportunities include working within an interdisciplinary treatment team, providing psychological consultation to other disciplines, and partnering with community social service, medical and legal services. Opportunities for consultation and systems collaboration vary by site.

Evaluation

Guam-PIC interns are required to demonstrate minimum levels of achievement across all competencies and associated learning elements described above. Informal evaluation is ongoing throughout the year, and supervisors are expected to provide interns with routine feedback on strengths and areas for growth, so that formal evaluation feedback does not come as a surprise.

Additionally, interns are formally evaluated by their supervisor at the mid and endpoint of each 6-month rotation. Evaluations are conducted using the Guam-PIC Intern Evaluation Form, which includes a Likert Scale and comment spaces for qualitative feedback regarding the intern's performance progress. The evaluation form includes ratings on all nine APA profession-wide competencies and one Guam-PIC program-specific competency (Public Behavioral Health) and their associated learning elements.

Supervisors are expected to carefully review the evaluations with interns during scheduled supervision, and interns are encouraged to ask for clarification and express concerns as indicated. The evaluation is signed by both the intern and supervisor and the intern receives a copy. A copy is also submitted to the Program Director who maintains this in the intern's records indefinitely.

The minimum level of achievement (MLA) on each evaluation changes over the course of the training year, reflecting expected growth in competence. The MLA at the 3-month evaluation for each professional wide competency and learning element is 2. The MLA at the 6-month evaluation for each professional wide competency and learning element is 3. The MLA at the 9-month evaluation for each professional wide competency and learning element is also 3. The MLA at the 12-month evaluation for each professional wide competency and learning element is 4. If an intern receives a score lower than the MLA at any evaluation point, or if supervisors have reason to be concerned about the intern's performance or progress, the consortium's Due Process procedures may be initiated. The Due Process guidelines can be found in the Guam-PIC Intern Handbook, which is carefully reviewed during Intern Orientation. The policy may also be found on the program's website. At the final evaluation period, interns must achieve a rating of "4" for each competency, reflecting their readiness to practice at an entry level of professional psychology.

Meeting the hours requirement (a one-year fulltime internship), attending required training experiences (e.g., didactic seminar, cultural retreats), and obtaining sufficient ratings on all evaluations demonstrates the intern has progressed satisfactorily through and completed the internship program.

Additional Training Requirements & Information

Case Presentations

Interns present four 90-minute therapy or assessment case presentations throughout the training year. Interns will be taught the format of the case presentations during Guam-PIC Orientation and will review the Case Presentation Evaluation Form.

Didactics

Interns also participate in weekly, 2-hour didactic training focused on relevant topics and developmentally appropriate for advanced psychology trainees.

Direct Client Contact

Across the year, at least 25% (about 500 hours) of the interns' time is spent in direct service delivery (e.g., delivering clinical interventions, conducting assessments). This equates to approximately 10 hours per week (of 52 weeks). **To meet this requirement, interns should aim to complete 15 hours of direct client contact per week.**

Process Group

Interns participate in a monthly 1-hour process group. During this time, interns are encouraged to support one another through shared experience, knowledge, and feedback.

Research

All Guam-PIC interns are trained to be effective consumers, interpreters, and appliers of scientific information. Interns are expected to integrate current research literature and findings into case presentations and clinical practice.

Supervision

All interns receive a minimum of four (4) hours per week of supervision by licensed psychologists - 2 hours of individual supervision and 2 hours of group supervision. Supervision will either be person or through video conference as necessary. All supervisors subscribe to an informal “open door” policy, and interns are encouraged and welcomed to seek consultation and supervision as needed. Interns may receive additional individual and/or group supervision at their sites by a licensed psychologist or another appropriately credentialed professional, as needed. Licensed supervisors provide interns with experientially based clinical training. Individual supervision focuses on discussing clinical work through case conceptualization with a focus on each professional wide competency. Group supervision focuses on case presentation, the provision of supervision, topic-focused discussion, intern-led didactics, and professional development.

Prevention and Training Branch of GBHWC

Interns also participate in the Prevention and Training Branch of GBHWC by providing outreach and prevention to meet the needs of Guam’s rural and diverse population. Some of the prevention and outreach activities include psychoeducational workshops, committee work, mental health awareness month, screening days, and other activities.

Intern Cohesion

Interns also participate in intern cohesion activities (e.g., quarterly brown bag lunches, quarterly cultural retreats). Additional training opportunities may be offered throughout the year, both cohort-wide and at individual sites.

Guam-PIC Aim Competencies

Program Aim

The aim of Guam Psychology Internship Consortium’s (Guam-PIC) is to prepare, train, and retain psychologists to provide culturally competent collaborative health care for the underserved and diverse people of Guam.

Profession Wide Competencies and Learning Elements

It is expected that by the conclusion of the internship year, interns will have achieved competence demonstrating that they are prepared for entry level independent practice and licensure in the following areas:

1. Research

- a. Demonstrates the substantially independent ability to critically evaluate research or other scholarly activities (e.g., case conference, presentations, publications);
- b. Disseminates research and other scholarly activities (e.g., case conference, presentations, publications) at the local, regional, or national level; and
- c. Independently accesses and applies scientific knowledge and skills appropriately to the solution of problems.

2. Ethical and Legal Standards

- a. Be knowledgeable and act in accordance with each of the following:
 - i. the current version of the APA Ethical Principles of Psychologists and Code of Conduct;
 - ii. relevant laws, regulations, rules, and policies governing health service psychology at

the organizational, local, state, regional, territorial, and federal levels; and
iii. relevant professional standards and guidelines.

- b. Recognizes ethical dilemmas as they arise and apply ethical decision-making processes in order to resolve the dilemmas;
- c. Conducts self in an ethical manner in all professional activities; and
- d. Seeks supervision and consultation in order to resolve ethical dilemmas.

3. Individual and Cultural Diversity

- a. Demonstrates an understanding of how one's own personal/cultural history, attitudes, and biases affects how one understands and interacts with people different from themselves;
- b. Demonstrates knowledge of the current theoretical and empirical knowledge base as it relates to addressing diversity in all professional activities including research, training, supervision/consultation, and service;
- c. Demonstrates the ability to integrate awareness and knowledge of individual and cultural differences in the conduct of professional roles;
- d. Demonstrates the ability to apply a framework for working effectively with areas of individual and cultural diversity;
- e. Demonstrates the ability to work effectively with individuals whose group membership, demographic characteristics, or worldviews create conflict with their own; and
- f. Considers relevant cultural issues in case conceptualization, selection of assessment tools, diagnosis, and determination of treatment modality.

4. Professional Values, Attitudes, and Behaviors

- a. Behaves in ways that reflect the values and attitudes of psychology, including cultural humility, integrity, deportment, professional identity, accountability, lifelong learning, and concern for the welfare of others;
- b. Engages in self-reflection regarding one's personal and professional functioning, engage in activities to maintain and improve performance, well-being, and professional effectiveness;
- c. Actively seeks and demonstrates openness and responsiveness to feedback and supervision;
- d. Responds professionally in increasingly complex situations with a greater degree of independence as they progress across levels of training;
- e. Actively participates in scheduled appointments, training activities, required documentation, and meetings consistently in a timely manner; and
- f. Maintains appropriate boundaries in professional and clinical relationships.

5. Communication and Interpersonal Skills

- a. Develops and maintains effective relationships with a wide range of individuals, including colleagues, communities, organizations, supervisors, supervisees, and those receiving professional services;
- b. Demonstrates a thorough grasp of professional language and concepts; produce, comprehend, and engage in written, verbal, and non-verbal communications that are informative and well-integrated; and
- c. Demonstrates effective interpersonal skills and the ability to manage difficult communication well.

6. Assessment

- a. Demonstrates current knowledge of diagnostic classification systems, functional and dysfunctional behaviors, including consideration of client strengths and psychopathology;

- b. Demonstrates understanding of human behavior within its context (e.g., family, social, societal, and cultural);
- c. Demonstrates the ability to apply the knowledge of functional and dysfunctional behaviors including the context to the assessment and/or diagnostic process;
- d. Selects and applies assessment methods that draw from the empirical literature and that reflects the science of measurement and psychometrics;
- e. Collects relevant data using multiple sources and methods appropriate to the identified goals and questions of the assessment as well as relevant diversity characteristics of the service recipient;
- f. Interprets assessment results, following current research and professional standards and guidelines, to inform case conceptualization, classification, and recommendations, while guarding against decision-making biases, distinguishing the aspects of assessment that are subjective from those that are objective; and,
- g. Communicates the findings and implications of the assessment in an accurate and effective manner to a range of audiences.

7. Intervention

- a. Establishes and maintains effective relationships with the recipients of psychological services;
- b. Develops evidence-based intervention plans specific to the service delivery goals;
- c. Implements interventions informed by the current scientific literature, assessment findings, diversity characteristics, and contextual variables;
- d. Demonstrates the ability to apply the relevant research literature to clinical decision making;
- e. Modifies and adapts evidence-based approaches effectively when a clear evidence-base is lacking;
- f. Evaluates intervention effectiveness and adapts intervention goals and methods consistent with ongoing evaluation; and
- g. States and explains one's theoretical orientation regarding behavior change.

8. Supervision

- a. Applies supervision knowledge in direct or simulated practice with psychology trainees, or other health professionals. Examples of direct or simulated practice examples include, but are not limited to, role-played supervision with others, and peer supervision with other trainees;
- b. Applies the supervisory skill of observing in direct or simulated practice;
- c. Applies the supervisory skill of evaluating in direct or simulated practice; and,
- d. Applies the supervisory skills of giving guidance and feedback in direct or simulated practice.

9. Consultation and Interprofessional/Interdisciplinary Skills

- a. Demonstrates knowledge and respect for the roles and perspectives of other professions;
- b. Applies knowledge of consultation models and practices in direct or simulated consultation with individuals and their families, other health care professionals, interprofessional groups, or systems related to health and behavior; and
- c. Demonstrates ability to work within a team-based approach to clinical services

10. Public Behavioral Health

- a. Demonstrates understanding of the public behavioral health system;
- b. Demonstrates understanding of and sensitivity to the specific social and environmental stressors of underserved client populations by appropriately considering these factors in assessment, diagnosis, and treatment planning;
- a. Demonstrates knowledge of organizational, local, and state policies, regulations, and statutes, and their impact on the profession of psychology and the delivery of services; and,
- b. Demonstrates the ability to critically evaluate the system of care, including strengths, challenges, and impacts on persons served.

Selection Criteria

Guam-PIC is currently accepting applications from doctoral level students from APA-accredited and non-APA accredited programs. All applicants must be certified by their academic program as being ready for internship.

Guam-PIC firmly believes that all forms of diversity serve to enhance the training environment and professional growth of interns and faculty alike, as well as allow the diverse range of patients served to see themselves in their providers. Applicants are individually evaluated in terms of quality of previous training, practicum experiences, fit with the internship, and diversity contributions they may bring to the program. Guam-PIC also takes into consideration the potential commitment or interest of any prospective intern to remain in Guam with GBHWC following internship. Building a strong behavioral health workforce is an important consideration for Guam and Guam-PIC.

The selection process is based on the entire application package, and applicants with the following qualifications are preferred.

1. A minimum of 400 intervention hours
2. A minimum of 50 assessment hours
3. Dissertation proposal defended
4. Experience or special interest in working with diverse populations with varying behavioral health concerns in rural or underserved areas
5. Interest in or commitment to remain in Guam with GBHWC following internship

Application Process

Applicants interested in applying to Guam-PIC should submit their application via the applicant portal. A complete application consists of the following materials:

1. Cover letter describing your interest Guam-PIC
2. A completed online AAPI (APPIC's standard application)
 - a. Current Curriculum Vitae
 - b. Three letters of recommendation
 - i. At least two letters should be from direct supervisors.
 - ii. ***Please do not submit more than three letters.***
 - c. Official transcripts of **all** graduate coursework
3. Supplementary Materials:
 - a. An appropriately redacted psychological testing report
 - b. A one-page clinical case conceptualization

Match Contingencies & Pre-Employment Processes

Match is contingent on interns completing the pre-employment process. Interns will receive detailed instructions about how to complete the pre-employment process as internship approaches. In sum, the pre-employment process includes submitting a GBHWC application, obtaining police and court clearances, signing a urine drug screen consent form, and passing a random urine drug screening.

Most of the pre-employment process is completed once on island and must be completed before internship can start. *To prevent delays in starting the program and to ensure the cohort can start together, interns are strongly encouraged to arrive on island at least three weeks before internship begins.* Once on island, interns are asked to get a local Guam telephone number for ease of communication.

Submitting a GBHWC Application by August 1 (or TBD if participating in the PMVS)

Matched interns will be emailed an GBHWC Application form to complete and submit to GBHWC Human Resources (with Guam-PIC's Program Directors cc'd) by August 1 while off island/before coming to Guam. Completing this application is necessary to initiate the GovGuam/Department of Administration (DOA) pre-employment process.

Police Clearance

Once on island, interns obtain a Police Clearance from the Guam Police Department (GPD) Records and ID Section. A Police Clearance is synonymous with a criminal background check and reflects a record of any criminal conviction(s) subject to Guam Law. Additional information about obtaining a Police Clearance can be found [here](#).

Court Clearance

Once on island, interns obtain a Court Clearance from the Guam Superior Court. A Court Clearance, also known as a Certificate of Search, is a record of any pending criminal and/or civil cases with the District Court of Guam. Additional information about obtaining a Court Clearance can be found [here](#).

Drug Screening

GovGuam is a drug-free workplace, and interns are in Test Designated Positions (TDP) at GBHWC. Interns are asked to sign and submit a TDP Pre-Employment/Test Designated Position Consent and Acknowledgement Form *once on island and available for testing with a local number available to call*. Once this form has been received, interns will be called randomly to submit for testing. Interns receive a minimum of 30 minutes and a maximum of one hour notification to present for testing. The presence of marijuana, cocaine, amphetamines, phencyclidine (PCP), and opiates will be disqualifying.

GovGuam/DOA New Employee Orientation

Once the above processes have been completed and negative drug test results are received, interns can schedule and participate in DOA's day-long New Employee Orientation on September 1 (or the nearest business day, if falling on a weekend). This orientation covers expectations and policies for GovGuam and involves several assigned tasks, including but not limited to opening a local Guam banking account(s) to receive GovGuam/GBHWC pay via direct deposit and completing a physical with a Guam physician within 30 days of DOA orientation.

GBHWC & Guam-PIC Orientation

Following DOA orientation, interns will participate in GBHWC's New Employee Orientation Parts 1 and 2, several other required GBHWC trainings, and Guam-PIC orientation.

GBHWC New Employee Orientation occurs across two days and involves various trainings (e.g., Health and Safety, Infection Control, Cyber Security, Ethical Code of Conduct, Employee Dress Code, Cultural Humility). Additional required trainings include Culturally and Linguistically Appropriate Services (CLAS, focusing on providing services that are respectful of and responsive to individual cultural health beliefs and practices, preferred languages, health literacy levels, and communication needs) and EveryDay Behavioral Tools (focuses on methods to manage behaviors before they escalate to a crisis).

Guam-PIC Orientation involves reviewing the Guam-PIC Handbook in detail (e.g., program structure, rotations, schedule of evaluations and evaluation forms, and internship policies), reviewing Psychology Department policies, meeting GBHWC Administration and GBHWC Clinical Services staff, learning about GBHWC grant programs and staff, and touring GBHWC and DOC facilities.

Guam-PIC Contact Information

For more information about Guam-PIC or its application or interview process, please contact either Guam-PIC's Training Director, Dr. Mary Fegurgur (drmaryf@wiche.edu) or to the program's WICHE consultant, Erica Leeper (eleeper@wiche.edu).



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