



## **NM-PIC Policy: Supervision and Videoconference Supervision**

### General Supervision:

The New Mexico Psychology Internship Consortium recognizes the rights of interns and faculty to be treated with courtesy and respect. To maximize the quality and effectiveness of the interns' learning experiences, all interactions among interns, training supervisors, and faculty/staff are collegial and conducted in a manner that reflects the highest standards of the profession. NM-PIC faculty inform interns of these principles and of their avenues of recourse should problems arise through policies that are available at NM-PIC.org and in the intern handbook.

NM-PIC faculty regularly schedule supervision and are accessible for consultation to interns when they are providing clinical services. NM-PIC faculty provide interns with a level of observation, guidance and supervision that encourages successful completion of the internship. Faculty serve as professional role models and engage in actions that promote interns' acquisition of knowledge, skills, and competencies consistent with the NM-PIC's training aims.

One licensed psychologist serves as primary clinical supervisor for each intern. Interns receive a minimum of two (2) hours of individual supervision each week from a licensed psychologist. Supplemental weekly individual supervision may be provided by other appropriately credentialed professionals at the training site. Two hours of weekly group supervision will be required and conducted with all interns across consortium sites via distance technology. Group supervision may focus on clinical topics, legal/ethical issues, issues of cultural and individual differences, and applying research to clinical work. All interns will receive a total minimum of 4 hours per week of supervision.

### Videoconference Supervision:

The New Mexico Psychology Internship Consortium uses videoconferencing to provide weekly group supervision to all interns. This format is utilized to promote interaction and socialization among interns and faculty. Interns and faculty meet in a virtual conference room and interact



via high-quality real-time transmission of simultaneous video and audio. Group supervision in this format is required for all current NM-PIC interns for two hours each week, at a regularly scheduled time. This supervision group is led by members of the NM-PIC training faculty on a rotating basis. NM-PIC places high value on cohesion and socialization of intern cohorts, and virtual meetings via videoconferencing are an effective way to foster connection during the intervals between in-person meetings. This structure also provides all interns with the opportunity to experience a breadth of supervisory relationships beyond their primary supervisor. Given the geographical distance between training sites, this model allows the interns to form greater connection to the entire training faculty than would be experienced otherwise. It is expected that the foundation for these supervisory relationships will be initially cultivated during NM-PIC's orientation, such that interns will have formed relationships with the entire training faculty prior to engaging in videoconference group supervision. For all clinical cases discussed during group supervision, full professional responsibility remains with the intern clinician's primary supervisor, and any crises or other time-sensitive issues are reported to that supervisor immediately.

All NM-PIC videoconferencing occurs over a secure network. Supervision sessions using this technology are never recorded. All interns are provided with instruction regarding the use of the videoconferencing equipment at the outset of the training year. Technical difficulties that cannot be resolved on site are directed to the Program Director and/or IT services at the home agency. All videoconferencing supervision attendees are required to use the same professional behavior and decorum as would be expected during an in-person meeting.