

STATE OF NEW JERSEY
DEPARTMENT OF HUMAN SERVICES
ANCORA PSYCHIATRIC HOSPITAL
CLINICAL PSYCHOLOGY INTERNSHIP
TRAINING PROGRAM

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CLINICAL PSYCHOLOGY INTERNSHIP PROGRAM ANCORA PSYCHIATRIC HOSPITAL

INTRODUCTION

Ancora Psychiatric Hospital (Ancora Hospital) is the largest of three JCAHO accredited state psychiatric facilities operated by the Division of Mental Health and Hospitals of the New Jersey Department of Human Services (NJ DHS). The hospital's stated mission is to provide quality comprehensive psychiatric, medical, and rehabilitative services to encourage maximum patient independence and movement towards community reintegration within an environment that is safe and caring (*Ancora Patient Handbook*, 2008). The Ancora Hospital Internship Program has been in existence since 1970. In addition to the psychology internship, clinical training programs are in place for psychiatric nursing, music therapy, clinical pharmacy, social work, chaplaincy, and the physicians' assistant program. Thus training and professional development are highly valued, and viewed as integral to the overall mission of the institution.

With over 1320 full-time staff serving 500 patients, Ancora is a major hospital with an exciting array of resources. Opened in 1955 on 650 acres in the famous Pinelands of Southern New Jersey, Ancora is close to both Philadelphia and Atlantic City. The hospital provides a variety of psychological, psychiatric and supportive services for adult residents of New Jersey. Patients are referred for admission from community and county hospitals, from community mental health screening centers, and from a variety of forensic settings. Ancora Hospital provides services to a diverse population managing individuals with a variety of psychiatric diagnoses, ethnic backgrounds, and socioeconomic statuses. Diagnoses vary throughout the spectrum of psychopathology and include cognitive and memory disorders, the schizophrenic spectrum, bipolar and mood disorders. In addition, disorders based in trauma history, various Axis II disorders, and unusual organic and post-injury presentations are represented. In 2010, the hospital had 689 admissions and 719 discharges. A racial/ethnic profile of patients indicated that 61% were Caucasian, 30% were African-American, and 8% were of Asian or Hispanic descent. Ancora provides inpatient psychiatric hospitalization for an adult population. Children or individuals under the age of 18 are not seen for treatment.

HOSPITAL ORGANIZATION

Ancora Hospital's mental health care is organized into four primary service divisions: These include the Admissions/Acute Care Units, the Geriatric/Health Care Unit, the Extended Care Residential Treatment Units, and the Forensic Unit. Clinical services are delivered in five different patient care buildings. These buildings include Birch Hall, Cedar Hall, Holly Hall, Larch Hall, and the Main Building. Each building houses between 3 and 4 wards, for a total of 17 operational wards across the hospital. Services are provided based on a variety of patient factors, to include the person's legal status, level of functioning and/or level of care needs, and anticipated hospital stay.

Admissions/Acute Care: There are three admission units located in the Main Building. Two wards are co-ed and one is an all male ward. With the exception of forensic and geriatric patients, all other patients are processed directly through the Admissions Intake Unit and then

transferred to one of the admission wards. The combined bed capacity of the three admission wards is approximately 80 patients. The average length of stay is 60 days. At that time patients are either discharged or transferred to one of the other buildings. While in admissions, patients are stabilized and provided with appropriate medical care. Basic self-care needs are addressed, and efforts are made to help patients adjust to their hospitalization. Brief discipline-specific assessments are completed to assist in a determination of the patient's needs and to provide a guide to appropriate placement within the other hospital units should further hospitalization be necessary. Psychologists on the admissions units provide a full range of psychological services including individual and group psychotherapy and psychological testing and assessment. Patients who are expected to achieve discharge within a 6 month time period are transferred to Larch Hall, a 90-bed co-ed, acute care unit.

Geriatric-Psychiatric/ Health Care Services: This service is located in the Main Building and consists of two co-ed geriatric-psychiatric wards. The geriatric-psychiatric wards have a combined bed capacity of 57 with the majority population being in the 60+ age range. Most patients present with histories of psychiatric hospitalizations related to chronic mental illness. Although other geriatric admissions are a result of behavioral manifestations related to dementia or associated with organic brain syndromes, such as Huntington's Disease.

Extended Care Units: Cedar Hall and Birch Hall provide a total of 170 beds for men and women on involuntary commitment status with varied treatment and rehabilitative needs including patients with developmental disabilities and longer-term care for patients with chronic conditions that require more comprehensive services. The two units, configured in a similar manner, are designated to treat chronic, regressed male and female patients.

Forensic Services: The Secure Care Unit (Holly Hall) is a 160-bed unit serving patients who have involvement with the legal system. These include Detainer patients, Incompetent to Stand Trial (IST) patients, Megan's Law patients, and Not Guilty By Reason of Insanity (NGRI) patients. State statutory provisions shape the forensic mission of this unit. Three of the wards are predominately for NGRI patients, but also care for patients with outstanding charges in the community and/or patients who are admitted from the county jails (Detainer patients). One Holly Hall ward is dedicated to the treatment of sex offenders and provides specialized treatment for this population. Finally, residents committed as Incompetent to Stand Trial (IST) have active criminal charges and are evaluated and provided treatment geared towards the restoration of their competence.

ANCORA PSYCHIATRIC HOSPITAL PSYCHOLOGY DEPARTMENT

Although it is an independent department with its own organizational structure, the Ancora Hospital Psychology Department is organized hierarchically under the hospital's Chief Executive Officer and Medical Director. Currently there are 21 full time psychologists in the department. There is currently one Administrator of Psychological Services and two co-Directors of Training. One psychologist in each patient building serves as the Unit Coordinator of psychological services for that service. The Department also includes four Behavior Support Technicians assigned to Cedar Hall. These specialized technicians work under the supervision of the ward

psychologist who coordinates their daily activities. Behavioral Support Technicians are responsible for developing and implementing a variety of patient programs including behavioral management programs.

The Psychology Department presently consists of nineteen doctoral level psychologists and two masters' level psychologists. Ancora Hospital is considered an exempt setting, and licensure is not required for employment. However, seven psychologists are licensed in New Jersey and five are licensed in Pennsylvania. One additional psychologist has completed the EPPP and is awaiting his oral examination.

PSYCHOLOGY INTERNSHIP PROGRAM

The Ancora Hospital Psychology Department offers a one-year, full-time (1750 hours) American Psychological Association accredited predoctoral internship in clinical psychology. The time frame and number of hours designated for the internship are consistent with the licensing requirements of the State of New Jersey. Under special circumstances we are able to exercise some flexibility to allow interns to accumulate up to 2000 hours of internship experience during the year if such a requirement is necessary. There are currently four full-time internship positions each with the official designation of Psychology Intern. As a department, we are supportive of clinicians from varied backgrounds and theoretical orientations, and our interns come into contact with varying points of view and methodologies.

Clinical services are delivered through a multidisciplinary treatment approach to patient care; consistent with this approach, each psychology intern is assigned to a specific treatment team consisting of his or her supervising psychologist, a psychiatrist, social worker, nurse, and administrative program coordinator (team leader). Each treatment team provides multidisciplinary services to a single ward housing approximately 25-30 patients. In this setting, the intern has the opportunity to observe and work with a professional psychologist and to interact with staff from other disciplines.

TRAINING MODEL AND PHILOSOPHY

Our philosophy maintains that effective internship training requires a balance of clinical experience, supervision, and didactic training in an environment that provides encouragement and challenge. This philosophy is formalized in an Integrative-Developmental-Practitioner Model, a training model that combines experiential and didactic learning as well as learning through mentorship and supervision. It is an integrative model in that, although we do not require direct research as a component of the internship, we emphasize the integration of scientific findings into clinical practice. It is a developmental model in that each new skill and competence is built upon skills and competencies already mastered. The practitioner focus of the model emphasizes the importance of applying existing knowledge and skills through clinical practice during the internship year. The overarching goal of the clinical internship at Ancora Hospital is to recruit, select, and train qualified psychology interns whose career goals include the provision of clinical services to a diverse adult population. We also seek to promote professional competence, foster high standards of ethical practice, develop individual and cultural sensitivity, and promote an environment of collaboration and cooperation with other

disciplines. We look to foster a strong professional identity for the young psychologist, and we hope to encourage continuing professional growth.

ANCORA HOSPITAL INTERNSHIP ADMINISTRATIVE STRUCTURE

Directors of Training: The Directors of Training are responsible for the administration and coordination of the various components of the Ancora Hospital Psychology Internship Program. Drs. Margo Morgan and Jeffrey Uhl currently serve as Co- directors of Internship Training. Both Drs. Morgan and Uhl are licensed New Jersey psychologists. The Co-directors of Training have an important role in the intern selection process as well as in the maintenance of supervisory and training standards.

Ancora Hospital Internship Committee: The Internship Committee is composed of all internship supervisors and the Administrator of Psychology. It is headed by the Co-directors of Training. Members of this committee participate in the routine administration of the Ancora Hospital Internship Program and have input into intern selection and evaluation, supervisor selection, program development, affiliated site development, and quality improvement.

Intern Representative: The Intern Representative is a member of the Psychology Department who has no intern supervisory responsibilities. He or she is an individual who acts in a supportive role for the interns and is open for discussion of issues or problems related to the internship. The current Intern Representative is Ms. Debra Saper. Ms. Saper meets with the interns as a group twice a month for an open discussion.

PSYCHOLOGY INTERNSHIP PROGRAM TRAINING STAFF

Dr. Carl E. Welte currently serves as the Acting Administrator of Psychology. He received his Ph.D. in Educational Psychology from Temple University, and has been on staff at Ancora Hospital since 1984. His prior mental health experience includes work in military, substance abuse, outpatient, and physical rehabilitation settings. He holds a *Certificate of Proficiency in the Treatment of Alcohol and other Psychoactive Substance Use Disorders*, and is licensed as a psychologist in New Jersey and Pennsylvania. His area of professional interest is Forensic Psychology. Dr. Welte is also a licensed Registered Nurse, and provides expertise and consultation on general health care issues related to psychological practice.

Dr. Margo Morgan received her Ph.D. in Clinical/Developmental Psychology from Clark University. She has been at Ancora Hospital since 1984, and provides psychotherapy and diagnostic supervision on Holly Hall D, a general forensic ward. She is the Unit Coordinator of Holly Hall. Dr. Morgan's orientation is primarily psychodynamic. Her primary interest is in working with the forensic population, to include NGRI, IST, and Detainer patients. She has a variety of mental health experience, to include work in community mental health, correctional, and adolescent residential settings. She is a New Jersey Licensed Psychologist and also works as an adjunct professor at one of the local community colleges.

Dr. Jeffrey Uhl received his Psy.D. in Clinical Psychology from the Philadelphia College of Osteopathic Medicine in 2006. Prior to receiving his Psy.D., he worked as a healthcare administrator in urban and community hospitals for fifteen years. He has an MBA from Temple University and has outside interest in consulting with businesses to improve human and organizational performance. His clinical interests include mood and anxiety disorders, health psychology, eastern philosophies related to mindfulness meditation, CBT and marriage and family counseling. Dr. Uhl currently serves as a ward psychologist on Cedar C, an all female unit serving patients with developmental disabilities and mental illness. He is currently licensed in New Jersey and Pennsylvania.

Dr. Louis C. Becker is an Assistant Director of Internship. He received his Psy.D. in Clinical Psychology from the Philadelphia College of Osteopathic Medicine in 2006. Additionally, he earned an MSW from the University of Pennsylvania School of Social Policy and Practice in 1994. His primary orientation is cognitive-behavioral, and he has experience working in community mental health, outpatient therapy (families, groups and individual), applied behavioral analysis, and forensic psychology. His interests include the treatment and assessment of sex offenders, and he is currently assigned to Holly Hall B, the male forensic ward with individuals who fall under Megan's law. He has recently passed the EPPP and is preparing for the oral exam for New Jersey state licensure.

Dr. John Bishop joined the staff of APH in December 2008. He received his Ph.D. in Clinical Psychology from Nova Southeastern University in 2003 and is licensed in New Jersey and Pennsylvania. He interned at San Antonio State Hospital in Texas. He previously earned an M.S.W. from the University of Hawaii School of Social Work in 1993. His primary orientation is psychodynamic, but has experience in using cognitive-behavioral methods, family therapy, group therapy, and relapse prevention. He has clinical experience in outpatient settings, treating children and adolescents with behavioral problems such as aggression, noncompliance, and sexual acting out, as well as utilizing family behavior management. He has also worked with forensic populations, including male batterers and adolescent sex offenders, with a specialty in forensic assessment of child sexual abuse.

Dr. Heidi Camerlengo is the Coordinator of Psychological Testing at Ancora Psychiatric Hospital. She received her Ed.D. in Counseling Psychology from Rutgers University and joined the psychology staff after completing her predoctoral internship at Ancora Hospital in 2000. While her primary theoretical orientation is psychodynamic, she utilizes an integrative approach to most effectively address the needs of a diverse patient population. Her interests include research into the effects of trauma on caregivers, the study of personality disorders, violence risk assessment, and clinical use of the Rorschach Inkblot Test with a forensic population. She also has an extensive background in the diagnosis and treatment of substance use disorders in addition to experience in program development and grant writing. She has worked in a variety of settings including an adolescent residential shelter and transitional living program, several inner-city public and parochial schools, street outreach and college counseling centers. Dr. Camerlengo currently serves as a diagnostic/therapy supervisor, and is assigned to Holly Hall A. This is an all male forensic ward that includes patients adjudicated Not Guilty by Reason of Insanity, on detainer status from jail, found Incompetent to Stand Trial, and those under Megan's Law.

Dr. Donna Gilles received her Psy.D. in Clinical Psychology from La Salle University in 2005, with a specialization in child-clinical and family studies. She has been working at Ancora Hospital since June 2008. Her primary theoretical orientation is cognitive-behavioral. She has worked in community mental health, inpatient, residential, and school-based settings with a variety of client populations. She has experience working with eating disordered clients, children and adolescents, and medical populations. She has an interest in emotional and behavioral difficulties in children and adolescents. She is currently assigned to F-3 ward in the Main Building, a coed geriatric ward.

Dr. Karen Kohaut received her Psy.D. in Clinical Psychology from the Institute for Graduate Clinical Psychology at Widener University in 2009. Dr. Kohaut's primary orientation is cognitive-behavioral and she has worked in inpatient, residential and school settings with a variety of patient populations. Dr. Kohaut has expertise in working with dually-diagnosed, mentally ill, substance abusing patients and is also a Pennsylvania certified school psychologist. Dr. Kohaut has professional interests in the treatment of mentally ill substance abusers, the use of motivational interviewing, evidence-based practice, biofeedback, and psychological assessment. Dr. Kohaut currently serves as a ward psychologist on Larch Hall B, an all female unit.

Dr. Gabriel Levin joined Ancora Hospital psychology department in 2008 after completing his pre-doctoral internship at the Fifth Avenue Center for Counseling and Psychotherapy. He received his Psy.D. in Clinical Psychology from La Salle University in 2006. He has worked in inpatient, outpatient, partial, and residential settings. Dr. Levin is currently assigned to the F-1 ward in the Main Building, a coed admission ward. His primary theoretical orientation is cognitive-behavioral. He has served as an intern diagnostic supervisor. His clinical and research interests include cognitive enhancement training, body modification, and working with those who suffer from traumatization.

Dr. Michael Lieberman received his Ph.D. in Social/Personality Psychology from Rutgers University, and joined the psychology staff in 1984 after completing his predoctoral internship at Ancora Hospital. He is currently assigned to BHD where he serves as a psychotherapy supervisor. He is the Unit Coordinator of Birch Hall. Dr. Lieberman has a specific interest in group therapy interventions and is a didactic presenter in group therapy and Affect Theory. His primary theoretical orientation is Psychoanalytic/Affect Theory. He is trained and certified in EMDR. He is a New Jersey licensed psychologist.

Dr. Monica Malone joined the Ancora staff in 2000, after completing her internship here. Her previous experience includes extensive work with people with developmental disabilities, including developing Animal Facilitated Therapy programs, such as therapeutic riding, and other innovative therapies, such as rowing. She also works with substance abuse problems and holds the APA Certificate of Proficiency in Alcohol and other Substance Related Disorders. Other areas of interest include sleep disorders, law and ethics, horticultural therapy and facilitating change. She earned her M.S. and Psy.D. in Clinical Psychology from Philadelphia College of Osteopathic Medicine and her M.A. from United States International University in California. She is a Certified Rehabilitation Counselor and is licensed as a Psychologist in Pennsylvania.

Her theoretical orientation is humanism and she works with an active, male population, having the full spectrum of diagnoses, on Cedar Hall D.

Dr. Swati Marner joined the Ancora Hospital psychology department in 2005 after completing her pre-doctoral internship at another NJ State internship site (Greystone Park Psychiatric Hospital). She received her Ed. D. in Counseling Psychology from Rutgers University in 2008. She has clinical experiences providing therapy and court-ordered psychological evaluations in an inpatient forensic setting, community mental health setting, a learning disabilities clinic, and a college counseling center. She is currently assigned to F-2, a co-ed admissions ward. Dr. Marner's orientation is cognitive behavioral and psychodynamic. She has served as an intern representative, a therapy supervisor, and a diagnostic supervisor. Her clinical interests include group therapy, personality disorders, psycho-diagnostics, cognitive remediation therapy, and motivational interviewing techniques. Her research interests include adult attachment styles, cognitive remediation therapy, and stress reactions (burnout, secondary traumatic stress, and vicarious traumatization) in care providers.

Dr. Natasha Moore joined the Ancora Psychiatric Hospital Psychology Department immediately after completing her predoctoral internship at Greystone Park Hospital in December of 2002. She received her Ed.D. in Counseling Psychology from Rutgers University. She is currently the Coordinating Psychologist for Geriatrics where she serves as a psychotherapy and diagnostic supervisor. Dr. Moore's primary orientation is psychodynamic. She has specific interests and experience in geriatrics, women's trauma, program development and program evaluation, and multicultural competence training.

Dr. Leland Mosby received his Ed.D. in Developmental Psychology from Argosy University Sarasota Campus and completed post-doctoral studies in Clinical Psychology at the Forrest Institute of Psychology. He also holds a D. Min degree from Midwestern Seminary at Kansas City, MO, with a specialty in counseling. Dr. Mosby completed a two-year certification Program in Family Therapy at the Menninger Foundation. He has over 1000 hours of training and experience in Forensic Psychology. He is a former Director of Psychology for the New Jersey Department of Corrections and he also was Chief Forensic Psychologist for the Division of Mental Health Services. Dr. Mosby provided scheduled programs on forensic issues and acted as a liaison from Central Office. He also currently teaches forensic psychology classes at West Chester University in Pennsylvania. Dr. Mosby is a New Jersey licensed psychologist.

Dr. Regina O'Connell received her Ph.D. in Clinical Psychology, with a specialization in Clinical Neuropsychology, from Michigan State University. Dr. O'Connell has extensive clinical experience in neuropsychological assessment with geropsychiatric, traumatic brain injured, learning disabled and developmentally disabled populations in inpatient, residential, and outpatient settings. She is interested in neuropsychological assessment of executive and self-regulatory functioning. Clinical interests include assessing character structure, adjusting therapeutic technique for psychotic and personality disordered patients, and making diagnostic/therapeutic use of countertransference. Dr. O'Connell is currently a psychologist on Holly Hall C. She serves as diagnostic/therapy supervisor and conducts didactics on neuropsychological assessment and behavioral support planning.

Dr. Aaron S. Pollock is received his Psy.D. in Clinical Psychology from the Philadelphia College of Osteopathic Medicine and completed his pre-doctoral internship training at Ancora Psychiatric Hospital. His primary theoretical orientation is cognitive-behavioral. His clinical interests include CBT, health psychology, motivational interviewing, problem-solving therapy, self-injury, ADHD, mood disorders, and anxiety disorders. He acted as assistant to the editor-in-chief for the Encyclopedia of Cognitive Behavior Therapy and co-authored a chapter in on Depression in Youth for this volume. He has experience working in numerous settings including inpatient psychiatric hospitals, outpatient community mental health agencies, community outreach programs, health care clinics, and school counseling centers. He is currently assigned to M-2, an all male admissions ward. Dr. Pollock will serve as an adjunct professor at Drexel University beginning in September 2011.

Debbie Saper, MFT, ABD:

Debbie has threaded her areas of professional interest into her staff clinical psychologist position. Debbie has 23 years of developmental disabilities experience; 16 years of as an educator and presenter; and 12 years of individual, marriage and family therapy. In 1993, Debbie received her BA and special education teaching certification from Rowan University. After teaching the developmentally and emotionally challenged for several years, Debbie began her graduate work at MCP Hahnemann University. In 2002, she received her master's degree in Marriage and Family Therapy. Debbie completed the doctoral level courses in Drexel University's Couple and Family Therapy Program. She looks forward to completing her dissertation.

Her clinical and systemic perspective of care, lead to health-based psycho-education approach treatment of symptomatic individuals, couples and families. Since 2003, through Embracing Family, a relationship education and resource center, Debbie has presented seminars and workshops throughout the state of NJ. For the past decade, she has been an adjunct sociology and psychology professor at Camden County College, Gloucester County College, and Rowan University and St. Joseph's University. Debbie is the former talk show host of "Keeping It Real in Relationship" on WNJC 1360 and relationship expert for Ladies Home Journal. Prior to arriving at Ancora, she worked with various systems supporting the effort to deinstitutionalize individuals and reintegrate them back into the community and into their family system. In her current position, Debbie works closely with available families to assist the family system as they confront and meet the needs of their psychiatrically symptomatic loved one.

Dr. Robert Waters received his Ph.D. in Counseling Psychology from Seton Hall University. He began working for the state in 1985 at the New Lisbon Developmental Center, and joined the staff at Ancora Hospital in 1988. Dr. Waters serves as a psychotherapy and diagnostic supervisor on Larch Hall D, an acute male ward. Dr. Waters' theoretical training is primarily psychodynamic, but much of his current work with patients is cognitive behavioral in nature. He has specific interests in the treatment of anxiety disorders, as well as marriage and family counseling. He has extensive outpatient and private practice experience. He currently serves as the Unit Coordinator in Larch Hall. Dr. Waters is a New Jersey licensed psychologist.

Dr. Dena Young received her Psy. D. in Clinical Psychology from the Philadelphia College of Osteopathic Medicine in 2006. Prior to that, she worked as a middle school counselor for 7 years and was a public school educator in Camden City for 6 years. She also has experience as a psychiatric crisis screener, as well as a mental health counselor in the forensic setting. She has taught as an adjunct professor in the psychology department at Rowan University and more recently, at the Philadelphia College of Osteopathic Medicine. She has previously served on an all female ward for women with chronic mental illness, including NGRI, IST, and female detainer patients. Currently, she is a ward psychologist on an all female DDMI ward. Her theoretical orientation is cognitive behavioral and her clinical interests include mood and anxiety disorders, pain management, health psychology, acceptance through mindfulness, multicultural issues in psychiatric populations, forensic psychology, and organizational dynamics/leadership development. Dr. Young is currently licensed in New Jersey.

ANCORA HOSPITAL SITE STRUCTURE

Interns maintain a five-day per week, 35-hour schedule. Training is scheduled three days per week. One day per week is spent at the affiliated placement, and alternate Wednesdays are off grounds when Central Office seminars are offered. To insure that all interns are available during the week for Ancora Hospital seminar presentations, we attempt to schedule all affiliated site training on the same day.

Primary Placement: Interns spend at least three days per week on the grounds of Ancora Hospital. This primary site training is divided into two six month rotations. During a rotation, each intern has two supervisors, one for psychotherapy training and one for diagnostic training. This requires the interns move between two wards during each rotation.

Affiliated Site Placement: Interns participate at one affiliated site for the internship year. These sites offer interns an opportunity to work with clients who would not normally be part of our hospital population. For example, St. Joseph's Preparatory offers a high school counseling service while Rutgers offers a student health center placement. Our affiliated placements do often change from year to year according to personnel changes and administrative needs. Please see the addendum for descriptions of our most recent affiliated placement opportunities.

TRAINING GOALS AND OBJECTIVES

The Ancora Hospital Internship Program provides a guided clinical experience in which interns are given the opportunity to function in various roles associated with professional psychology. The two major roles emphasized are those of psychotherapist and psychodiagnostician. The development and/or refinement of specific skills and competencies associated with these clinical roles form the basis for our program's training goals. These goals involve the acquisition of knowledge, the development of competencies, and the demonstration of selected personal characteristics that are considered basic to the practice of professional psychology. Our training goals reflect current practice standards and are consistent with goals promulgated by similar predoctoral internships nationwide:

1. Psychological Assessment:

The intern is competent in psychological assessment, including effective clinical interviewing and diagnostic skills, as well as DSM multi-axial classification. The intern is expected to select relevant tests and administer, score, and interpret them with proficiency. The intern is also expected to write a well-organized integrative report that addresses the referral question with specific recommendations, and provide the patient and treating team with feedback that is free of jargon.

2. Psychotherapeutic Intervention:

The intern is aware of and prepared to manage safety issues related to working in a psychiatric setting, and can accurately manage and document patient risk according to hospital policy while collaborating with the treatment team. The intern can formulate a useful case conceptualization that integrates theoretical and research knowledge. Interventions are appropriate and effective, and countertransference is understood and used productively. Groups function is understood, and group interventions are skillfully delivered.

3. Consultation and Interdisciplinary Health Care:

The intern is knowledgeable regarding contributions of other disciplines, appreciates their inherent value to patient care, and gives the appropriate level of guidance when consulting with various team members.

4. Application of Literature and Supervision to Clinical Work:

The intern demonstrates depth and breadth of psychological literature pertinent to social, behavioral, and organizational dynamics, and seeks out knowledge as needed to enhance practice which may lead to the development of a research project. The intern seeks and effectively utilizes supervisory guidance and input, is receptive to new ideas, and can apply supervision to clinical practice.

5. Professional Conduct, Ethics, and Legal Matters:

The intern has professional and appropriate interactions with team, peers, and supervisors, and maintains a professional appearance. The intern demonstrates positive coping strategies when faced with personal and professional challenges. Time is managed effectively, and there is a demonstration of appropriate knowledge of ethical principles and applicable laws. Consultation and supervision is actively sought as needed.

6. Individual and Cultural Diversity:

The intern consistently achieves good rapport and working relationships with a variety of patients and staff, demonstrates knowledge of individual differences including ethnic, racial, sexual, and cultural identities. Therapeutic approach is varied in order to consistently communicate respect and acceptance, and treatment informed using relevant research from applicable diverse populations.

TRAINING STRUCTURE

Psychotherapy Training: The psychotherapy supervisor is considered the intern's primary supervisor. Interns spend at least two days per week with this supervisor, and receive at least one hour per week of individual supervision with this supervisor in the practice of individual and group psychotherapy. Additional supervision is provided on a flexible basis to insure that there is at least one hour of supervision for each five direct patient contact hours. The psychotherapy supervisor assigns cases, and each intern is expected to carry a caseload of approximately four to seven individual patients. Interns are also assigned to co-lead group therapy once or twice per week with their supervisor. As early as the second half of the first rotation but no later than the second rotation, interns are encouraged to develop and conduct their own psychotherapy group. At affiliated sites, interns may perform individual, group, couple, or family therapy, depending upon the needs of the clients and the facility and the interests and skills of the interns.

Psychodiagnostic Training: Interns spend one day per week with the diagnostic supervisor, and receive at least one hour of individual supervision per week. During their diagnostic training, interns will improve their clinical interviewing skills and gain or enhance their competence in the administration, scoring, and interpretation of traditional projective and objective assessment instrument. It is the responsibility of the supervisor to provide testing referrals and to observe the administration of a "core battery" of psychological tests. As the intern progresses, increasing emphasis is placed on improving the interns' skills at organizing and integrating the interview and test data into a meaningful psychological report. Finally, interns are expected to complete one psychological evaluation per month for a total of 12 by the end of the year. Diagnostic supervisors also instruct interns on how to complete required initial and annual psychology assessment forms. Interns may be asked to complete 4 to 6 assessments as needed in their therapy rotations; however, all full diagnostic batteries remain under the supervision of the diagnostic supervisor.

Training in Individual Differences and Cultural Diversity: The Department of Psychology at Ancora concurs with the central premise of the *APA Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists* (APA, August 2002), that the population of the United States is racially/ethnically diverse, and that students, research participants, clients, and the workforce will be increasingly likely to come from racially/ethnically diverse cultures. Training for multicultural competency is integrated into intern training in a planned and systematic fashion. The New Jersey Department of Human Services Psychology Internship Program (NJDHS-PIP) Central Office Colloquium Series provides training in the areas of individual differences and cultural diversity as they relate to clinical practice. This training is integrated with practice by selecting diagnostic and therapy cases for interns with consideration of the patient's individual and cultural differences thus ensuring that the interns are exposed to a representative sample of the hospital's diverse population. These cases are also discussed in individual supervision in terms of race, ethnicity, culture, and individual differences. Work samples are also assessed to insure that all aspects of evaluation and treatment reflect an awareness of diversity and cultural issues.

Licensed Supervision: As noted, all interns are provided with at least five hours of supervision weekly. Because not all Ancora Hospital supervisors are New Jersey licensed psychologists it is at times necessary to arrange additional hours of supervision for an intern. Since our mandate is

to provide two hours per week of New Jersey licensed supervision to every intern (in addition to the one hour of New Jersey licensed supervision they receive at the affiliated site), the Unit Coordinators and/or the Directors of Training provide this supervision on an as-needed basis. One hour of such supervision must be individual, and the other hour may be individual or group depending upon the number of interns involved. Supervision requirements are determined for each intern prior to the start of a rotation.

Seminar Training: An important goal of this internship program is the integration of applied clinical experience with a sound base of theoretical knowledge. To accomplish this, interns participate in two seminar tracks. The first is called the Seminar Series, and is sponsored by the Ancora Hospital Psychology Department. These in-house seminars are an adjunct to regular clinical and professional issues discussed at the weekly psychology department meetings. The second set of seminars is offered through the NJDHS-PIP and is referred to as the Colloquium Seminar Series. Here all NJDHS-PIP interns participate in bi-weekly didactic seminars covering a broad range of topics relevant to the profession of psychology. The presenters are typically accomplished clinicians in their particular areas of expertise.

Clinical Project: During the training year, the interns are required to complete a written case study on a patient they have worked with during their internship, or a relevant research project. The case study is expected to include an outline of the intern's theoretical orientation, the interventions that follow from that orientation, an understanding of the pathological process, and how this understanding influenced the treatment process. This case study mirrors one of the requirements for NJ Licensure. Interns electing to complete a research project involving patients must present a proposal to the Director of Training and the Hospital Research Committee for approval. Time to conduct research is generally allocated during regular working hours but may be conducted after hours if a supervisor is on site. Interns are allowed to set aside up to a half day per week to work on their clinical project, conduct research, or prepare their case study.

THE TRAINING PROCESS

The Process of Supervision: The process of supervision is consistent with our training model. Supervisors seek to help the interns integrate academic learning with their patient experiences and assess the effectiveness of this integration through question and observation. Supervisors also structure the interns' training in such a way that learning is graduated and varied. That is, clinical supervisors encourage interns to do therapy with patients of different cultural backgrounds, at different levels of functioning, and representing various diagnostic categories. The process is developmental as it recognizes that the nature of supervision changes over time, moving from providing the intern with specific assistance, techniques and skills to meeting the intern in a more global, consultative approach. Our supervisory process is also a practitioner-oriented process that encourages "learning by doing." In this manner the intern adopts the role of clinician by observing and modeling the behaviors of the supervisor while also receiving feedback on actual therapy/assessment cases. With supervision, the intern learns to formulate cases based on a sound theoretical foundation and to translate this formulation into appropriate diagnostic skills and therapeutic techniques.

TRAINING MATERIALS AND LIBRARY SERVICES

The Ancora Hospital Psychology Department provides sufficient training materials and equipment to insure an outstanding learning opportunity. Each intern is provided his/her own testing items which includes materials to form a core testing battery. Other test materials are available to the interns through the office of the Unit Coordinator.

Ancora Hospital currently maintains a formal relationship with the University of Medicine and Dentistry of New Jersey (UMDNJ) at Stratford, NJ. UMDNJ maintains a Health Sciences Library that is also a "Loansome Doc" provider through the National Library of Medicine. As part of the relationship with UMDNJ, Ancora Hospital is allowed access to the document retrieval system permitting staff and interns to order documents through the National Library of Medicine's PubMed search system. This allows access to thousands of journals and articles in almost every area of behavioral medicine, psychology, and related health science areas.

ADMINISTRATIVE/TECHNICAL SUPPORT AND ANCILLARY SERVICES

Psychology interns have access to the Ancora Hospital Transcription Service provided by the Medical Records Department, and psychological reports can be dictated with a telephone from anywhere in the hospital. Clerical and technical supports are available to the interns both within the Psychology Department and from other hospital-wide resources. The Management Information System Department offers technical support for the interns and the internship program by providing services and programming expertise for the computers that are specifically designated for the Psychology Department. Ancora Hospital also maintains its own Security Police and Fire Department, as well as a medical staff that can provide emergency medical treatment in the hospital clinic.

PHYSICAL FACILITIES

The interns are provided a private office suite in Sycamore Hall, which is fully furnished and includes phone service (with voice-mail) and a computer. Each treatment team room is equipped with a computer and a printer that is part of the Local Area Network (LAN), enabling the intern to send and receive E-mail, and use computerized testing. Individual therapy and psychological testing may be conducted in this area or in designated psychology offices, while group therapy sessions may be held in available conference rooms.

INTERN-STAFF RELATIONS AND CONFLICT RESOLUTION

Recognition of the Rights of Interns and Staff: The right of interns and staff to be treated with mutual courtesy and respect is built into the Ancora Hospital Internship in several ways. While a hierarchical structure is inherent in the internship training model, interns are provided many opportunities to make decisions about their training. Interns have a voice in determining their specialized site, their rotation, and the content of their training plans. We consider ethical and appropriate behavior by supervisors to be of the greatest importance and critical to the success of our internship program. Every supervisory appointment must be approved by the Ancora

Hospital Internship Committee, and may be reviewed by the NJDHS-PIP Training Committee. Training to insure appropriate supervisory interaction is specifically addressed by requiring all prospective supervisors to complete a formal supervisory training program.

Conflict Resolution and Grievance Procedures: Interns are state employees and are protected by the general due process and grievance procedures that cover all state employees. Interns, like all employees, are informed of these rights, policies and procedures during New Employee Orientation. The Psychology Internship Program has a separate set of written procedures for the resolution of conflicts, a process formalized as a five step procedural framework, with established procedures and timelines.

Exclusion from the Internship Program: Good standing and satisfactory progress are required for retention in the Ancora Internship Program. It is consistent with CoA requirements that interns demonstrate intermediate to advanced levels of professional skills in selected areas relevant to competent practice (*CoA Self-Study for Internship Programs for 2003*, page 9). Standing in the program is determined thru a series of satisfactory ratings of the intern's progress provided at regular intervals throughout the internship period. The developmental nature of our training model assumes each new skill or competency is built upon the skills and competencies previously mastered, and our goals and competencies are oriented towards independent and ethical practice. Therefore, failure to achieve skills and/or competencies or failure to value those processes which lead to independent and ethical practice are unacceptable. If a problem is apparent, the supervisor develops a remediation plan and documents progress in resolving the problem. If a supervisor believes that an intern is not making acceptable progress despite their mutual efforts at remediation, the remediation effort is reviewed by increasingly higher levels of administration until remediation is successful or until some other decision is made with regard to the intern's ability to successfully complete the training program.

REQUIREMENTS FOR THE SUCCESSFUL COMPLETION OF THE INTERNSHIP IN CLINICAL PSYCHOLOGY

Upon successful completion of the internship program, each intern will receive a certificate signed by the Commissioner of the Department of Human Services, the NJDHS-PIP Chief of Psychological Services, and the Ancora Hospital Directors of Training. Satisfactory completion requires the following:

1. Completion of 1750 hours (full time for 12 months) during the training year
2. Successful ongoing clinical performance in therapeutic and diagnostic work as evaluated by supervisors using the Intern Evaluation Form during the course of the internship
3. Satisfactory completion of all written requirements, to include monthly experience reports, seminar presentations, and written project or case study
4. Attendance at all required Ancora Hospital seminar presentations (The Director of Training must excuse absences from required training)
5. Attendance at scheduled bimonthly seminars at Central Office (The Director of Training must approve absences from required training)

6. Successful completion of twelve psychodiagnostic batteries, ongoing individual therapy for at least four patients each rotation, and co-leading of at least two ongoing psychotherapy groups during the internship

The Ancora Hospital Internship Committee has the final approval in the granting of certificates. The decision is based upon evaluations from Ancora Hospital supervisors, evaluations from the affiliated site supervisor(s), and consultation with the Directors of Training.

SALARY AND BENEFITS

Salary for the 2010-2011 internship class is \$25,722.23. It is anticipated that the 2011-2012 internship class will receive similar compensation. Interns receive 45 hours of vacation time, 56 hours of sick leave, and 26.6 hours of paid administrative leave. Interns also have 12 State Holidays. No medical coverage is provided.

INTERNSHIP ADMISSION REQUIREMENTS

Pre-Doctoral Applicants

Applicants must have graduated from an accredited college or university with a Bachelor's Degree, supplemented by a Master's Degree (or equivalent as certified by the applicant's university training director) from an accredited college or university. Candidates must be enrolled in a doctoral program in applied psychology (clinical or counseling) at an accredited university or professional school and must be approved by their chairperson for the internship. Successful applicants should have completed graduate course training in each of the following areas:

1. Psychotherapeutic techniques and counseling with practicum experience.
2. Objective and Projective testing with practicum experience. We require that interns document completion of one graduate assessment course dedicated to projective techniques (to include the Rorschach Technique) or at least one graduate course in assessment which includes the use of these projective techniques. We require a minimum level of experience with the Rorschach Technique which we define as the administration, scoring, and interpretation of at least three Rorschach protocols with the Exner scoring system. We also require experience with standardized intelligence testing which we define minimally as at least three administrations of the most current version of the WAIS.
3. Personality development and psychopathology.
4. Theories of learning and motivation
5. Research design and statistical analysis

In addition, applicants should have completed at least 500 hours of practicum experience.

Post-Doctoral Applicants (Changing Specialties)

Doctoral psychologists who are in training to change their specialty to qualify in an applied area of psychology must be certified by their Director of Graduate Professional Training as having

participated in an organized program which is the equivalent of pre-internship preparation reflecting both didactic and field experience. (Please see the pre-doctoral requirements for specific work and practicum experience).

INTERN ELIGIBILITY AND SELECTION

Eligibility and Selection: The Ancora Hospital Internship Program encourages applications from all qualified applicants, regardless of sex, race, religion or physical disability. The Program is a member of APPIC, and applicants must submit the standardized application that can be downloaded from the APPIC website (www.appic.org). A candidate who is considered eligible is invited for an interview. At this time, no telephone interviews are available. For the 2011-2012 class, interviews are generally scheduled from mid December thru to mid January 10. During an “Open House” process, applicants assemble as a group and meet the supervisors and current interns. The Directors of Training will make a formal presentation about the internship program to the group and answers questions from the applicants. This is followed by individual presentations by each of the five unit supervisors describing the range of training opportunities available. Each applicant is then interviewed individually by at least two supervisors in a process that takes about 45 minutes. Applicants who are waiting for their interviews or who have finished their interviews are offered a brief tour of the facility. The entire presentation and interview process should take no more than four hours. Because we believe that the cultural diversity of our staff and interns should reflect the same diversity found among the patients, minority status is taken into consideration during the ranking process. As a member of APPIC, we recognize the benefits of a matching program as an effective and fair means of processing applications and implementing a standardized acceptance date. Please Email the Director of Training if you have any specific questions or concerns.

To facilitate the integration of new interns into the internship program, they are invited to attend our annual “Psychology Appreciation Day” held in June/July prior to the start of the internship year. This annual luncheon/picnic is a traditional part of the internship orientation process. The new interns have then the opportunity to meet the supervisors, tour the facility and formalize their training schedules for the fall.

APPLICATION PROCEDURES

Submit Application requests and materials to:

Drs. Morgan and Uhl
Directors of Internship Training
Ancora Psychiatric Hospital
301 Spring Garden Road
Ancora, New Jersey 08037-9699
Telephone: (609) 561-1700 extension 7895 (Secretary, Esther Taylor)
Email: Margo.Morgan@dhs.state.nj.us or Jeffrey.Uhl@dhs.state.nj.us

Please go to the New Jersey State Department of Human Services website (www.state.nj.us.humanservices/internship.html) for further information about the NJDHS Psychology Internship Program, and to download the Ancora Psychiatric Hospital Internship brochure.

Application Form

We are utilizing the APPIC APPLICATION FOR PSYCHOLOGY INTERNSHIP (AAPI) form. Please complete this form and have all supporting materials completed and sent to the address listed above.

Supporting Materials

- 1) Graduate and, if possible, undergraduate transcripts
- 2) Three letters of recommendation (preferably from clinical supervisors)
- 3) Copy of your curriculum vita or resume
- 4) A recent (within the past twenty-four months) written work sample. This should be a copy of an integrated Psychological Evaluation with the applicant's name and the name and title of the supervising psychologist clearly apparent. An integrated Psychological Evaluation, for this purpose, is defined as an evaluation that organizes and integrates testing results, historical information, and clinical interview materials into one cohesive report which addresses a referral question and concludes with diagnoses and treatment recommendations.

There is no direct mailing of applications to Ancora Hospital. All supporting materials (transcripts, recommendations and work sample) are to be included as part of the APPIC application package. All supporting materials must have appropriate/official signatures or stamps.

Deadline for Application

The DEADLINE for sending the application and all supporting materials follows the APPIC deadlines. We will make every effort to evaluate materials in order to notify applicants of their interview status by December 15.

APA CONTACT ADDRESS

In addition to contacting us directly, you may contact the American Psychological Association at the following address for current information on our status:

American Psychological Association
Office of Program Consultation and Accreditation
750 First Street, NE
Washington, DC 20002-4242
(202) 336-5979

PLEASE NOTICE!

**APPLICATION INFORMATION IS SUBJECT TO CHANGE. PLEASE CONTACT THE
DIRECTOR OF TRAINING FOR CURRENT UPDATES PRIOR TO SUBMITTING
YOUR APPLICATION**

ADDENDUM

Affiliated Placement Opportunities 2011-2012 (Please note that all affiliate placement sites are subject to change.)

Rutgers University Health Services
Rutgers-The State University of New Jersey
Student Health Center
326 Penn Street
Camden, New Jersey 08102
Phone: (856) 225-6005
FAX: (856) 225-6186

Administrator/Director: Paul Brown
Clinical Supervisors: Daniel Gordon, Ph.D., Patricia Rice, Psy.D.

Site Description: This counseling Center is part of the Rutgers University Health Services Center that is located in Camden, New Jersey. It is an outpatient facility that offers counseling on an appointment basis from 8:30 AM until 4:30 PM Monday through Friday. All full-time undergraduate and graduate Rutgers-Camden students are eligible to receive services, as well as part-time students if they have paid for BASIC student health insurance. Psychological counseling services are available to help students successfully handle the stresses and challenges in their academic, professional, and personal lives. Students can receive individual and group psychotherapy, psychological evaluations, psychiatric evaluations for use of supportive medications, crisis intervention, and consultation regarding student concerns about family members and/or friends. Individual/Group Alcohol/Drug/nicotine counseling is available for students who are concerned about their use of these substances. Full time psychology staff includes Dr. Neuza Serra and Dr. Daniel Gordon, with psychiatric services provide by a consulting psychiatrist. For further information, a web site is available at

Psychological Counseling Services
The College of New Jersey
Eickhoff Hall Room 107
P.O. Box 7718
Ewing, New Jersey 08628-0718
Phone: (609) 771-2247
FAX: (609) 637-5131

Administrator: Marc Celentano, Director
Primary Clinical Supervisor: Larry Gage, Ph.D.

Site Description: This outpatient counseling center is part of the Center for Wellness in the Division of Student Life at The College of new Jersey (TCNJ) in Ewing, New Jersey. The Psychological Counseling Services offers free, brief counseling and related services to TCNJ students, faculty, and staff. Services are confidential, and no record of counseling services

appears on the student's permanent record. Psychological Services are offered to help the TCNJ population successfully handle the stresses and challenges of their academic, professional, and/or personal lives. Services provided by the Psychological Counseling Services include brief counseling, crisis intervention, individual and group counseling for adult children of parents with an addiction or mental illness, career counseling, personal growth workshop, training and consultation in human relations skills, psychiatric evaluations, and referrals for concerns not well matched to a brief model. For further information, a web site is available at <http://tcnj.edu/-gage/pcs.html>.

St. Joseph's Preparatory School
1733 Girard Avenue
Philadelphia, PA 19130
Phone: 267-515-5994

Primary Supervisor: John Berna, Ph.D.

Site Description: St. Joseph's Preparatory School is a Jesuit High School with a rich heritage dating back to 1888 The Church of the Gesu. Out of this rich tradition St. Joseph's University and St. Joseph's Preparatory School both grew. St. Joseph's Preparatory School has grown from a few students to almost 900 strong presently. Dr. John Berna, Ph.D. Licensed Psychologist is the Director of the Counseling program and supervises the current interns. Interns have the opportunity to participate in individual and group counseling services. They also have the opportunity to complete psychological evaluations for students at the Preparatory School, crisis intervention and consultation regarding students and their families. 2008-09 has been the first year of our internship affiliation with St. Joseph's Preparatory School and it has been an extremely positive and rewarding process. For further information, a web site is available at www.sjprep.org