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

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INTRODUCTION

Ancora Psychiatric Hospital (APH) is the largest of three JCAHO accredited state psychiatric hospitals operated by the Division of Mental Health and Hospitals of the New Jersey Department of Human Services (NJDHS). The stated mission of the hospital is to provide quality comprehensive psychiatric, medical, and rehabilitative services that encourage maximum patient independence and movement towards community reintegration within an environment that is safe and caring (Ancora Patient Handbook, 2008).

With over 1325 full-time staff serving 650 patients, APH is a major hospital with an exciting array of resources. Opened in 1955 on 650 acres in the famous Pinelands of Southern New Jersey, APH is close to both Philadelphia and Atlantic City. The hospital provides a wide range of psychological, psychiatric and supportive services for adult residents of Atlantic, Cape May, Ocean, Burlington, Camden, Gloucester, Salem, and Cumberland Counties. Patients are referred for admission from community and county hospitals, from community mental health screening centers, and from a variety of forensic settings. APH provides services to a diverse population in terms of psychiatric diagnosis, ethnic background, and socioeconomic status. As of March 2008 racial/ethnic origin breakdown of patients indicated that 50% were Caucasian, 20% were African-American, and 20% were of Asian or Hispanic origin. The age range breakdown was as follows: 18-22 (5%), 23-45 (47%), 46-64 (40%), and 65+(8%). Diagnoses vary throughout the spectrum of psychopathology, with cognitive and memory disorders, the schizophrenia spectrum, bipolar and mood disorders, symptoms based in trauma history, various Axis II disorders, and unusual organic and post-injury presentations represented. The hospital had 1210 admissions and 1219 discharges in 2007, the majority of which involved patients in the regional service units.

HOSPITAL ORGANIZATION

APH delivers mental health care organized around five primary program divisions: Admissions, Geriatric/Health Care, Residential, Dual Diagnosis, and Forensic. Clinical services are delivered at five patient care buildings. These buildings, which are referred to as patient care units, include Birch Hall, Cedar Hall, Holly Hall, Larch Hall, and Main Building. Each unit contains between 3 and 4 wards, with a total of 22 functioning wards across the entire hospital. Services are provided based on a variety of factors, to include legal status, county of origin, level of functioning, and level of care needs.

Admissions: There are three admission units located in the Main Building. All patients are initially processed through admissions, excluding forensic, geriatric, and developmentally disabled patients. Patients may be maintained here for up to sixty days depending upon vacancies in the Regional Service Unit to which they are to be assigned. While in admissions, patients are stabilized and provided with appropriate medical care. Basic self-care needs are addressed, and efforts are made to help them adjust to their hospitalization. Brief discipline-specific assessments are completed to assist in a determination of the patient’s needs, and to guide appropriate
placement. Psychologists on these units provide a full range of services, to include individual and group psychotherapy.

**Geriatric-Psychiatric/ Health Care Services:** This service is located in the Main Building and consists of two geriatric-psychiatric wards as well as a Medical Services Ward. The geriatric-psychiatric wards have a combined bed capacity of 88 with the majority population being in the 60+ age range. A limited number of younger patients who require extensive nursing psychosocial and/or restorative care may also reside here. Most patients present with histories of psychiatric hospitalizations related to chronic mental illness. Other admissions, however, reflect behavioral manifestations and dementia associated with organic brain syndromes, such as Alzheimer’s Disease and Huntington’s Chorea. Patients are assigned to wards depending upon their degree of adaptive deficit and mental/medical dysfunction. The Medical Services ward accepts patients from wards throughout the hospital who require medical interventions, as well as patients returning from community hospitals who require post-operative care.

**Residential/Regional Services:** Larch Hall and Cedar Hall provide a total of 277 beds for men and women on involuntary commitment status with varied treatment and rehabilitative needs. Acute care is provided, as is long-term care for patients with chronic conditions that require more comprehensive services. The two units, configured in a similar manner, are distinguished by the counties they are responsible to serve. Each unit has wards designated to treat the chronic regressed male patient, the acute female patient, the acute male patient, and a core population being prepared for discharge.

**Developmentally Disabled/Mentally Ill:** Birch Hall provides 130 beds for the treatment of dually diagnosed patients with severe and persistent mental illness as well as developmental disability. The degree of developmental disability ranges from mild to profound, with the majority falling in the mild to moderate categories. Treatment programs are tailored to the special needs of this population and emphasize adaptive and social skills training as well as basic psychoeducational programs. Individual and group therapies, appropriately designed to the cognitive limits of the patient population, are provided on each of the wards. Seven BMPT’s provide activities and behavioral programs to meet the individual needs of these patients. In addition, group and behavioral management programs are designed to remediate deficits in selected areas, such as activities of daily living and social skills.

**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 who are admitted from the county jails (Detainer patients). One ward is dedicated to the treatment of sex offenders, and provides specialized treatment for this population. Residents committed as IST have active criminal charges, and are provided treatment geared to the restoration of competence.
APH PSYCHOLOGY DEPARTMENT

Although it is an independent department with its own organizational structure, the APH Psychology Department is organized hierarchically under the Chief Executive Officer and the Medical Director. Currently there are 23 full time psychologists in the department, headed by an Administrator of Psychological Services and the Director of Training. For administrative purposes, one psychologist in each patient care unit serves as the Unit Coordinator of Psychological Services. The Department also includes seven Behavior Modification Program Technicians (BMPT’s) assigned to Birch Hall (the DD/MI unit). These specialized technicians are under the supervision of ward psychologists who coordinate their daily activities. BMPT’s are responsible for developing and implementing a variety of patient programs, to including behavioral management programs.

Currently, the Psychology Department consists of twenty-one doctoral level psychologists and two masters’ level psychologists. One masters’ level clinician is in the process of completing her doctoral program. APH is considered an exempt setting, and licensure is not required for employment. However, eight psychologists are licensed in New Jersey and/or Pennsylvania,

PSYCHOLOGY INTERNSHIP PROGRAM

The APH Psychology Department offers a one-year, full-time (1750 hours) APA 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. We are able to exercise some flexibility and can allow interns to accumulate up to 2000 hours of internship experience during the year if 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.

The APH 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 physicians’ assistant psychiatric rotations. Thus training and professional development are highly valued, and viewed as integral to the mission of the institution. 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 a psychologist, psychiatrist, social worker, nurse, and administrative program coordinator (team leader). Each treatment team provides multidisciplinary services to a single ward housing approximately 30-35 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. Just as our training philosophy is formalized in a training model, our ultimate mission is also formalized as an overarching goal. The overarching goal of the clinical internship at APH is to recruit, select, and train qualified psychology interns whose career goals include the provision of clinical services to a diverse adult population. We seek to promote professional competence as psychotherapists and diagnosticians, to foster high standards of ethical practice and professionalism, to develop sensitivity to individual and cultural differences, to promote skills in working collaboratively with other disciplines, to foster a strong professional identity as a psychologist, and to encourage continuing professional growth.

APH INTERNSHIP ADMINISTRATIVE STRUCTURE

Director of Training: The Director of Training is responsible for the administration and coordination of the various components of the APH Psychology Internship Program. Dr. Leland D. Mosby, Ed.D. is currently serves as the Director of Internship Training. Dr. Mosby is a licensed New Jersey psychologist with over twenty-five years of clinical experience. The Director of Training has an important role in the intern selection process, as well as the maintenance of supervisory and training standards.

APH Internship Committee: The Internship Committee is composed of all internship supervisors and the Director of Psychology, and is headed by the Director of Training. Members of this committee participate in the routine administration of the APH Internship Program, to include intern selection and evaluation, supervisor selection, program development, affiliated site development, and quality improvement. All suggested modifications to the program are referred to this committee, which has the authority to initiate changes quickly and efficiently.

Intern Representative: The Intern Representative is a member of the Psychology Department who has no supervisory responsibilities, and who acts in a supportive role for the interns. The current Intern Representative is Dr. Louis Becker. Dr. Becker meets with the interns as a group twice a month for open discussion of problems or other issues, and is available for individual meetings as well.
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 APH 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. Leland Mosby is the Director of Internship Training. He received his Ed.D. in Developmental Psychology from Argosy University (The University of Sarasota) 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 also completed a two-year certification Program in Family Therapy at the Menninger Foundation. He has extensive experience in Forensic Psychology, and is a former Director of Psychology for the New Jersey Department of Corrections. As Chief Forensic Psychologist for the Division of Mental Health Services, Dr. Mosby provides scheduled seminars on forensic issues, and acts as a liaison with Central Office to provide internship training opportunities.

Dr. Tracey Adams received her Psy.D. in Clinical Psychology from the Philadelphia College of Osteopathic Medicine in 2005. In addition, she had obtained an M.S.Ed. in Counseling Psychology from the University of Pennsylvania in 1997. Dr. Adams’ primary theoretical orientation is Cognitive-Behavioral, with specialized training in Family-Systems theory. Dr. Adams joined Ancora Hospital’s psychology department in 2007 after serving as clinical supervisor for New Jersey’s State Designated Sexual Assault and Domestic Violence Trauma Program. Dr. Adams also has experience working with juvenile and adult perpetrators of sexual assault, providing treatment recommendations for court-ordered psychological evaluations. Other areas of specialization also include treatment for child victims of physical and sexual abuse, as well as previous experience working on Short Term Care Inpatient Psychiatric facilities.

Dr. Askari Asante received his Ph.D. from The University of Memphis School of Counseling Psychology in 1999. He was initially interested in working with children with “emotional disturbances” and spent many years after graduate school working with children and their families in outpatient and community settings. He enjoys writing and worked part-time completing evaluations for children to receive psychological services in the Philadelphia school system. He is currently assigned to Cedar Hall B, an all-male unit primarily serving patients who need more extensive stays at APH due to their mental illness. His professional interests include working with children, adolescents and their families, challenging patient populations and the LGBT community. Dr. Asante’s current work with patients is cognitive-behavioral in nature. He obtained his license in Pennsylvania.
Dr. Hannelore Barbieri joined the psychology staff after completing her predoctoral internship at APH in 2001. She received her Psy.D. from the Philadelphia College of Osteopathic Medicine. Dr. Barbieri’s theoretical orientation is primarily cognitive-behavioral, and she has clinical experience working in a community/outpatient setting. She also has experience and expertise working with patients diagnosed with borderline personality disorder, and enjoys working with other challenging patient populations. Dr. Barbieri is currently assigned to M2. She is the Coordinating Psychologist for the admissions wards. Dr. Barbieri has been an intern supervisor since 2004.

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.

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 APH 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. Dominick DePhilippis has been on staff at APH since July 2003. He received his Ph.D. in Clinical Psychology from Hahnemann University in 1992. His primary theoretical orientation is cognitive-behavioral. He has extensive clinical and research experience in addictions treatment and correctional settings. He currently serves as ward psychologist and psychotherapy supervisor on Birch Hall D (BHD) where he treats an all-male population of patients dually diagnosed with developmental disabilities and Axis I mental disorders. Dr. DePhilippis also supervises the work of BHD’s Behavior Modification Program Technicians which includes, but is not limited to, behavioral support plans and contracts as well as the ward-wide Token Economy. Dr. DePhilippis is also a Senior Adjunct Professor of Psychology and Addictions Treatment at Atlantic Cape Community College. His professional interests include behavioral therapy for
aggression, integrating psychotherapy with pharmacotherapy, HIV risk reduction among injection drug users, and psychometrics. He is licensed in Pennsylvania.

**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 APH 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. Joshua Houseman** started working at APH in June of 2008. He received his Psy.D. from La Salle University in Philadelphia. After completing his internship at a Veteran's hospital in California, he worked for two years as a research project manager and clinician at the Cooper Cancer Institute. Dr. Houseman's theoretical orientation is cognitive behavioral. He has a special interest in third wave behavioral therapies including acceptance and commitment therapy (ACT). He is especially interested in how this fits in with treating severe chronic mental illness and how it may decrease readmission. Dr. Houseman has an interest in health psychology and has had experience working in multiple settings both inpatient and outpatient. He is currently assigned to F2 one of the admissions wards in the Main Building.

**Dr. Linda Kavash** received her Psy.D. from the Wright State University School of Professional Psychology in 1989. She has been employed by the state since 1990, having worked four of those years at the North Princeton Developmental Center providing behavioral services to individuals with developmental disabilities. She is currently assigned to Birch Hall B, a coed unit serving dually diagnosed patients with developmental disabilities and mental illness. She also serves as the Unit Coordinator of Birch Hall and as a diagnostic intern supervisor. Her professional interests include working with the DD/MI population and psychological assessment. Dr. Kavash is a Pennsylvania licensed psychologist.

**Dr. Virginia Koutsourus** joined the staff of Ancora Psychiatric Hospital in July 2008 and currently serves an all-female patient population on Larch B ward. She earned her Psy.D. from the Philadelphia College of Osteopathic Medicine, and is licensed in Pennsylvania. Additionally, she holds BCIA national certification in Applied Psychophysiology/Biofeedback. Her theoretical orientation is primarily expressed via the biopsychosocial model. She draws on her training and experience in Cognitive Behavioral methods, Health psychology, and Jungian thought when working with patients. Her clinical experiences have been diverse, and include work as a consultant to primary care medicine, provision of outpatient treatment in private and community mental health facilities, pre-surgical assessments for pain patients, and provision of on-site psychological service to a large residential school community. Her research and professional interests include patient perceptions of and satisfaction with medical care, implementation of qualitative research methods, and the dynamic relationship between heart, mind, and body via breath work and mindfulness as expressed in heart rate variability (HRV) and well-being.
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 APH. He is currently assigned to CHC (a transitional coed ward) where he serves as a psychotherapy supervisor. He is the Unit Coordinator of Cedar 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 APH psychology department in 2005 after completing her predoctoral 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 is currently assigned to M-2, a co-ed admissions ward. Dr. Marner’s orientation is cognitive behavioral and psychodynamic. Her clinical interests include group therapy, personality disorders, and psycho-diagnosites. Her research interests include attachment styles research and stress reactions (burnout, secondary traumatic stress, and vicarious traumatization) in care providers.

Dr. Natasha Moore is an Assistant Director of Internship. She joined the APH Psychology Department immediately after completing her predoctoral internship at Greystone Park Hospital in 2002. She received her Ed.D. in Counseling Psychology from Rutgers University. She is currently the Coordinating Psychologist for Geriatrics/Medical 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. Margo Morgan received her Ph.D. in Clinical/Developmental Psychology from Clark University. She has been at APH 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.
**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. 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 Birch A, a coed unit serving patients with developmental disabilities and mental illness.

**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 APH 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 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 since 2004 and more recently, at the Philadelphia College of Osteopathic Medicine. Currently, she serves as the ward psychologist on Cedar A, which is an all female ward for women with chronic mental illness, including NGRI, IST, and female detainer patients. 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, and forensic psychology.
APH SITE STRUCTURE

Interns maintain a five-day per week, 35-hour schedule. Training is scheduled daily at APH except for one day per week spent at the affiliated placement, and alternate Wednesdays when Central Office seminars are offered. To insure that all interns are available during the week for APH seminar presentations, all affiliated site training is scheduled for Fridays.

Primary Placement: Interns spend at least three days per week on the grounds of APH. This primary site training is divided into two rotations of six months duration. During a rotation, each intern typically has two supervisors, one for psychotherapy training and one for diagnostic training. This requires the interns to split their time between two wards during each rotation. In some situations, however, an intern may be assigned to only one ward during each rotation, and have a single supervisor for both psychotherapy and diagnostics. This may be done, for example, if an intern has specific training needs that might make this the best use of available resources.

Affiliated Site Placement: Interns stay at one affiliated site for the internship year. Two current sites (The Counseling Center at the College of New Jersey and the Rutgers/Camden Counseling Center) offer opportunities to work with individuals who would not usually be part of our hospital population. We also offer affiliated site placement through AtlantiCare Behavioral Health, an Atlantic County based organization which can provide general psychiatric outpatient experience in a community setting. Due to the increasing interest in forensic placements, we also maintain contact with several forensic sites that can provide affiliated placement opportunities. However, our affiliated placements often change from year to year according to personnel changes and administrative needs. Please see the addendum for descriptions of recent affiliated placement opportunities.

TRAINING GOALS AND OBJECTIVES

The APH 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. The achievement of these goals leads progressively to the attainment of the desired outcome of the internship. That is, interns successfully completing the program will be capable of functioning autonomously and responsibly in their chosen professional psychology role. Our training goals reflect current practice standards, and are consistent with goals promulgated by similar predoctoral internships nationwide. It is important to note that the knowledge base represented by our goals and objectives, the processes by which these goals and objectives are achieved, and the nature of our evaluative process are all consistent with our Integrative-Developmental-Practitioner Model of Internship Training. These goals and objectives integrate experiential and didactic learning, are achieved developmentally through increasing competence forged by practice under supervision, and are requirements for competent clinical practice.
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 in individual and group psychotherapy. Additional supervision is provided on a flexible basis to insure that there is at least one hour of supervision per 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 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 gain or enhance competence in the administration, scoring, and interpretation of traditional projective and objective assessment instruments as well as their clinical interviewing skills. 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.

Training in Individual Differences and Cultural Diversity: We concur 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 two hours of supervision weekly by their assigned APH supervisors. Because not all APH 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 Director 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 APH 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 offered through the NJDHS-PIP is referred to as the Colloquium Seminar Series. Here all NJDHS-PIP interns participate in monthly 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, going from specific assistance with techniques and skills to a more global, consultative approach. Our supervisory process is also a practitioner-oriented process that encourages “learning by doing,” a process of helping the intern adopt the role of clinician by modeling behaviors and providing feedback during actual therapy/assessment cases. With supervision, the intern learns to formulate cases based on a sound theoretical foundation, translate this formulation into therapeutic techniques, and acquire or refine diagnostic skills.
TRAINING MATERIALS AND LIBRARY SERVICES

The APH Psychology Department provides sufficient training materials and equipment to insure an outstanding learning opportunity. Each intern is provided his/her own test battery. Other test materials are available to the interns at the office of the Unit Coordinator. The remainder of the test equipment, including some of the more expensive and less frequently used instruments (e.g., Halsted-Reitan) are kept in the Psychology Test Center.

Extensive library resources are maintained for the research and review components of the internship training program. APH currently maintains a formal relationship with the University of Medicine and Dentistry of New Jersey (UMDNJ) at Stratford, NJ. This arrangement permits staff and interns unlimited physical access to one of largest health sciences library facilities in Southern New Jersey. As part of this relationship, the UMDNJ Health Sciences Library is also “Loansome Doc” provider through the National Library of Medicine (NLM). This document retrieval system permits staff and interns to order documents through the NLM’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 APH Transcription Service provided by the Medical Records Department, and psychological reports can be dictated via telephone from anywhere in the hospital. Clerical and technical support are available to the interns both within the Psychology Department and from hospital-wide resources. Typing and secretarial services, including the flow of information between the Director of Training, intern supervisors and interns are provided by the secretary assigned exclusively to the Psychology Department. 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. APH 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

Due to census reductions over the years, some buildings on the hospital grounds are utilized by the New Jersey Department of Corrections as part of a minimum-security complex. Recent increases in security instituted in response to community concerns as well as the increasing forensic population include an eight-foot chain link fence around the entire hospital, and security cameras in public areas. The Secure Care Unit (Holly Hall) also has extensive fencing, uniformed security personnel, and other security features. Offices, conference rooms, and administrative rooms are located both on and off the wards. 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 APH 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 APH 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 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: Interns may be excused from the program for legitimate reasons or excluded for others. Good standing and satisfactory progress are required for retention. This 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 by satisfactory ratings on the Intern Evaluation Form given 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, as well as 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 in regard to the intern’s completion of 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 APH Director 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 APH 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 APH Internship Committee has the final approval in the granting of certificates. The decision is based upon evaluations from APH supervisors, evaluations from the affiliated site supervisor(s), and consultation with the Director of Training.

SALARY AND BENEFITS

Projected salary for the 2008-2009 internship class is $25,722.23. Interns receive 61 hours of vacation time, 78 hours of sick leave, and 21 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 these projective techniques. We also require a minimum level of experience using the Rorschach Technique, which we define as the administration, scoring, and interpretation of at least three Rorschach protocols. We also require minimal experience with standardized intelligence testing, which we define 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 in which the equivalent of pre-internship preparation (didactic and field experience) has been acquired (see pre-doctoral requirements for specific work and practicum experience).

INTERN ELIGIBILITY AND SELECTION

Eligibility and Selection: The APH 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 2008-2009 class, interviews are scheduled January 10, 17, and 24 (2008), from 9:00 AM through 12:30 PM. During an “Open House” process, applicants assemble as a group and meet the supervisors and current interns. The Director of Training makes 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, a process that takes about 45 minutes. Applicants who are waiting for their interviews or who have finished their interviews are offered brief tours 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 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:

Leland D. Mosby, Ed.D.
Director of Internship Training
Ancora Psychiatric Hospital
301 Spring Garden Road
Ancora, New Jersey 08037-9699
Telephone: (609) 561-1700 extension 7656
Email: Leland.Mosby@dhs.state.nj.us

Please go 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 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 in which testing results, historical information, and the clinical interview are integrated into one cohesive report which addresses a referral question and concludes with diagnoses and treatment recommendations.

Supporting materials (transcripts, recommendations) do not need to be sent separately, but may be sent as part of an application package. However, they must be in envelopes sealed with appropriate/official signatures or stamps.
Deadline for Application

The DEADLINE for sending the APPLICATION (AAPI) and all supporting materials is NOVEMBER 15. Please submit your materials in sufficient time so that they are postmarked by that date. This will give us sufficient time to evaluate materials in order to notify applicants of their interview status no later than 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) 336-5500

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 2008-2009
(Subject to Change)

Anne Klein Forensic Center
Sullivan Way
P.O. Box 7717
West Trenton, N.J. 08628
(609) 633-0923

D. Michael Scott, Ph.D.
Administrator of Psychology

The Anne Klein Forensic Center (AKFC) provides a one day per week affiliated placement for one intern enrolled in Trenton Psychiatric Hospital (TPH) or Ancora Psychiatric Hospital (APH) internship programs. Interested interns from TPH and or APH are interviewed by AKFC psychologists, and one intern demonstrating a sincere interest and clinical experience in Forensic Psychology is selected. The AKFC placement starts in the first week of October. The assigned psychology supervisor and intern devise a training plan at the start of each rotation. At times, the intern may have two Psychology supervisors, one for the morning placement, and another supervisor for the afternoon placement. During the first months of the internship year, the intern should expect a very close collaboration with the AKFC Psychology Intern Supervisors. With experience, the intern will be assigned independent clinical work assignments as appropriate.

The AKFC psychology supervisors conduct intern training in forensic clinical interviewing and psychological/ personality test instruments - including specialized forensic testing measures. A comprehensive therapy rotation is available on a unit designed for the group-oriented treatment of mentally ill sex offenders, depending on the individual intern’s interests and skills. However, forensic psychological assessment is typically emphasized during the AKFC placement. In addition to a rotation on the Sex Offender Unit, more recent interns have received training in the IST-30 County Jail Evaluation Program. This rotation entails the evaluation of inmates in county jails for Competency to Proceed to Trial. In the hospital, the intern is exposed to a diverse patient population presenting a variety of psycho-legal issues such as, 1) Competency to Proceed to Trial, 2) malingering of Psychiatric and Neurological symptoms, 3) Sanity at the time of the alleged crime, and, 4) risk assessment and risk management planning for patients with a history of violent/sexual crimes.
Rutgers University Health Services
Rutgers-The State University of New Jersey
Camden Health Center
326 Penn Street
Camden, New Jersey 08102
Phone: (856) 225-6005
FAX: (856) 225-6186

Administrator/Director: Paul Brown
Primary Clinical Supervisor: Neuza Maria Serra, Psy.D.
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 http://crab.tutgers.edu/ruhhelath/index.html.

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

Administrator: Larry Gage, Ph.D.
Primary Clinical Supervisor: Larry Gage, Ph.D.
Clinical Supervisor: Hue-Sun Ahn, 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 refererals for concerns not well matched to a brief model. For further information, a web site is available at http://tcnj.edu/-gage/pcs.html.

Special Treatment Unit
Kearny, New Jersey
973-491-2792
Avenel, New Jersey
732-499-5534

Merrill Main, Ph.D
Administrator of Psychology

The New Jersey Department of Human Services Special Treatment Unit (STU) is a secure, inpatient sex offender treatment facility. By statute, facilities and security are provided by the Department of Corrections while assessment and treatment are provided by the Department of Human Services. The STU is currently located at two sites: Kearny and the Avenel section of Woodbridge. The Avenel site is also referred to as the “STU Annex.”

The Special Treatment Unit opened in August of 1999, and the Special Treatment Unit Annex was opened in May of 2001 to provide additional beds for the Kearny facility. The mission of the STU is to provide assessment and comprehensive treatment services to individuals who have been civilly committed by the courts. The STU provides specialized services in the assessment and treatment of sexual deviance and personality disorders. Treatment focuses on the identification and exploration of relapse risk factors in an effort to help residents reduce their risk for future sexual violence. The STU provides a rich and challenging forensic setting; interns are provided with a psychologist as primary mentor and a secondary mentor in another discipline. Professional staff represented in the STU include psychologists, psychiatrists, social workers, addictions counselors, teachers, vocational rehabilitation counselors, recreational counselors, and chaplains. As part of their clinical experience, interns sit in on a number of different process groups, psycho-educational modules, and staff-facilitated rehabilitation and recreation activities. Interns may also have the opportunity to participate in ongoing research. It can also be arranged for interns to attend court hearings wherein the initial or continued involuntary commitment status of residents is determined. Although interns are given the opportunity to observe assessment sessions of varying types, testing opportunities are limited because test data and related material often become part of court hearings.