



**STATE OF NEW JERSEY**

In the Matter of Michael Dunlop,  
Clinical Psychologist (C0976A),  
Bergen County

**FINAL ADMINISTRATIVE ACTION  
OF THE  
CIVIL SERVICE COMMISSION**

CSC Docket No. 2020-2031

Examination Appeal

**ISSUED: APRIL 11, 2022**

Michael Dunlop appeals the determination of the Division of Agency Services (Agency Services), which found he was below the minimum requirements in education for the open competitive examination for Clinical Psychologist (C0976A), Bergen County.

The subject examination was announced with a closing date of October 21, 2019. The examination was open to applicants who possessed a Master’s degree in Psychology with a completion of a one-year supervised clinical internship. The subject eligible list, containing two names, promulgated on February 6, 2020 and expires on February 5, 2023. The subject eligible list was exhausted following the disposition of the February 13, 2020 certification (OL200176), which resulted in the appointment of both eligibles.

On his application, the appellant stated that he possessed a Master’s degree in Psychology and that he served as a Behavior Support Technician from January 2017 to the closing date (October 2019) and as a Human Services Assistant from January 2016 to January 2017. Upon review of his application, the Division of Agency Services found that he was below the minimum requirements in education for the subject examination because he did not indicate that he completed a one-year supervised clinical internship, as required. Accordingly, he was deemed ineligible for the subject examination.

On appeal, the appellant asserts that he did not complete a one-year supervised internship because Kean University chose to eliminate the practicum requirement from its Psychological Services program and did not offer such an internship. As such, he asserts that because most internship opportunities are offered to matriculated students and because Kean University did not make it a requirement or assist students in finding a practicum, he should not presently be denied the opportunity to seek an appointment for the subject title based on his lack of supervised clinical internship experience. Finally, the appellant maintains that his multiple years of experience as a Behavior Support Technician have given him translatable skills that may have more applicability than an internship at another facility.

### **CONCLUSION**

*N.J.A.C.* 4A:4-2.3(b) provides that applicants for open competitive examinations shall meet all requirements specified in the examination announcement by the closing date.

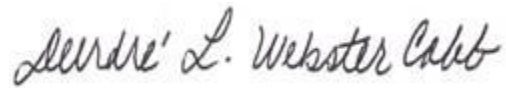
In the instant matter, Agency Services correctly determined that the appellant was ineligible for the subject examination. The appellant did not complete a one-year supervised clinical internship, as required. The appellant's service as a Behavior Support Technician cannot be accepted as a substitute for the required internship experience, as there is no indication that the appellant was performing work at the level and scope of a supervised clinical internship, such as psychological testing used for diagnostic purposes. Moreover, Kean University's purported elimination of a practicum requirement from its Master's degree program does not, in and of itself, demonstrate that requiring a candidate for the title of Clinical Psychologist to possess supervised clinical internship experience is an unreasonable or obsolete requirement. Accordingly, the appellant has not met his burden of proof and there is no basis to disturb the decision of Agency Services.

### **ORDER**

Therefore, it is ordered that this appeal be denied.

This is the final administrative determination in this matter. Any further review should be pursued in a judicial forum.

DECISION RENDERED BY THE  
CIVIL SERVICE COMMISSION ON  
THE 6<sup>TH</sup> DAY OF APRIL 2022



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